

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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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 *Job Descriptions and Physical Demands Requirements with Job Restructuring for the Handicap* Martha H. Dahlke,Robert Douglas,Goodwill Industries of Wisconsin, Inc,Goodwill Rehabilitation Center. Work Evaluation Department,1972

National Physical Demands Information Series: Laundry, cleaning, dyeing and pressing occupations United States. Bureau of Manpower Utilization,1945 **Job Descriptions and Organizational Analysis for Hospitals and Related Health Services** U.S. Training and Employment Service,1970 **Estimates of Worker Trait Requirements for 4,000 Jobs as Defined in the Dictionary of Occupational Titles** United States Employment Service,1956 **Job Descriptions and Organizational Analysis for Hospitals and Related Health Services, Prepared in Cooperation with the American Hospital Association; Revised Edition 1971** United States. Training and Employment,1971 *Technical Report* ,1953 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 diskette **The Army Civilian Police and Security Guard Program** United States. Department of the Army,1995 **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 **Decisions of the Employees' Compensation Appeals Board** United States. Employees' Compensation Appeals Board,1988 **Digest and Decisions of the Employees' Compensation Appeals Board** United States. Employees' Compensation Appeals Board,1987

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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