



Ageism refers to discrimination or the holding of prejudices against people based on their age.

Anti Age Discrimination Laws

- Almost all states in the United States have a law prohibiting age discrimination in a workplace setting
- The Age Discrimination in Employment Act (ADEA)

Ways to combat the problem

- Diversity training in the hiring process.
- Education for all employees on how to recognize and avoid age discrimination in a workplace creating an inclusive culture.
- Age diverse graphics and content should be displayed on company website and literature.
- Avoiding ageist language in job descriptions.

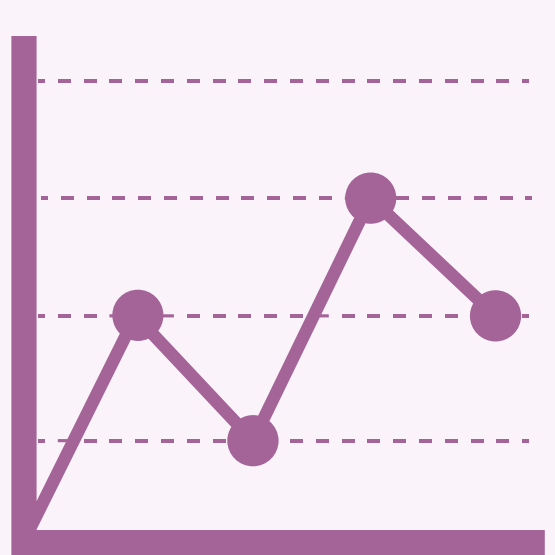
Age Discrimination Statistics



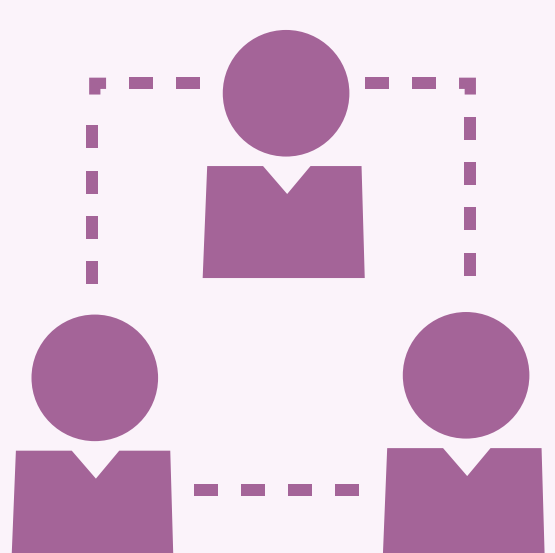
20–25% of the charges filed with EEOC are based on age discrimination.



Only **8%** of companies have diversity hiring programs in place.



67% of workers between the ages of 40–65 intend to work past the traditional retirement age.



60% of older employees have seen or experienced workplace age discrimination.



About **50%** of all older workers are prematurely forced out of long-term positions

Examples of Age Discrimination

- Only hiring employees under a certain age
- Overlooking an older employee for a promotion
- Depriving older employees from challenging projects
- Putting pressure on older employees to retire, or singling them out for layoffs.