304: Team Member Medical Questionnaire

300: Human Resources · https://milo.masseyservices.com/docs/304-team-member-medical-questionnaire/

Section: Human Resources
Subject: Team Member Medical Questionnaire
Approved by: Tony Massey
Effective Date: 10 September 1990
Last Reviewed Date: 1 July 2019
Policy Owner: Director of Human Resources

Policy

Scope: All Team Members

Post Job Offer Medical Questionnaire & Physical Examinations

New Team Members

All new Team Members are required to complete a Post Job Offer Medical Questionnaire and physical examination after a Conditional Job Offer has been made, but before the Team Member performs any work for the Company.

The Company will incur the full cost of required examinations and also will select the physician to administer the examination. Medical evaluations will be included in the Team Member's confidential file and may only be accessed by team members with access to confidential files.

These questionnaires and examinations are performed on a consistent and non-discriminatory basis.

Candidates who receive a satisfactory result on the post offer, pre-employment medical examination are to be placed in the job.

There may be circumstances in which a Conditional Job Offer may be withdrawn based on information obtained in this process. Any such withdrawal of a job offer will be job-related and consistent with business necessity. Offers may be withdrawn for reasons including, but not necessarily limited to:

(1) a determination that the individual cannot perform the essential functions and reasonable accommodation is not achievable, (2) the individual would pose a direct threat to the safety of themselves or others and this threat cannot be reduced or eliminated by reasonable accommodation, or (3) if the individual omits or provides false information in conjunction with the pre-employment questionnaire or medical examination.

Current Team Members

The Company may require a medical examination of a current Team Member if there is reason to believe that a Team Member’s ability to perform the essential functions of their job are impaired by a medical condition. Any such examinations will be job-related and consistent with business necessity.

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