



## Age Discrimination Quiz

### Part 1: True or False?

Decide if each of the statements below is true or false.

- |   |             |              |
|---|-------------|--------------|
| 1. Age discrimination is only illegal for people over the age of 50.                              | <b>True</b> | <b>False</b> |
| 2. Age discrimination only occurs from younger people discriminating against older people.        | <b>True</b> | <b>False</b> |
| 3. Women and people of color tend to experience age discrimination more.                          | <b>True</b> | <b>False</b> |
| 4. There is currently no federal protection for discrimination against people under 40 years old. | <b>True</b> | <b>False</b> |
| 5. Age discrimination can lead to high turnover and retirement rates.                             | <b>True</b> | <b>False</b> |

### Part 2: Behavior Scenarios

For each scenario below, decide if the event might be indicative of age discrimination or another potential form of harassing behavior.

- |  |                                   |
|--|-----------------------------------|
| 1. A 40-year old employee requests a schedule modification for an upcoming religious holiday. The supervisor becomes frustrated and denies the modification since no one else ever needs to change their schedule for holidays.  |                                   |
| <b>Potential Age discrimination</b>  | <b>Other potential harassment</b> |
| 2. A new 25-year-old employee is told they have to clean the breakroom every Friday before leaving. They have noticed that other people on their team intentionally spill drinks all over the counters and floor. The employee often has to work after hours on Fridays to get it cleaned. The other older employees do not have to clean anything during their day. |                                   |
| <b>Potential Age discrimination</b>  | <b>Other potential harassment</b> |
| 3. A 53-year-old man and a 32-year-old woman both apply for a job. The hiring board chooses the man because they want someone with experience.   |                                   |
| <b>Potential Age discrimination</b>  | <b>Other potential harassment</b> |
| 4. Mallorie is 59 and Deborah is 27. They both request leave for a holiday but their department head only allows one person out of office at a time. Even though they requested it at the same time, Deborah is granted the leave. The department head states that Deborah is a new mom and should get to be with her kids but Mallorie's kids are now grown.        |                                   |
| <b>Potential Age discrimination</b>  | <b>Other potential harassment</b> |
| 5. Rafi is 49-years-old and has been with the company for 18 years. During his evaluation, his supervisor asks him about retirement. Rafi states that he is looking forward to it, but not for another 10 years or so. The supervisor then makes a joke that Rafi is too old for his current position and he should "leave his desk to some younger brains."         |                                   |
| <b>Potential Age discrimination</b>  | <b>Other potential harassment</b> |





## Answer Key

### Answers to True or False

1. **False.** Age discrimination is illegal for people age 40 and over.
2. **False.** Age discrimination can occur from someone of any age.
3. **True.**
4. **True.**
5. **True.**

### Answers to Scenarios

1. Other potential harassment
  - This is religious discrimination. This individual may practice a different faith than others in the organization, and therefore observe different religious holidays.
2. Other potential harassment
  - This could be potential bullying. People are intentionally making the job harder and no one else is required to clean, therefore it separates the person from the group. Since the new member is not yet 40, this is not age discrimination.
3. Other potential harassment
  - Age discrimination requires the target to be over the age of 40. Since an older man was selected, this could be potential sex discrimination based on the gender identity of the candidates if the female was determined to be a better qualified candidate.
4. Potential Age Discrimination
  - Mallory is over the age of 40 and the supervisor stated that she's old enough for her kids to be grown. The supervisor's follow-on comments reinforce that the supervisor possibly made the decision based on a discriminatory factor.
5. Potential Age Discrimination
  - The supervisor hints that Rafi's age is a problem through his inquiry and jokes. The supervisor's comments are based on a discriminatory factor. These comments could set the tone for future negative treatment and actions towards this employee and lead to discriminatory actions based on age.

