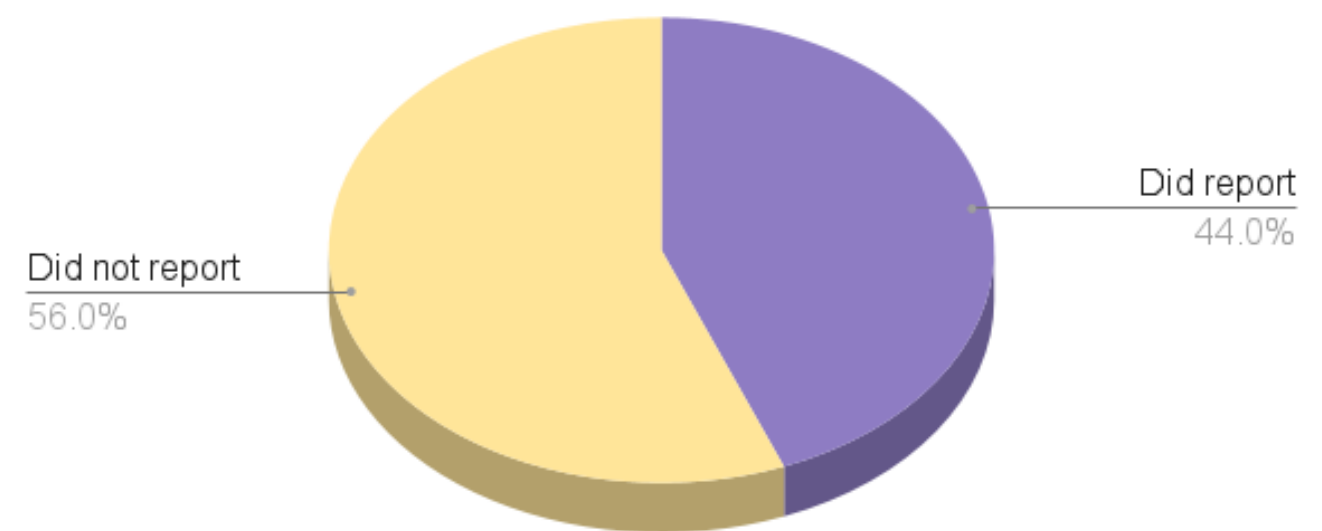


Age Discrimination in the Workplace

What is age discrimination?

According to the [World Health Organization](#), ageism is “the stereotypes, prejudice, and discrimination towards others or oneself based on age.” In the workplace, ageism is age-based discrimination against applicants or employees, according to the [Equal Employment Opportunity Commission](#). Employees over 40 are protected by the [Age Discrimination in Employment Act of 1967](#), which protects employees over 40 from policies that could negatively affect them. However, even though older employees are legally protected from discrimination, they still experience ageism in the workplace. 44% of older employees, over 45, [reported experiencing age discrimination in the workplace](#).

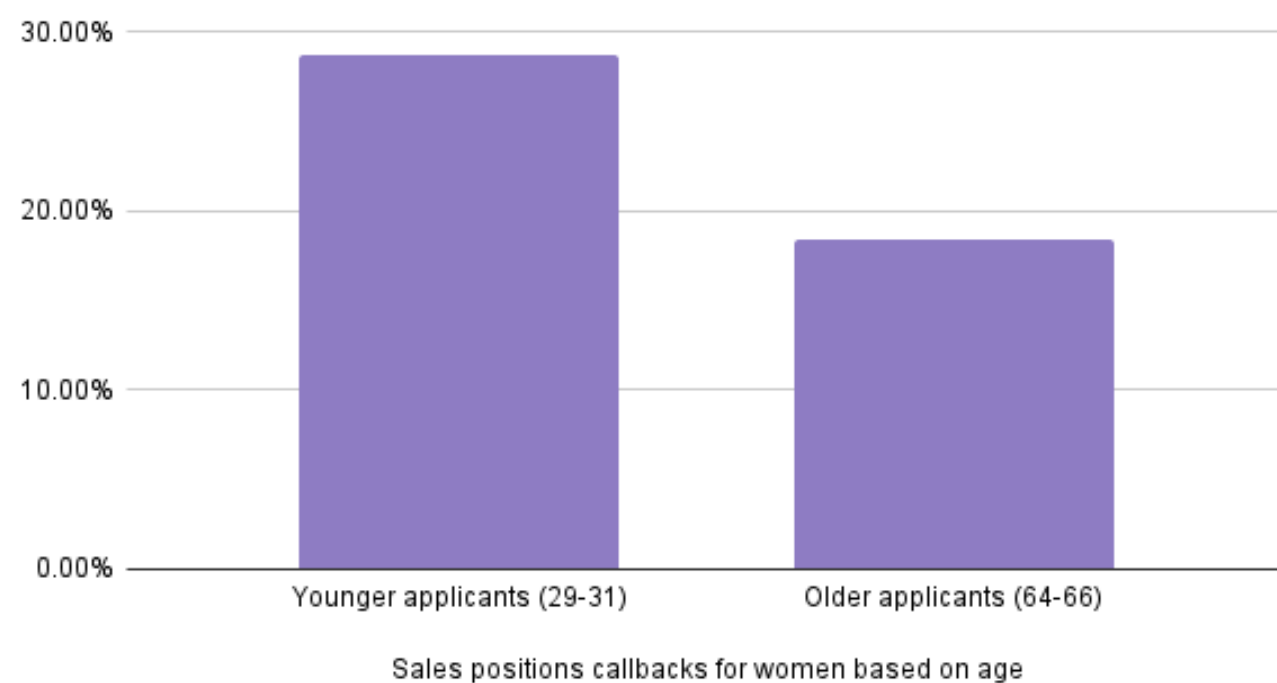
Percent of people reporting age discrimination in the workplace



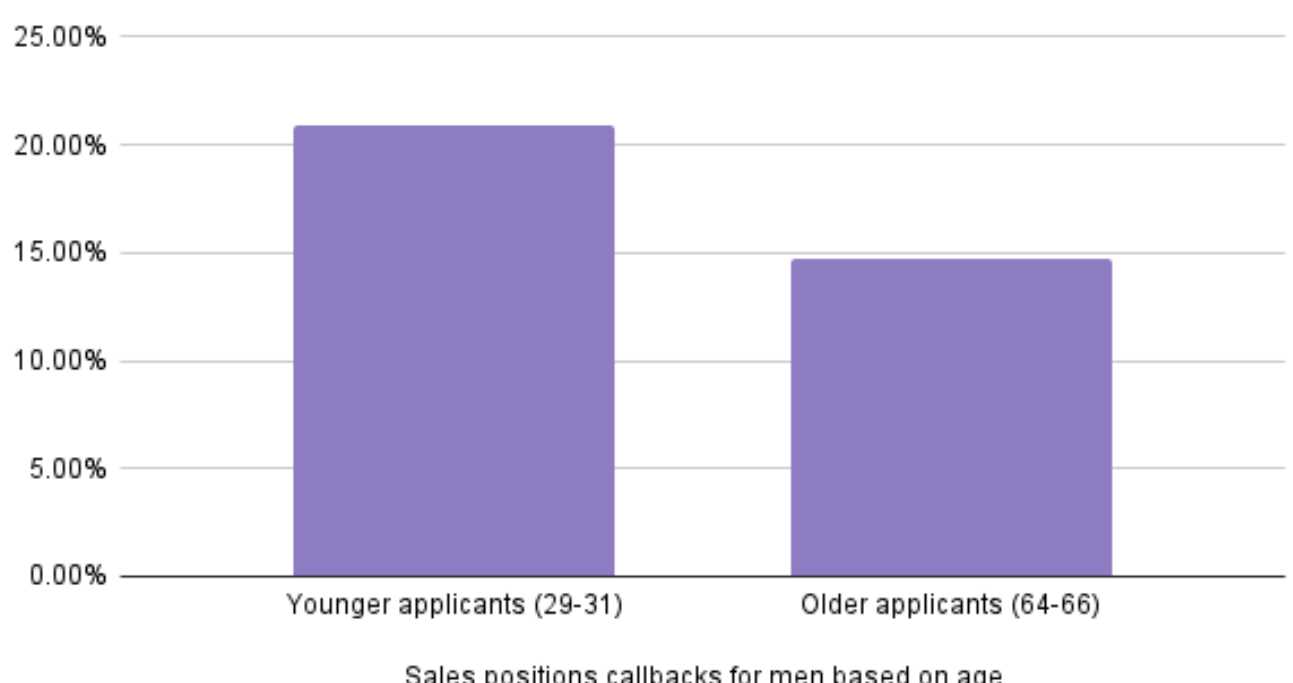
How does age discrimination affect hiring practices and employees?

In the study [age discrimination and hiring of older workers](#), economists David Neumark, Ian Burn, and Patrick Button found that older applicants, especially women, are hired less than their younger counterparts. By creating over 40,000 fictional applicants to different positions, they studied the callback rates for applicants of different ages.

Sales positions callbacks for women based on age

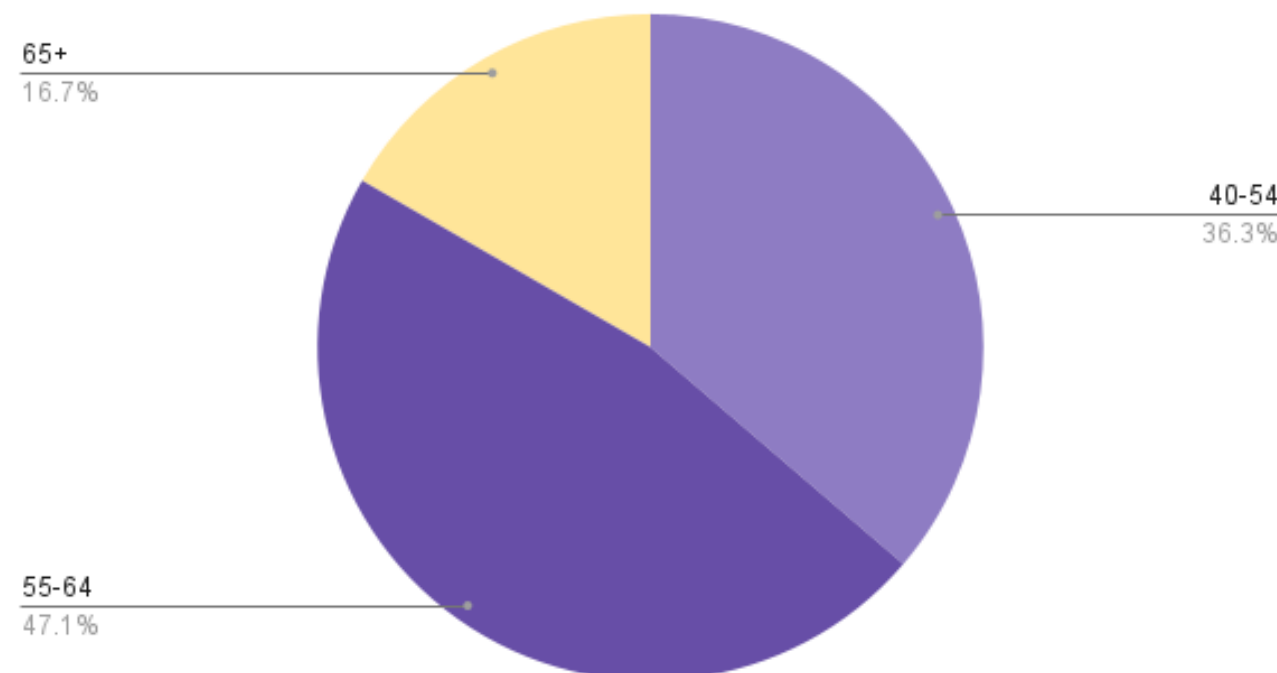


Sales positions callbacks for men based on age



The study showed a clear pattern in the callback rates between younger and older applicants: Older applicants received significantly less callbacks than younger applicants, with this disparity being larger in female applicants. For example, for women's application to a sales position, the difference in callback rates was 36% lower for older women. Younger women had a callback rate of 28.7%, while the callback rate for older women was 18.4%. Though less pronounced, this trend was also seen in the mens' applications. The callback rates had a 30% difference, with a 14.7% callback rate for older male applicants and a 20.9% rate for younger male applicants.

ADEA charges by age



Of the 61,331 charges filed with the [Equal Employment Opportunity Commission](#) in 2021, 12,965 of those charges, or 21.1%, were charges related to age-based discrimination. Of those charges, the majority, 47.1%, came from employees 55-64, the age group directly before the general retirement age. However, only 40% of employees who reported feeling that they have been discriminated against based on their age [made reports on this discrimination](#). Therefore, the number of employees who have experienced ageism in the workplace is likely much higher.

How can employers and other employees fight age discrimination?

From the [Columbia University School of Professional Studies](#), when hiring workers, focusing on only employing recent graduates can exclude many older graduates. Additionally, terms such as "digital native" focus only on younger applicants, so avoiding these restrictive practices can help mitigate workplace ageism. Additionally, employers and other employees should actively work against stereotypes about older workers, such as that they are unproductive. Depicting older employees in a positive light can create a more positive, productive environment for all in the workplace.