

Classification Title _____
 Department _____
 PSB Number _____
 Supervisor's Signature _____
 Date _____

**UNIVERSITY OF ARKANSAS, FAYETTEVILLE
 OFFICE OF HUMAN RESOURCES**

ESSENTIAL PHYSICAL REQUIREMENTS

For the position shown above, please identify the essential physical requirements of the position, by answering the questions below.

“Essential” is defined by the Americans with Disabilities Act (ADA) as fundamental, not marginal; that is, that the physical activity listed below is actually required in order to perform a normal/routine task of the job and that removing the task (thru physical impairment) would fundamentally alter the position.

- | | | | |
|-----|---|---|---|
| 1. | BENDING: Does this position require the employee to bend? If yes, state frequency of bending: _____ | Y | N |
| 2. | DRIVING: Does this position require the employee to drive? | Y | N |
| 3. | EYESIGHT: Does this position require a sighted employee? If yes, state why: _____ | Y | N |
| 4. | EXPOSURE: Does this position require that the employee be exposed to extreme Environmental conditions? | Y | N |
| 5. | HEARING: Does this position require unimpaired hearing? | Y | N |
| 6. | LIFTING: Does this position require the employee to lift? If yes, state the weight of the load: _____ State the height of the lift: _____ | Y | N |
| 7. | PUSHING: Does this position require the employee to push? If yes, state the weight of the heaviest object pushed: _____ State the frequency of the need to push: _____ | Y | N |
| 8. | REPETITIOUS MOVEMENT: Does this position require the repetitious movement of hands, wrists, arms? If yes, explain: _____ | Y | N |
| 9. | SHARPS: Does the position require the handling of sharp equipment or tools? | Y | N |
| 10. | SITTING: Does the position require that the employee sit for long periods of time? | Y | N |
| 11. | STANDING: Does the position require that the employee stand for long periods of time? | Y | N |
| 12. | WALKING: Does the position require that the employee walk for long distances? | Y | N |
| 13. | OTHER PHYSICAL ACTIVITIES: Describe any other physical activity which is essential to this position: _____ _____ | | |