



Ohio Administrative Code

Rule 3335-79-08 Employee medical or psychological examination.

Effective: December 20, 2020

(A) The university may require an employee to take a medical and/or psychological, and/or functional capacity examination, conducted by a licensed practitioner selected by the university, to determine the physical and/or mental capability to perform the essential duties of the employee's position. The university may supply the examining practitioner with facts relating to the employee's difficulty or inability to perform the essential functions of the job and may supply additional information including but not limited to physical and mental requirements of the employee's position, duty statements, job classification specifications, and position descriptions. The university shall pay for the examination.

(B) An employee's refusal to submit to an examination, the unexcused failure to appear for an examination, or the refusal to release the results of an examination amounts to insubordination, and may subject the employee to disciplinary action up to and including termination.

(C) If found unable to perform the essential duties of the position, the employee may be placed on sick leave, or unpaid leave, or the university may pursue a disability separation of the employee.

(D) Medical and psychological reports shall be maintained as confidential records to the extent allowable pursuant to section 149.43 of the Revised Code and Chapter 1347. of the Revised Code.
