

**Clackamas Education
Service District**

Code: **GCBDD**
Adopted: 05/20/09

Fitness for Duty

CESD is committed to providing a safe working environment for the benefit of CESD's students, teachers, administrators, staff, visitors, and its property. All CESD employees are expected to report to work fit for duty so that they are able to perform all of their essential job functions in a safe manner.

CESD will conduct a fitness for duty evaluation when there is reasonable doubt about an employee's ability to safely and/or appropriately perform the essential functions of their job due to possible influence of physical, mental, or chemical impairment. Any such impairment which poses a possible threat to the safety of the employee, other employees, students, visitors, or the property of CESD will necessitate a fitness for duty evaluation.

Employees are obligated to submit to the fitness for duty evaluation as requested by their supervisor and/or his/her designee. Employees are also obligated to sign a release of information form which allows the physician performing the fitness for duty evaluation to inform the superintendent or his/her designee of the results of the employee's fitness for duty evaluation and recommendations.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)