

## **Employee Health and Safety**

The health and safety of District personnel is of vital importance. The Board will seek to provide safe working conditions for all employees, and will give prompt attention to those conditions which may present a threat to their health and safety. The District will respond to employee requests for reasonable accommodations when an employee has a disability as defined by Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act (ADA). All employees will receive annual training on universal precautions and the District's communicable disease policy.

The District will only make medical inquiries, require physical exams, or keep medical information on an employee in accordance with law.

### **Drivers for Transportation**

Individuals employed by the District, or through contracted service to drive District transportation must pass a physical examination which certifies the person's fitness to meet the essential functions of the position offered, prior to being officially employed in the position. A health certificate signed by a practicing medical doctor or doctor of osteopathic medicine confirming the individual is in good physical health, including proof of a current negative TB test, must be filed with the District Human Resources Department that indicates that they are physically qualified to operate District transportation for the purposes of transporting students. A new driver must file this statement before operating District transportation.

Medical records must be maintained on separate forms in separate medical files and shall be kept confidential.

Adopted: June 23, 1971

Revised: August 11, 1982  
February 10, 1986  
February 11, 1997  
March 27, 2001  
May 27, 2003  
April 13, 2010

Cross Refs: EBAB, Hazardous Materials  
EBB, Communicable Diseases

Legal Refs: §§ 162.064, 302.272, RSMo.  
The Rehabilitation Act of 1973, Section 504, 29 U.S.C. §794  
Americans with Disabilities Act, 42 U.S.C. 12101 *et seq.*