

# **Implementation Manual**

Medical Screening Guidelines for the Certification of Juvenile  
Justice Officers, Juvenile Court Counselors and Chief Court  
Counselors in the State of North Carolina

**North Carolina Criminal Justice**  
Education and Training Standards Commission

**William Hollingsed**  
Chairman

**Steven G. Combs**  
Director

## ACKNOWLEDGEMENT

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## INTRODUCTION

This implementation manual is offered as a guide to physicians and surgeons who will be conducting medical examinations of juvenile justice officers, juvenile court counselors and chief court counselors for those positions that require certification by the North Carolina Criminal Justice Education and Training Standards Commission.

Effective July 1, 2003, the North Carolina Criminal Justice Education and Training Standards Commission will be implementing new standards for Juvenile Justice Officers and Juvenile Court Counselors. The **Medical History Statement**, Form F-1 (CJP), has been continued for use by the Department of Juvenile Justice and Delinquency Prevention. It must be completed by each applicant within one year prior to employment by the hiring agency [12 NCAC 9B .0104(a)]. The applicant must be examined, also within one year prior to employment, by either a physician or surgeon licensed to practice medicine in North Carolina or by a physician's assistant or nurse practitioner supervised by a physician or surgeon licensed to practice medicine in North Carolina or by a physician or surgeon authorized to practice medicine in accordance with the rules and regulations of the United States Armed Forces. This examination is to help determine the applicant's fitness for carrying out the physical requirements of the criminal justice officer position [12 NCAC 9B .0104(a)]. The examining physician is required to record the results of this examination on the Commission's **Medical Examination Report**, Form F-2 (CJP) [12 NCAC 9B .0104(b)]. If the examination is conducted by a physician's assistant or nurse practitioner, their signature should be accompanied by that of the supervising physician.

## **POST-OFFER MEDICAL REVIEW**

The physician shall assess each candidate on a case-by-case basis to evaluate whether the candidate can, with or without reasonable accommodations, perform the essential job functions of an inexperienced criminal justice officer for the agency that is seeking to employ the candidate.

Upon the conclusion of the medical review, such physician shall render his or her medical opinion to the employing agency as to whether or not the candidate can perform the essential job functions of the position, noting all relevant medical information.

The examining physician shall complete the **Medical Examination Report** [Form F-2 (CJP)] based upon his/her medical review of the candidate. The existence of a potentially disqualifying condition will **not** automatically prevent the qualified physician from recommending that the candidate is able to perform the essential job functions of an entry-level criminal justice officer position. A qualified physician is one who meets the standards as set out in 12 NCAC 9B .0104(a). Nothing herein shall preclude the physician from noting the existence of any other potentially disqualifying conditions not specifically set forth in this manual, which in the opinion of the physician, may render the candidate unable to perform the essential functions of an entry level criminal justice officer position.

The qualified physician shall evaluate whether or not, in his or her professional judgment, each candidate can, with or without reasonable accommodations, perform the essential job functions of an entry level officer position based upon the results of the clinical tests as set forth in this manual and based upon other relevant medical criteria.

Based upon the recommendations of the qualified physician, the Department of Juvenile Justice and Delinquency Prevention shall render the final decision as to whether or not the conditional offer of employment shall be revoked.

## **REASONABLE ACCOMMODATIONS**

It shall be the affirmative responsibility of the Department of Juvenile Justice and Delinquency Prevention to assess the type(s) of reasonable accommodations which may be requested by an applicant and which are necessary to allow the applicant to perform the essential job functions of a Juvenile Justice Officer or Juvenile Court Counselor. It is also the affirmative responsibility for the agency to provide such necessary reasonable accommodations to a qualified candidate with a recognized disability under the Americans with Disabilities Act (ADA), provided however, that nothing herein shall be construed to require the provision of accommodations if doing so will impose an undue hardship on the employing agency or a direct threat to the safety of the applicant or others. An accommodation may not be reasonable if it abolishes or diminishes an essential job function. The Department of Juvenile Justice and Delinquency Prevention will consult with its legal counsel when making any determination on a recognized disability or a requested accommodation.

## **MEDICAL SCREENING GUIDELINES FOR THE CERTIFICATION OF JUVENILE JUSTICE OFFICERS, JUVENILE COURT COUNSELORS AND CHIEF COURT COUNSELORS**

(Potentially Excludable Conditions)

The following medical conditions, although explicitly related to one or more essential tasks, do **not** necessarily comprise an exclusive list. If the examining physician identifies a condition not included below which he or she feels could adversely affect the ability of the candidate to perform any or all of the essential job functions listed herein, that condition should be noted.

Secondly, because many of the tasks listed below involve physical exertion and danger in their performance, we ask that the physician, to the extent possible, assess on an individualized basis whether or not the candidate is able to perform the essential job functions of the position safely, and whether or not his or her inabilities or limitations may pose a "direct threat to the health and safety of himself/herself or others." As Equal Employment Opportunity Commission guidance suggests, "this assessment shall be based on a reasonable medical judgment that relies on the most current medical knowledge and/or the best available objective evidence." The examining physician should consider, in identifying a "direct threat," whether or not "performing the particular functions of a job would result in a high probability of substantial harm" to the individual or others.

### **MINIMUM COMPONENTS OF THE CLINICAL TESTS**

The qualified physician shall conduct a medical history (based on review of the applicant's completed **Medical History Statement**) and administer a medical examination, which includes, but is not limited to, the following components:

- 1) urinalysis (Dipstick);
- 2) tuberculosis (Mantoux); and
- 3) electrocardiogram (ECG) (Resting), only if indicated by history or if resting pulse is less than 50 or greater than 100.

## **ENTRY LEVEL JUVENILE JUSTICE OFFICER ESSENTIAL JOB FUNCTIONS**

**INSTRUCTIONS:** The following are the "essential job functions" that are common to all inexperienced entry level juvenile justice officers in North Carolina, as determined by the N.C. Criminal Justice Education and Training Standards Commission. The successful applicant must be able to perform **ALL** of the essential job functions of an entry-level juvenile justice officer, generally unassisted and at a pace and level of performance consistent with the actual job performance requirements. This requires a high level of physical ability to include vision, hearing, speaking, flexibility and strength.

1. Maintain the security and supervision of juveniles in custody.
2. Use discipline to encourage cooperation and enhance facility security.
3. Maintain records and logs to document juvenile behavior, unit performance and activities.
4. Provide basic and individual group counseling services.
5. Assist the juveniles to achieve programming goals.
6. Provide crisis intervention services.
7. Provide secure transportation services.
8. Use physical force and/or exertion to control juvenile and ensure personal safety.

### **NOTE:**

The successful applicant must be able to perform **ALL** of the above functions, unassisted, and at a pace and level of performance consistent with the actual job performance requirements. This requires a high level of physical ability to include vision, hearing, speaking, flexibility, strength, etc.

### **PERSONAL CHARACTERISTICS**

Since juvenile justice officers are required to uphold judgments of the law and they are exposed to certain temptations to show favoritism, corruption, or to exploit juveniles, it is a "business necessity" that officers exhibit a history and character of honesty, reliability, and interpersonal skill.

Additionally, juvenile justice officers are frequently placed in a position of physical and mental stress. Therefore, a history of mental or physical disability may be grounds for denying an application; or, these factors might be a consideration in the hiring process. Applicants posing a substantial risk to themselves, other officers, and the juveniles are at a substantial disadvantage in the hiring process.

## **ENTRY LEVEL JUVENILE COURT COUNSELOR ESSENTIAL JOB FUNCTIONS**

**INSTRUCTIONS:** The following are the "essential job functions" that are common to all inexperienced entry level juvenile court counselors in North Carolina, as determined by the North Carolina Criminal Justice Education and Training Standards Commission. The successful applicant must be able to perform **ALL** of the essential job functions of an entry-level juvenile court counselor, generally unassisted and at a pace and level of performance consistent with the actual job performance requirements. This requires a high level of physical ability to include vision, hearing, speaking, flexibility and strength.

1. Evaluate charges brought against a juvenile.
2. Evaluate juvenile's and family's emotional, social and physical needs.
3. Provide short-term emergency counseling, treatment or assistance.
4. Manage/supervise cases.
5. Manage liaison with court and social support systems.
6. Use physical force to control juvenile and ensure personal safety.
7. Provide secure transportation.
8. Prepare supervision-related correspondence and documentation.

### **NOTE:**

The successful applicant must be able to perform **ALL** of the above functions, unassisted, and at a pace and level of performance consistent with the actual job performance requirements. This requires a high level of physical ability to include vision, hearing, speaking, flexibility, strength, etc.

### **PERSONAL CHARACTERISTICS**

Since juvenile court counselors are required to uphold judgments of the law and they are exposed to certain temptations to show favoritism, corruption, or to exploit juveniles, it is a "business necessity" that officers exhibit a history and character of honesty, reliability, and interpersonal skill.

Additionally, juvenile court counselors are frequently placed in a position of physical and mental stress. Therefore, a history of mental or physical disability may be grounds for denying an application; or, these factors might be a consideration in the hiring process. Applicants posing a substantial risk to themselves, other officers, and the juveniles are at a substantial disadvantage in the hiring process.

**MEDICAL SCREENING GUIDELINES**  
(Potentially Disqualifying Conditions)

**SECTION ONE - EYES AND VISION**

**THE EXAMINING PHYSICIAN IS TO NOTE ANY CONDITION WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM THE ESSENTIAL TASKS OF THE JOB IN QUESTION.**

**1.1 VISUAL ACUITY**

Corrected vision should be at least 20/30 (Snellen) and should be for both eyes together. Due to the likelihood of dislodgement or breakage, candidates who are able to wear only glasses should meet an uncorrected standard not worse than 20/100 (Snellen) for both eyes together.

Those candidates who use soft contact lenses (SCLs) and who have had successful use for at least one year, and provided the employing agency uses replacement agreements and will monitor compliance, should have uncorrected vision not worse than 20/200 (Snellen) for both eyes together.

Examining physicians should take note of relevant OSHA and NFPA 1500 rules and prohibitions concerning use of contact lenses other than "soft" lenses and use of hard frames.

**1.2 VISUAL ACUITY - COLOR VISION**

Color vision should be perfect. Nevertheless, red or green deficiencies are not necessarily excludable. However, total color blindness may be grounds for withdrawal of a conditional offer of employment.

**1.3 PERIPHERAL VISION**

Adequate to perform the essential tasks of entry-level juvenile justice officer and juvenile court counselor.

## 1.4 NIGHT BLINDNESS

A history of night blindness should be evaluated to determine candidate's capacity to perform essential tasks at night or in dark settings.

### **Exemplar Relevant Essential Tasks:**

- 1) Inspect identification of persons entering and leaving facility
- 2) Operate vehicle to transport juvenile
- 3) Use physical force/restrain juvenile to control movement
- 4) Conduct searches
- 5) Work in low light settings
- 6) Examine and read court and legal documents
- 7) Observe physical marks, colors, and signs to recognize possible gang affiliation



## **SECTION TWO - EARS AND HEARING**

### **2.1 HEARING ACUITY**

The candidate must have hearing in both ears sufficient to perform essential tasks without posing a direct threat to themselves or others. An acceptable test is a whispered conversation at 15 feet or, preferably, using an audiometer, the candidate should have no average loss of 25 or more decibels at the 500, 1000, 2000, and 3000 Hertz (Hz) levels in either ear with no single frequency loss in excess of 40.

### **2.2 OTITIS MEDIA, OTITIS EXTERNA, AND MASTOIDITIS**

If the candidate meets Hearing Acuity guidelines and the condition is resolved or improving under adequate medical care, then the condition is non-disqualifying.

### **2.3 ANY INNER/MIDDLE/OUTER EAR DISORDER AFFECTING EQUILIBRIUM, E.G. Meniere's disease**

If the candidate has historically had episodes of vertigo, he or she may require further evaluation.

#### **Exemplar Relevant Essential Tasks:**

- 1) Investigate unusual sounds or smells
- 2) Conduct communication check to ensure security and equipment operability
- 3) Use two-way radio to communicate with other personnel
- 4) Interview complainant to collect facts of case
- 5) Serve as juvenile's advocate in meetings
- 6) Monitor and supervise juvenile's phone calls

## **SECTION THREE - NOSE, THROAT AND MOUTH**

### **3.1 LOSS OF SENSE OF SMELL**

Test may be recognition of water and rubbing alcohol. If problem occurs, candidate should be referred for further testing.

### **3.2 APHONIA, SPEECH LOSS OR SPEECH DEFECTS**

### **3.3 ABNORMALITIES OF THE NOSE, THROAT OR MOUTH**

If the abnormality does not interfere with the candidate's breathing, or the proper fitting of a gas mask, then the condition is non-excludable.

#### **Exemplar Relevant Essential Tasks:**

- 1) Investigate unusual sounds or smells
- 2) Recognize hazardous materials
- 3) Search persons and areas
- 4) Utilize personal protective equipment to implement universal precautions
- 5) Use verbal communication skills to defuse situations
- 6) Use two-way radio to communicate with other personnel
- 7) Perform CPR

## **SECTION FOUR - PERIPHERAL VASCULAR SYSTEM**

**THE CANDIDATE MUST BE FREE OF CHRONICALLY DISABLING CONDITIONS THAT WOULD INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS.**

### **4.1 HYPERTENSION**

Resting Blood Pressure should be less than, or equal to, 180 mmHg systolic and 120 mmHg diastolic on three successive readings. (If the candidate has controlled hypertension not exceeding the above standard and is on medication with side effect profiles, which do not interfere with performance of duty, then the condition may not be excludable.) If Systolic Blood Pressure is greater than 150 mmHg or Diastolic Blood Pressure is greater than 90 mmHg, applicant should be asymptomatic for any headaches or other disabling conditions.

**Candidate must have a functional and therapeutic cardiac classification no greater than Heart Association Class 1A, i.e., Functional Capacity I: Patients with cardiac disease and no limitations of physical activity. Ordinary physical activity does not cause discomfort. Patients in this class do not have symptoms of cardiac insufficiency, nor do they experience angina pain. Therapeutic Classification A: Patients with cardiac disease whose physical activity need not be restricted.**

### **4.2 PERIPHERAL VASCULAR ABNORMALITY**

Any condition, which is severe and/or symptomatic, may be excludable, e.g.:

- \*Arterial Insufficiency
- \*Deep or Superficial Vein
- \*Thrombophlebitis
- \*Reynaud's Disease

#### **Exemplar Relevant Essential Tasks:**

- 1) Run at full speed to chase juvenile
- 7) Intervene in family conflicts to defuse situation
- 8) Subdue juvenile resisting restraint
- 9) Carry juvenile to move from one place to another
- 10) Intervene to break up fights between juveniles
- 11) Conduct searches in small areas
- 12) Recognize attempts at provocation and maintain personal calm

## **SECTION FIVE - HEART AND CARDIOVASCULAR SYSTEM**

**THE CANDIDATE MUST BE FREE OF CHRONICALLY DISABLING CONDITIONS THAT WOULD INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS. THE CONDITIONS THAT REPRESENT A RISK OF SUDDEN COLLAPSE OR WOULD CAUSE COLLAPSE UPON STRENUOUS EXERTION ARE EXCLUDABLE CONDITIONS.**

### **5.1 CONGENITAL HEART DISEASE**

If the candidate's functional work capacity is unimpaired, then the condition is non-excludable.

### **5.2 VALVULAR HEART DISEASE**

Examples are:

- \*Significant Valvular Insufficiency or Stenosis
- \*Significant Septal Defects

### **5.3 CORONARY ARTERY DISEASE**

#### **1.4 ECG ABNORMALITIES (If associated with organic heart disease)**

Including, but not limited to:

##### **5.4.1 WPW Syndrome**

##### **5.4.2 3 Degree A-V Block**

##### **5.4.3 Mobitz Type II A-V Blocks**

##### **5.4.4 Sinoatrial Block or Sick Sinus Syndrome**

##### **5.4.5 Ventricular Extrasystoles (Frequent - 20/minute w/exercise, 10/minute w/o exercise)**

##### **5.4.6 Ventricular Tachycardia**

##### **5.4.7 Atrial Fibrillation or Flutter**

##### **5.4.8 Episodic Supraventricular Tachycardia or Consistent Supraventricular Tachycardia (At rest or persistent after exercise even if asymptomatic)**

### **5.5 ANGINA**

### **5.6 CONGESTIVE HEART FAILURE**

### **5.7 CARDIOMYOPATHY**

### **5.8 PERICARDITIS, ENDOCARDITIS, AND MYOCARDITIS**

#### **Exemplar Relevant Essential Tasks:**

- 13) Run at full speed to chase juvenile
- 14) Intervene in family conflicts to defuse situation
- 15) Subdue juvenile resisting restraint
- 16) Carry juvenile to move from one place to another
- 17) Intervene to break up fights between juveniles

## **SECTION SIX - RESPIRATORY SYSTEM**

**THE RESPIRATORY SYSTEM MUST BE FREE OF CHRONICALLY DISABLING CONDITIONS THAT WOULD INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS.**

- 6.1           INFECTIOUS OR POTENTIALLY INFECTIOUS PULMONARY TUBERCULOSIS AND/OR OTHER MYCOTIC DISEASES**
  
- 6.2           CHRONIC BRONCHITIS (ATS GUIDELINES)**
  
- 6.3           CHRONIC OBSTRUCTIVE PULMONARY DISEASE**
  
- 6.4           EMPHYSEMA - MODERATE OR WORSE (ATS GUIDELINES)**
  
- 6.5           RESTRICTIVE LUNG DISEASES (EQUAL TO OR LESS THAN 60% FORCED VITAL CAPACITY)**
  
- 6.6           PNEUMONECTOMY**
  
- 6.7           MALIGNANT DISEASES**

Any condition, which may interfere with the candidate's ability to perform the essential tasks of the job must be noted.

### **Exemplar Relevant Essential Tasks:**

- 1)       Run at full speed to chase juvenile
- 2)       Intervene in family conflicts to defuse situation
- 18)     Subdue juvenile resisting restraint
- 19)     Carry juvenile to move from one place to another
- 20)     Intervene to break up fights between juveniles
- 21)     Conduct searches in small areas
- 22)     Recognize attempts at provocation and maintain personal calm

## **SECTION SEVEN - GASTROINTESTINAL SYSTEM**

**THE EXAMINING PHYSICIAN IS TO NOTE ANY CONDITION WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM THE ESSENTIAL TASKS OF THE JOB IN QUESTION.**

- 7.1 COLITIS**  
Including but not limited to Crohn's Disease, Ulcerative Colitis, Irritable Bowel Syndrome (symptomatic or needing medication), Bacterial Colitis. If the candidate's condition is controlled and is on medication with side effect profiles, which do not interfere with performance of duty, then the condition may not be excludable.
- 7.2 ESOPHAGEAL DISORDERS**  
Including, but not limited to, Esophageal Stricture, Lower Esophageal Ring and Esophageal Spasm. If the candidate's condition is controlled, then the condition is non-disqualifying.
- 7.3 PANCREATITIS**
- 7.4 GALL BLADDER DISORDERS**
- 7.5 ACTIVE PEPTIC ULCER DISEASE**
- 7.6 SYMPTOMATIC INGUINAL, UMBILICAL, VENTRAL, FEMORAL, OR INCISIONAL HERNIAS**
- 7.7 MALIGNANT DISEASE OF THE LIVER, GALL BLADDER, PANCREAS, ESOPHAGUS, STOMACH, SMALL OR LARGE BOWEL, RECTUM, OR ANUS**
- 7.8 GASTROINTESTINAL BLEEDING**
- 7.9 ACTIVE OR CHRONIC HEPATITIS**
- 7.10 CIRRHOSIS OF THE LIVER**
- 7.11 MOTILITY DISORDERS, E.G. SCLERODERMA**

**IF ANY OF THE ABOVE OR OTHER G-I CONDITIONS IS CONTROLLED, THEN THEY MAY BE NON-EXCLUDABLE.**

## **SECTION SEVEN - GASTROINTESTINAL SYSTEM (Continued)**

**Exemplar Relevant Essential Tasks:**

- 23) Run at full speed to chase juvenile
- 24) Intervene in family conflicts to defuse situation
- 25) Subdue juvenile resisting restraint
- 26) Carry juvenile to move from one place to another
- 27) Intervene to break up fights between juveniles
- 28) Conduct searches in small areas
- 29) Operate motor vehicle to transport juvenile in secure and non-secure circumstances

## **SECTION EIGHT - GENITOURINARY SYSTEM**

**THE EXAMINING PHYSICIAN IS TO NOTE ANY CONDITIONS WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM THE ESSENTIAL TASKS OF THE JOB IN QUESTION.**

- 8.1            PREGNANCY**  
Examining physician should record if there is a pregnancy.
- 8.2            NEPHRECTOMY**  
If a candidate possesses this condition with normal natural renal function, then the condition is non-disqualifying.
- 8.3            ACUTE NEPHRITIS**
- 8.4            NEPHROTIC SYNDROME**
- 8.5            ACUTE RENAL/URINARY CALCULI**
- 8.6            RENAL TRANSPLANT**
- 8.7            RENAL FAILURE**
- 8.8            HYDROCELE AND VARICOCELE (SYMPTOMATIC)**
- 8.9            MALIGNANT DISEASES OF BLADDER, KIDNEY, URETER, CERVIX, OVARIES, BREASTS, PROSTATE, ETC.**
- 8.10          ACTIVE VENEREAL DISEASES**
- 8.11          URINARY TRACT INFECTION**
- 8.12          POLYCYSTIC KIDNEY DISEASE**
- 8.13          PELVIC INFLAMMATORY DISORDER**
- 8.14          ENDOMETRIOSIS**
- 8.15          INFLAMMATORY DISORDERS, e.g.**
  - \*Prostatitis
  - \*Orchitis
  - \*Epididymitis



## **SECTION EIGHT - GENITOURINARY SYSTEM (continued)**

### **Exemplar Relevant Essential Tasks:**

- 1) Run at full speed to chase juvenile
- 2) Intervene in family conflicts to defuse situation
- 3) Subdue juvenile resisting restraint
- 30) Carry juvenile to move from one place to another
- 31) Intervene to break up fights between juveniles
- 32) Conduct searches in small areas

## **SECTION NINE - ENDOCRINE AND METABOLIC SYSTEMS**

### **9.1 UNCONTROLLED THYROID DISEASE**

### **9.2. DIABETES MELLITUS**

Potential excludability requires a case-by-case assessment as to the control of diabetes and presence and severity of symptoms and complications.

### **9.3 ADRENAL DYSFUNCTION**

Including, but not limited to, Addison's Disease and Cushing's Disease.

### **9.4 INSULIN REACTIONS**

### **9.5 ANY MALIGNANCY**

Potential excludability requires a case-by-case evaluation of relevance to performance of essential tasks.

#### **Exemplar Relevant Essential Tasks:**

- 1) Run at full speed to chase juvenile
- 2) Intervene in family conflicts to defuse situation
- 33) Subdue juvenile resisting restraint
- 34) Carry juvenile to move from one place to another
- 35) Intervene to break up fights between juveniles
- 36) Conduct searches in small areas

## **SECTION TEN - MUSCULOSKELETAL SYSTEM**

**THE EXAMINING PHYSICIAN IS TO NOTE ANY CONDITION, WHICH MAY INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM THE ESSENTIAL TASKS OF THE JOB IN QUESTION.**

- 10.1 DISORDERS THAT LIMIT MOTOR PERFORMANCE**
- 10.2 CERVICAL SPINE OR LUMBOSACRAL FUSION**
- 10.3 DEGENERATIVE CERVICAL OR LUMBAR DISC DISEASE (IF SYMPTOMATIC)**
- 10.4 EXTREMITY AMPUTATION**
- 10.5 OSTEOMYELITIS**
- 10.6 MUSCULAR DYSTROPHY**
- 10.7 LOSS IN MOTOR ABILITY FROM TENDON OR NERVE INJURY/SURGERY**  
In an area relevant to the applicant's performing his/her essential tasks.
- 10.8 ARTHRITIS**  
If a candidate possesses this condition with no functional impairment, then the condition is non-excludable.
- 10.9 COORDINATED BALANCE**
- 10.10 SYMPTOMATIC HERNIATED DISC**
- 10.11 SPINAL DEVIATIONS**

### **Exemplar Relevant Essential Tasks:**

- 1) Run at full speed to chase juvenile
- 2) Intervene in family conflicts to defuse situation
- 3) Subdue juvenile resisting restraint
- 4) Carry juvenile to move from one place to another
- 37) Intervene to break up fights between juveniles
- 38) Patrol buildings and fenced areas on foot to prevent unsafe conditions or discover contraband
- 39) Apply waist chain, shackles and cuffs to transport juvenile
- 40) Use hands in self-defense or to prevent injury to others

## **SECTION ELEVEN - HEMATOPOIETIC AND LYMPHATIC SYSTEMS**

### **11.1 SYMPTOMATIC ANEMIA OR OTHER MAJOR HEMATOPOIETIC DISORDERS**

### **11.2 HEMOPHILIA**

#### **Exemplar Relevant Essential Tasks:**

- 1) Run at full speed to chase juvenile
- 2) Intervene in family conflicts to defuse situation
- 3) Subdue juvenile resisting restraint
- 4) Carry juvenile to move from one place to another
- 41) Intervene to break up fights between juveniles
- 42) Conduct searches in small areas
- 43) Patrol buildings and fenced areas on foot to prevent unsafe conditions or discover contraband
- 44) Perform CPR and Basic First Aid
- 45) Maintain control of "sharps"

## **SECTION TWELVE - NERVOUS SYSTEM**

**THE CANDIDATE MUST BE FREE OF DISABLING CONDITIONS THAT WOULD INTERFERE WITH THE CANDIDATE'S ABILITY TO PERFORM ESSENTIAL TASKS.**

- 12.1 SEIZURE DISORDER (ALL TYPES)**
- 12.2 CEREBRAL PALSY**
- 12.3 MOVEMENT DISORDERS, E.G. PARKINSON'S, TREMORS, ETC.**
- 12.4 CEREBRAL ANEURYSMS**
- 12.5 SYNCOPE**
- 12.6 PROGRESSIVE NEUROLOGICAL DISEASES**  
Including, but not limited to, Multiple Sclerosis and Huntington's Chorea.
- 12.7 PERIPHERAL NERVE DISORDER**  
Including, but not limited to, Polyneuritis, Mononeuritis and Neurofibromatosis.
- 12.8 NARCOLEPSY**
- 12.9 CEREBRAL VASCULAR ACCIDENT**
- 12.10 CENTRAL NERVOUS SYSTEM INFECTIONS**

### **Exemplar Relevant Essential Tasks:**

- 1) Run at full speed to chase juvenile
- 2) Intervene in family conflicts to defuse situation
- 3) Subdue juvenile resisting restraint
- 4) Carry juvenile to move from one place to another
- 5) Intervene to break up fights between juveniles
- 46) Conduct searches in small areas
- 47) Patrol buildings and fenced areas on foot to prevent unsafe conditions or discover contraband
- 48) Perform CPR and Basic First Aid

## **APPENDICES**

**\*Medical History Statement** [Commission Form F-1 (DJJDP)]

**\*Medical Examination Report** [Commission Form F-2 (DJJDP)]