



Age Discrimination



WHAT Is Age Discrimination?

Age discrimination involves treating a civilian applicant or employee less favorably because of his or her age. This only applies to people aged 40 or older. There is no federal protection for people who are younger than 40¹.

WHY Should I Care?

Age discrimination can lead to:



Decreased Mental Health²



Higher Stress Overall²



Decreased Job Satisfaction²



High Turnover & Retirement Rates²

WHO Experiences Age Discrimination?

Anyone age 40 or older can experience age discrimination.



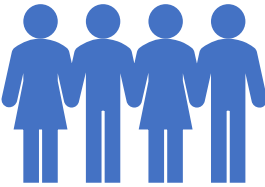
Age discrimination is often experienced alongside other harassment and discrimination¹.



Some populations, such as women and people of color, tend to experience age discrimination more than others².

WHEN Is It Age Discrimination?

Any verbal or physical conduct that isolates, denigrates, or shows hostility or aversion toward an individual based on that person's age of 40 or older¹.



Age discrimination is illegal based on the Age Discrimination in Employment Act (ADEA) of 1967 (Public Law 90-202). People who display discriminatory behaviors can be subject to legal consequences.



WHERE Can Age Discrimination be Reported?

- Command
- EEO office

Detailed guidelines on filing a report can be found in DoDI 1020.04³



HOW Can Age Discrimination be Prevented?



Individuals can practice mindfulness and thoughtfulness to dispel biases, stereotypes, and prejudices



Leadership should support an environment where discrimination is not acceptable



Bystanders can be aware of situations around them and actively prevent/stop discrimination



Organizations and Leadership can quickly and effectively deal with individuals who choose to discriminate and support targets of discrimination





Age Discrimination Fact Sheet References



1. Equal Employment Opportunity Commission. (n.d.). *Age Discrimination*. US EEOC. <https://www.eeoc.gov/age-discrimination>
2. Gonzales, E., Marchiondo, L., Ran, S., Brown, C., Goettge, K., & Krutchen, R. (2021, April 15). *Age discrimination in the workplace and its association with Health and Work: Implications for Social Policy*. NYU FDA. Research Brief_Age Discrimination in Employment_041521.doc (live.com)
3. Department of Defense Instruction 1020.04 (2020, June 30). *Harassment Prevention and Responses for DoD Civilian Employees*.