

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

United States Employment Service

A red circular graphic with a gradient, appearing as a partial circle or a stylized arrow pointing to the right, located to the right of the United States Employment Service text.

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Guide to Counseling Materials United States Employment Service,1947 **Job Descriptions for the Grain and Feed Milling Industry** United States. War Manpower Commission,1945 **Handbook of Musculoskeletal Pain and**

Disability Disorders in the Workplace Robert J. Gatchel,Izabela Z. Schultz,2014-05-08 This book addresses the complexity of preventing diagnosing and treating musculoskeletal pain and disability disorders in the workplace Divided evenly between common occupational pain disorders conceptual and methodological issues and evidence based intervention methods this comprehensive reference presents current findings on prevalence causation and physical and psychological aspects common to these disorders Attention is 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 Digest and Decisions of the Employees' Compensation Appeals Board

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Board United States. Employees' Compensation Appeals Board,1988 *McGraw-Hill's Postal Exams 473/473C* Mark Alan Stewart,2007-01-05 The comprehensive postal test prep guide that delivers through rain sleet and snow Now that the U S Postal Service has replaced its obsolete 470 test with the updated and more difficult 473 and 473C hiring exams you need this book more than ever if you want to qualify for employment It s packed with timed skill building drills to help you answer questions faster and more accurately

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