

MANUAL OF POLICY

POLICY NUMBER: II-12 **PAGE** 1 of 1

POLICY TITLE: All Personnel: Examinations


LEGAL AUTHORITY: FLORIDA STATUTE 1001.64

DATE OF LAST REVIEW: 9/29/2005, 6/19/2007, 7/21/2009 and 7/19/2011

DATE OF BOARD ACTION: 2/8/1978, 9/21/1999, 10/23/2001, 9/29/2005 and 7/19/2011

- A. The College President or designee may require, in accordance with applicable law, a physical and/or a psychiatric evaluation of any College employee by a qualified healthcare professional. The evaluation may be conducted through the College's Independent Medical Consultant process or through another process deemed appropriate by the College.
- B. The College President may authorize drug testing as a part of the hiring process for any and all new employees, especially when the position to be filled involves the use of hazardous materials, machinery, mechanical devices, electrical/mechanical construction, maintenance and repair; or for security positions, shipping/receiving/delivery positions and other potentially hazardous positions.

Such medical evaluations may also be directed if there is sufficient evidence to suggest that the employee's performance has deteriorated below acceptable standards, and/or that there is reasonable evidence to suggest the influence of drugs/alcohol.

	7/19/11
CHAIRMAN	DATE