

## Grounds of Discrimination

Discrimination against older employees: Most claims of age discrimination in employment relate to older employees. As a general principle, older workers should be treated as individuals. They should be assessed on their own merits instead of on presumed group characteristics and offered the same opportunities as everyone else in hiring, training and promotion. They should normally work under the same performance management practices as every other worker. Where, however, an older person has in fact slowed down due to age-related health or disability concerns, an employer may have to provide some form of accommodation to him or her, such as reduced work targets.