



## PERSONNEL: General

Medical Evaluations

## I. Position Statement

The Board of Education of Baltimore County (Board) is committed to providing a safe and productive workplace. In order to accomplish this goal, the Board recognizes that certain job-related medical evaluations are consistent with business necessity. All medical evaluations will be conducted in accordance with Board policies, Superintendent's rules, and applicable federal, state, and local laws and regulations.

## II. Implementation

A. The Superintendent shall establish rules and procedures that:

1. Inform employees of the circumstances for which a medical evaluation may be required and advise them of their responsibilities;
2. Advise applicants with a contingent offer of employment of their responsibilities when a medical evaluation is required; and
3. Outline the applicable processes for such examinations.

B. The Board directs the Superintendent to implement this policy.

Legal References: 29 U.S.C. §§2601 *et seq.*, *Family and Medical Leave Act*  
 29 U.S.C. §§12101 – 12117, 12201-12213, *as amended*, *Americans with Disabilities Act*  
 42 U.S.C. §2000e(f), *Title VII of the Civil Rights Act of 1964*  
 49 C.F.R. §391.41, *Physical Qualifications for Drivers*  
*Annotated Code of Maryland*, Labor and Employment Article, Title 9, *Workers' Compensation*

Related Policies: Board of Education Policy 0300, *Equal Employment Opportunity*

POLICY 4006

Board of Education Policy 4002, *Obligations of Employees of the  
Board of Education of Baltimore County*  
Board of Education Policy 4203, *Absences and Leaves*

Policy  
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Board of Education of Baltimore County