



AGE DISCRIMINATION

Know the Facts



Have you been discriminated against?

Contact the Seattle Office for Civil Rights:

810 Third Ave, Suite 750
Seattle, WA 98104-1627
206-684-4500



www.seattle.gov/civilrights



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Know the Facts

Have you ever heard an employer say ...?

“We’re looking for someone with a young, fresh attitude.”

“Our company’s policy is not to hire any new employees with more than ten years experience.”

“You’re not eligible for that training because you’ve worked here too long.”

Age discrimination in employment (age 40 and over) is illegal.

Federal and local laws protect workers age 40 and over from age-based discrimination in hiring, firing and all other aspects of employment.



What the law covers:

- Decisions about hiring, firing, layoffs, pay, promotions, demotions, performance reviews and other conditions of employment
- Job ads or recruitment materials
- Training programs
- Workplace benefits
- Retirement from work
- Retaliation against workers who file charges of age discrimination or who participate in an age-discrimination investigation

Workplace policies or practices that have a harmful impact on older workers can be unlawful – unless the employer can prove that they are based on a “reasonable factor other than age.”

What about workplace benefits?

Employers must give people the opportunity to participate in workplace benefit plans regardless of the employee’s age.

Employers may not reduce benefits based on age, unless the cost of the benefit increases with age. For example, an employer can provide different life insurance coverage for employees of different ages, since the cost of providing life insurance increases with age. In such instances, the employer must incur the same cost for providing benefits to older workers as it does for younger workers.

In Washington State:

Employers **cannot** take actions based on factors such as age, race, national origin, sex, religion, sexual orientation, disability or other protected groups.

For more information, call the Seattle Office for Civil Rights at 206-684-4500 or find us on the web at www.seattle.gov/civilrights.

- We can help you explore your options.
- All our services are free.
- Discrimination charges must be filed within 180 days of the alleged discriminatory event.