If, in the opinion of the University, the employee’s health makes them a hazard to their position; or they demonstrate behavior which indicates he/she is a hazard to himself, other employees, or students, the University may require that the employee be immediately removed from the position and submit to a medical examination by any medical practitioner chosen by the employee from a list of doctors submitted and paid for by U.T. Tyler. The University will not retain in its employment anyone found by this examination to be unfit for employment. This will apply to any and all illnesses or injuries whether work related or not.

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