

City of Norman  
Equivalent Language Guidance

Physical Demand	ADA-Compliant Equivalent	Language Example
Stand or Sit	Stationary position	Must be able to remain in a stationary position 50% of the specified work day.
Walk	Gait, Pace, Tread, Move, Traverse, Go, Promenade	Employee must be able to move about inside the office to access file cabinets, office machinery, etc...
Use hands/fingers to handle or feel	Operate, Work, Activate, Use, Control, Maneuver, Prepare, Inspect, Place, Detect, Position, Manage, Direct, Conduct	Constantly operates heavy machinery, such as a Motor Graders, Excavators and Backhoe Loaders.
Climb (stairs / ladders)	Ascend/Descend, Work atop, Traverse, Scale	Occasionally ascends/descends a ladder to perform building maintenance.
Stoop, kneel, crouch, or crawl, Stooping, Twisting	Position Self (to), Move, Changing your body direction, Repositioning	Constantly repositioning self to perform roadway maintenance, including mowing, weed eating and maintenance of heavy equipment.
Talk / hear	Communicate, Conversate, Convey, Express oneself, Exchange information, Apprehend, Become aware	The person in this position frequently communicates with other employees within the agency regarding time sensitive projects. Must be able to exchange accurate information in these situations.
See	Notice, Examine, Identify, Observe, Detect, Recognize, Inspect, Assess	Must be able to stay aware and detect a traffic hazard when on a project site.
Taste / Smell	Detect, Distinguish, Determine	Occasionally must be able to distinguish the smell of chemicals when working in the Materials Lab.
Carry, Lift	Move, Transport, Position, Install, Remove, Hoist, Transfer	Must be able to transport computer equipment and requested supplies weighing up to 75 pounds to training events held by the agency.
Type 40 WPM	Input 40 WPM	Applicant must be able to input 40 wpm into the IOS Oracle System.
The disabled, the handicapped	People with disabilities, the disability community	N/A
Crippled, suffers from, afflicted with, stricken with, victim of, invalid	Has a disability, is a person with a disability	N/A
Normal person, healthy, whole	People without disabilities, able-bodied, person who is able to walk, person who can see, etc.	N/A
The blind	Person who is blind / blind people	N/A
The deaf	Person who is deaf / low hearing	
Wheelchair bound, confined or restricted to a wheelchair	Person who uses a wheelchair, wheelchair user	N/A
Handicap parking	Accessible parking, parking for people with disabilities	N/A
Dumb, mute	Person who cannot speak, has difficulty speaking, uses synthetic speech, is non-vocal, non-verbal	N/A

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Stutterer, tongue-tied	Person with a speech impairment, who has a speech disability, speech disorder, or communication disability	N/A
CP victim, spastic	Person with cerebral palsy	N/A
Crippled, lame, deformed	Person with a disability, walks with a cane, uses leg braces	N/A
Epileptic	Person with epilepsy, person with seizure disorder	N/A
Fit, attack	Seizure, epileptic episode or event	N/A
Crazy, maniac, lunatic, insane, nuts, deranged, psycho, demented	People with emotional disorders, mental illness, mental health disability, psychiatric disability	N/A
Retard, mentally defective, moron, idiot, slow, imbecile, feeble-minded, Down's person, mongoloid	Person with a developmental disability, person with mental retardation, person with a developmental delay, person with Down syndrome or person who is brain injured, has traumatic brain injury, is brain damaged, with a closed head injury	N/A
Slow learner, retarded	Person who has a learning disability	N/A
Dwarf, midget	Short stature, little person	N/A
Paraplegic, quadriplegic	Person with spinal cord injury, man with paraplegia, woman who is paralyzed	N/A
Birth defect	Congenital disability, birth anomaly	N/A
A post-polio, suffered from polio	Has had polio, experienced polio	N/A
Homebound	Stay-at-home, hard for the person to get out	N/A
Senile, demented	Person with Alzheimer's disease, person who has dementia	N/A