

# 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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**AW Chickering**



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