

# 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.

<http://theadviser.biz.com/2009/03/18/non-prejudicial-language-for-ada-job-descriptions/>

# Physical Demands In Job Descriptions

**Robert J. Gatchel, Izabela Z. Schultz**



## **Physical Demands In Job Descriptions:**

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given to working world concerns including insurance and compensation issues and AMA guidelines for disability evaluations. Also, specialized chapters offer lenses for understanding and administering the best approaches for treating specific pain disorders and explore what workplaces can do to accommodate affected employees and prevent injuries from occurring in the first place.

**Decisions and Orders of the National Labor Relations Board** United States. National Labor Relations Board, 2008

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