

**Cochise College  
Administrative Policy**

**Category: Health and Safety  
Policy Number: 5001  
Title: Health and Safety**

The Administration shall develop guidelines to help protect students, faculty and staff from persons with physical or mental illness.

**Procedure 5001.1  
Guidelines**

1. The College will respect the privacy of a student or employee to the extent that the safety of the student or employee and other student(s) and staff are not compromised.
2. Whenever there is reason to believe that an employee or student presents a risk due to health or safety reasons in the learning or employment setting or that an employee's ability to fulfill employment duties is jeopardized by the employee's physical or emotional condition, the President or designee may require the employee or student to submit to a physical or psychiatric examination, the cost paid by the College and the examination performed by a physician selected by the College. The results of such examination may be used to determine fitness for continuation as a student or employee and to evaluate assignment or accommodation of the employee if such is appropriate. Failure by an employee to submit upon request to an examination, if deemed insubordination by the College, shall constitute grounds for discipline in accord with applicable College policies.

The suitability for any employee's returning to work from a paid or unpaid leave of absence due to illness, injury or any other health reason shall be stated in writing by the attending physician.