

Hawkeye Area Community Action Program, Inc.	Policy # 241
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Fitness For Duty	Effective: March 1, 2013
	Revised: May 25, 2023
APPROVED BY: HACAP Board of Directors	

Policy Statement

HACAP is committed to providing a safe workplace that complies with applicable safety laws and ensures that employees can safely perform their jobs. Employees in positions that have the potential to pose a direct threat that could result in substantial harm to themselves or others must be “fit for duty”. ‘Fit for duty’ is defined as complete mental and physical capabilities to perform all the essential duties and functions of a job, as defined in an employee’s job description. HACAP reserves the right to require a fitness for duty evaluation in appropriate circumstances.

Process Manager

This policy was written by the Human Resource Department for use by all HACAP operations. Questions regarding this policy should be directed to the Human Resources Department at 319-393-7811.