



Age Discrimination Quiz

Part 1: True or False?

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

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

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.

Potential Age discrimination	Other potential harassment
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2. A new 25-year-old employee is told they have to clean the supply cabinet every Friday before leaving but is often tied up in meetings all day and has to work after hours. The other older employees do not have to clean anything during their day.

Potential Age discrimination	Other potential harassment
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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.

Potential Age discrimination	Other potential harassment
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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 said that Deborah is a new mom and should get to be with her kids, but Mallorie's kids are now grown.

Potential Age discrimination	Other potential harassment
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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.”

Potential Age discrimination	Other potential harassment
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Answer Key

Answers to True or False

1. **False.** Age discrimination is illegal for people aged 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 is bullying. No one else is required to clean, therefore it separates the person from the group.
3. Other potential harassment
 - Age discrimination requires the target to be over the age of 40. This could be deemed sex discrimination based on the gender identity of the candidates.
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 made the decision based on a discriminatory factor.
5. Potential Age Discrimination
 - The supervisor indicates that older Rafi's age is a problem, and his position should be given to a younger person. The supervisor's follow-on comments reinforce that the supervisor made the decision based on a discriminatory factor and could set the tone for future treatment and actions towards this employee.

