

4.3.3  
PRE-EMPLOYMENT PHYSICALS  
ADOPT: APRIL 8, 1985  
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The employment of any person is contingent upon present and prospective employees meeting approved standards of physical and mental fitness. All employees shall be treated equally and consistently with requirements of their class specifications and such medical examinations as may be required are not to be used to discriminate against persons with disabilities. Confidentiality of medical examinations shall be maintained.

When a pre-employment physical is required, its cost shall be borne by the employee. If a more extensive examination is required, the District will authorize further examination at no cost to the employee. Police officer, grounds and custodial applicants' pre-employment physical costs shall be borne by the District.