

BOARD POLICY 523.1

523.1 - Staff Physical Examinations

To ensure the health, safety and welfare of the learning community, the District has established the following health related practices for all employees or those seeking to become employees.

A. Examination: Upon initial employment and thereafter, physical examinations shall be required of District employees in accordance with section 118.25 of the Wisconsin statutes. Upon initial employment, evidence that employees are of sound health, sufficient to perform the essential functions of their assignment, is necessary to make binding the offer of employment or the initial contract, as applicable, with the District.

B. Fitness for Duty: The District may require a physical and/or mental examination at the expense of the District where reasonable doubt arises in the minds of the District concerning the current health of the employee, and consistent with the limitations imposed by applicable state and federal law. Failure to comply with this request or failure to provide a doctor's certification of sufficiently sound health to perform duties assigned may result in discipline up to and including discharge/termination.

The School District of Fort Atkinson does not discriminate in employment on any basis protected by federal, state or local laws.

Legal Ref.: Chapter 161, Wisconsin Statutes

Sections 103.15, 118.25, 121.52(2)(3), 125.09(2), Wisconsin Statutes

Genetic Information Nondiscrimination Act of 2008 (GINA)

Approved: January 15, 1998

Revised: March 15, 2012