

Physical Demands: ADA Wording

Physical Demand	ADA-Compliance Words	Job Description Language Example
Stand or Sit	Stationary position	Must be able to remain in a stationary position 50% of the time.
Walk	Move, Traverse	The person in this position needs to occasionally move about inside the office to access file cabinets, office machinery, etc.
Use hands/fingers to handle or feel	Operation, Activate, Use, Prepare, Inspect, Place, Detect, Position	Constantly operates a computer and other office machinery such as a calculator, copy machine, and printer.
Climb (stairs/ladders) or balance	Ascend/Descend, Work atop, Traverse	Occasionally ascends/descends a ladder to service the lights and ceiling fans.
Stoop, kneel, crouch, or crawl	Position self (to), Move	Constantly positions self to maintain computers in the lab, including under the desks and in the server closet.
Talk/hear	Communicate, Detect, Converse with, Express oneself, Exchange information	The person in this position frequently communicates with students who have inquiries about their tuition bill. Must be able to exchange accurate information in these situations.
See	Detect, Determine, Perceive, Identify, Recognize, Judge, Observe, Inspect, Estimate, Assess	Must be able to detect funnel clouds from long distances.
Taste/smell	Detect, Distinguish, Determine	Occasionally must be able to distinguish sweet and bitter flavors when creating desserts for customers.
Carry weight, lift	Move, Transport, Position, Put, Install, Remove	Frequently moves Audio/Visual equipment weighing up to 50 pounds across campus for various classroom and event needs.
Exposure to work	Exposed, Work around	Constantly works in outdoor weather conditions.

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National Physical Demands Information Series United States Employment Service,1946 **Job Descriptions and Organizational Analysis for Hospitals and Related Health Services** United States Employment Service,1952

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Handbook of Home Health Care Administration Marilyn D. Harris,2005 Nursing Vehicle Operator Recruitment, Retention, and Performance in ADA Complementary Paratransit Operations Russell H. Thatcher,2010 TRB s Transit Cooperative Research Program TCRP Report 142 Vehicle Operator Recruitment Retention and Performance in ADA Complementary Paratransit Operations provides guidance for understanding the relationships that influence and enhance operator recruitment retention and performance in Americans with Disabilities Act ADA complementary paratransit services Appendixes to TCRP Report 142 were published electronically as TCRP Web Only Document 50 Survey Instrument Productivity Charts and Interview Protocol for Case Studies for TCRP Report 142 The Job Description Handbook Margie Mader-Clark,2013-03-11 Everything you need to define the job step by step Every job has a description and if you craft it carefully you can use a job description for effective hiring new employee orientation evaluating performances discipline and plan for future growth But if it s poorly written or not written at all your company can face all sorts of problems from low employee morale to legal troubles To meet your company s changing needs The Job Description Handbook an all in one resource can help you create HR documents that provide the details of every job s duties requirements qualifications and much more This book written in Nolo s signature plain English style will help you create a good job description hire qualified employees evaluate an employee s job performance plan for your company s future needs avoid legal traps troubleshoot a description The book also provides checklists worksheets resources sample language and step by step instructions that you can use to create job descriptions that will work in the real world Understanding Patient Financial Services Christine Robinson-Crowley,1997 This publication provides the patient financial services manager with a comprehensive practical guide to both the operational and analytical aspects of patient accounts management It is appropriate for graduate and undergraduate programs as well as practitioners Review questions are included for each chapter and forms are provided on

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