

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

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Table of Contents Physical Demands In Job Descriptions

1. Understanding the eBook Physical Demands In Job Descriptions
 - The Rise of Digital Reading Physical Demands In Job Descriptions
 - Advantages of eBooks Over Traditional Books
2. Identifying Physical Demands In Job Descriptions
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Physical Demands In Job Descriptions
 - User-Friendly Interface
4. Exploring eBook Recommendations from Physical Demands In Job Descriptions
 - Personalized Recommendations
 - Physical Demands In Job Descriptions User Reviews and Ratings
 - Physical Demands In Job Descriptions and Bestseller Lists
5. Accessing Physical Demands In Job Descriptions Free and Paid eBooks

- Physical Demands In Job Descriptions Public Domain eBooks
- Physical Demands In Job Descriptions eBook Subscription Services
- Physical Demands In Job Descriptions Budget-Friendly Options
- 6. Navigating Physical Demands In Job Descriptions eBook Formats
 - ePub, PDF, MOBI, and More
 - Physical Demands In Job Descriptions Compatibility with Devices
 - Physical Demands In Job Descriptions Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Physical Demands In Job Descriptions
 - Highlighting and Note-Taking Physical Demands In Job Descriptions
 - Interactive Elements Physical Demands In Job Descriptions
- 8. Staying Engaged with Physical Demands In Job Descriptions
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Physical Demands In Job Descriptions
- 9. Balancing eBooks and Physical Books Physical Demands In Job Descriptions
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Physical Demands In Job Descriptions
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Physical Demands In Job Descriptions
 - Setting Reading Goals Physical Demands In Job Descriptions
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Physical Demands In Job Descriptions
 - Fact-Checking eBook Content of Physical Demands In Job Descriptions
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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