

HUMAN RESOURCES

Health Care Response Team

The purpose of the Health Care Response Team (HCRT) is to review information regarding employees' physical or mental conditions which negatively impact their ability to perform the essential functions and duties of the current assignment and provide a report to the Associate Superintendent for Human Resources.

The HCRT is composed of the Director of Risk Management, the Americans with Disabilities Act (ADA) Coordinator, the appropriate Human Resources Supervisor and other members as deemed necessary by the Associate Superintendent for Human Resources or designee.

The Associate Superintendent for Human Resources or designee makes the determination of when it is necessary to convene all or part of the HCRT. The HCRT performs the following:

1. Review existing documentation.
2. Collect additional or new information.
3. Analyze information.
4. Confer with employee, supervisors and appropriate experts.
5. Evaluate the information provided compared to the essential functions and duties of the current assignment.
6. Provide summary information to the Associate Superintendent for Human Resources or designee regarding the employee's ability to perform the essential functions of the position with or without reasonable accommodations.

Reviewed and Remains in Effect as Written: 2020-08-25
Original Regulation or Oldest Version: 2015-01-27
Related Policies and Regulations:
Legal Reference: