

## **XII. PHYSICAL STATUS AND EXAMINATION**

### **A. POLICY**

In order to ensure that employees are placed in jobs which they are physically and mentally suited, fitness for duty evaluations may be requested post-offer for new employees, and at such other times during employment that is deemed in the best interest of the employee or AURA.

### **B. PROCEDURE**

When appropriate, applicants (post offer), or staff members may be required to undergo physical or mental examinations to establish their fitness for initial or continuing service. Such examinations will be at the expense of the employer and may be directed by the Center Director or a designee. Decisions as to severance or retention of employees will be made by the Center Director. The Director may delegate authority to make the decision as to hire.