

# CARBON CAREER & TECHNICAL INSTITUTE

SECTION: CLASSIFIED EMPLOYEES

TITLE: DISQUALIFICATION BY  
REASON OF HEALTH

ADOPTED: November 18, 2004

REVISED:

<p>1. Purpose</p> <p>2. Authority</p> <p>3. Guidelines</p>	<p style="text-align: center;">515. DISQUALIFICATION BY REASON OF HEALTH</p> <p>Consistent with law with respect to equal opportunity and nondiscrimination, it is the policy of the Joint Operating Committee to ensure that programs are supported by classified employees who are physically and mentally fit to perform the duties assigned to them.</p> <p>A classified employee may be placed on sick leave or retired for physical or mental disability to perform assigned duties.</p> <p>When a classified employee is determined unfit to work by reason of physical or mental condition, the following procedure shall be followed:</p> <ul style="list-style-type: none"> <li>a. The Administrative Director shall present to the Joint Operating Committee the condition of the employee. The employee may be transferred to an available position for which the employee is qualified upon the recommendation of the Administrative Director and in accordance with Committee policy.</li> <li>b. Should the Committee determine that the reasons given constitute sufficient cause to order the employee to be examined, said employee shall be given written notice of the need for such examination and an opportunity to appear before it.</li> <li>c. A hearing before the Joint Operating Committee shall be conducted in accordance with the following rules: <ul style="list-style-type: none"> <li>It shall be privately held.</li> <li>Employees may present witnesses on their behalf.</li> <li>Employees may be represented by counsel or an individual of their own choice.</li> <li>Witnesses shall be called individually and excused after making their statement.</li> </ul> </li> </ul>
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	<ul style="list-style-type: none"><li>d. Should the Committee order an examination, it may be conducted by a physician(s) selected by the employee from a list provided by the Committee.</li><li>e. The examination shall be conducted within ten (10) days following the hearing.</li><li>f. If as a result of such examination, the employee is found to be unfit to perform assigned duties, the employee shall be placed on mandatory sick leave for such period as may be indicated and with such compensation to which s/he is entitled until proof of recovery, satisfactory to the Joint Operating Committee, is furnished.</li><li>g. Should an employee refuse to submit to examination following the exhaustion of proper appeals, the Committee shall consider such refusal as cause for dismissal.</li></ul>
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