Physical Demands and Working Conditions

Job postings should include information about physical demands and working conditions when the nature of the job requires employees to perform physical tasks or be in work environments that may affect their physical health. Avoid including physical demands or working conditions that are not essential to the position, as those requirements may unnecessarily or unfairly exclude individuals with disabilities who would otherwise be capable of performing these functions with or without a reasonable accommodation.

Essential functions are the functions routinely performed in the job and the removal of these functions would fundamentally change the position. To determine whether a function is essential, consider the following:

- whether the position exists to perform that function
- whether there are other employees available to share that function
- the degree of expertise required to perform the function
- terms of the collective bargaining agreement
- time spent performing the particular function
- consequences of failing to require the employee to perform the function

Generally, positions based in office settings with desk-oriented responsibilities do not involve specific physical demands or working conditions. For instance, the physical requirements related to sitting, standing, walking, and performing various tasks within an office environment do not necessitate listing in the physical demands section.

Physical demands can vary widely depending on the nature of the work. Here are a few examples:

**Lifting and Carrying:**

- Able to move equipment weighing up to XX pounds.
- Able to carry items over a XX distance.
- Maneuvering awkwardly shaped or sized objects.

**Standing or Walking:**

- Ability to remain in a stationary place for entire shift.
- Traversing long distances during shift.

**Bending and Stooping:**

- Executing actions to reach objects at lower heights.
- Lowering one’s position to access lower areas.
Reaching and Stretching:

- Reaching high or low to retrieve items.
- Reaching to access objects in tight spaces.

Pushing and Pulling:

- Performing pushing or pulling actions to maneuver heavy carts or equipment.
- Applying force to move objects.

Physical Endurance:

- Maintaining physical exertion over an extended duration.
- Engaging in repetitive tasks while maintaining stamina.

Manual Dexterity:

- Engaging fine motor abilities for detailed tasks.
- Handling small or delicate objects.

Balance and Coordination:

- Ensuring stability during task performance.
- Executing precise movements.

Climbing:

- Navigating vertical spaces such as ladders or stairs.
- Negotiating uneven terrain.

Operating Machinery:

- Using tools or machinery that require physical effort.
- Manipulating controls for heavy equipment.

If the role involves exposure to extreme temperatures or environments with potential airborne scents or chemicals, working conditions should be specified. Additionally, wearing personal protective equipment (PPE) may be required, or PPE might be provided for use in these positions.

Please find below a few examples of positions that typically involve specific physical demands and/or working conditions that are outside typical norms.
• Animal Care Positions
  o Animal Care Specialist
  o Animal Caretaker
  o Veterinary Technician
• Child Care Positions
  o Child Care Assistant
  o Child Development Associate
  o Child Development Supervisor
• Dining Services Positions
  o Chef
  o Culinary Worker
  o Food Service Sanitation Laborer
• Facilities and Services Positions
  o Automotive Technician
  o Building Mechanic
  o Building Service Foreman
  o Building Service Worker
  o Construction Laborer
  o Construction Project Coordinator
  o Grounds Worker
  o Maid
  o Mechanic
  o Painter
  o Pipefitter
  o Plumber
  o Roofer
  o Sheet Metal Worker
  o Steam and Power Plant
  o Steam Distribution Foreman/Operator
  o Storekeepers
• Health Care Positions
  o Medical Assistant
  o Nurse
  o Staff Nurse
  o Staff Pharmacist
  o Staff Physician
• Law Enforcement/Security Positions
  o Police Lieutenant/Officer/Sergeant
  o Security Guard/Officer
• Positions Working with Specialized Equipment
  o Communications Tech
  o Equipment Attendant/Specialist
  o Environmental Health and Safety Technician
- IT Specialist
- Laboratory Manager
- Research Scientist/Specialist
- Scientific Specialist