

## Policy IV.4003.G, Medical Evaluations

### Purpose

The purpose of this policy is to provide guidance to San Jacinto College employees whose position involves complying with clinical affiliation agreements, state certification requirements, or licensure agreements. This policy also applies to injured employees in compliance with Texas Workers' Compensation laws.

### Policy

Employees in departments, programs, or job classifications such as police, children's center, nursing, and allied health may be required to undergo job-related medical evaluations, when mandated by licensure, accreditation, or clinical agreements. These evaluations may include physical and/or mental health examinations, drug testing, and tuberculosis (TB) testing, as applicable to the position.

Employees that sustain work-related injuries will be medically evaluated to determine return-to-work status in compliance with Texas Workers' Compensation laws.

Employee medical information shall be handled in compliance with Policy VI.6004.A, Compliance with Health Insurance Portability and Accountability Act (HIPAA).

### Definitions

**Employee:** A full-time or part-time employee of the College as defined by Human Resources policy and procedure.

**Work-related Injury:** An injury or illness that arises out of and in the course and scope of employment. The term also includes occupational illnesses.

The Authority, Applicability, Sanctions, Exclusions, and Interpretation do not differ from Policy II.2000.A, Policy and Procedures Development, Review, Revision, and Rescission.

### Associated Procedures

There are no associated procedures with this policy.

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Effective Date	June 2, 2026
Primary Owner	Vice Chancellor, Human Resources, Organizational and Talent Effectiveness
Secondary Owner	Vice President, Human Resources

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