

**Yolo County Office of Education
Head Start/Early Head Start**

Policy: Staff and Volunteer Health

Performance Standard: The program assures that each staff member has an initial health examination, including a screening for tuberculosis, and a periodic re-examination (as mandated by State or local laws). This is to ensure that the staff does not, because of communicable diseases, pose a significant risk to the health or safety of others in the Early Head Start or Head Start program that cannot be eliminated or reduced by reasonable accommodation.

Procedures:

1. This requirement is consistent with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act.
2. Upon hire, employees are required to provide evidence of an initial health examination.
3. Upon hire, employees are screened for tuberculosis and are also required to have the test repeated no less than every four years.
4. Volunteers are screened for tuberculosis no less than every four years.
5. Yolo County Office of Education makes mental health and wellness information available to staff with personal or professional concerns that may affect their job performance. Each staff member receives information on the Employee Assistance program (EAP) at orientation. This service is confidential.

Related Regulations: 1304.52 (j), 1304.52 (j) 1, 1304.52 (j)(2), 1304.52 (j)(3)

ADOPTED BY POLICY COUNCIL: