

## Specific Requirements and Physical Demands: Nursery Attendant

The physical demands described here are representative of those that must be met by the employee to successfully perform the essential functions of the position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

POSITION REQUIREMENTS						
<p><i>To comply with the Americans with Disabilities Act of 1990, which prohibits discrimination against qualified individuals on the basis of disability, it is necessary to specify the following conditions of the Essential Job Duties. Please check all that apply.</i></p>	F R E Q U E R E N T L Y	O C C A S I O N A L L Y	N O T A T A L L	<p><i>It is possible that requirements may be modified to reasonably accommodate disabled individuals. However, no accommodations will be made which may pose serious health or safety risks or which impose undue hardships on the organization.</i></p>	F R E Q U E R E N T L Y	O C C A S I O N A L L Y
Sit	✓			Exposed to excessive noise		
Stand	✓			Around moving machinery		✓
Walk	✓			Exposed to marked changes in temperature		✓
Push/Pull	✓			Exposed to dust, fumes, gases, radiation, microwave		✓
Bend	✓			Drives motorized equipment		✓
Squat/Kneel	✓			Works in confined quarters		✓
Twist		✓		Ability to travel		✓
Vision (exercise visual acuity to include reading)	✓			Holiday, weekend, evening hours	✓	
Hearing (able to hear normal conversation)	✓			Hand to Skin contact	✓	
Repetitive motion using wrists, hands, and/or fingers		✓		<b>ADDITIONAL QUALIFICATIONS</b>	Required	Preferred
Reach above shoulder level		✓		Knowledge of related computer applications		
Finger dexterity to type, pick up small objects, etc.	✓			Type 50 words per minute		
Carry/Lift Light (up to 10 lbs.)	✓			Shorthand/Transcription		
Moderate (10-50 lbs.)	✓			*Operate basic office machines		
Heavy (over 50 lbs.)			✓	Active driver's license		✓
Climb Ladder			✓	Willing & able to work additional time		✓

### INTENT AND FUNCTION OF JOB DESCRIPTIONS

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Additional functions and requirements may be assigned by Supervisors as deemed appropriate.

Job descriptions are not intended as and do not create employment contracts. The organization maintains its status as an at-will employer. Employees can be terminated for any reason not prohibited by law.