



Policy Directory

Responsible Division: Finance and Administrative Services

Responsible Office: Human Resources

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Age Discrimination in Employment Act of 1967 (ADEA)

The Age Discrimination in Employment Act of 1967 (ADEA) protects individuals who are 40 years of age or older from employment discrimination based on age. It does not protect workers under the age of 40, although some states do have laws that protect younger workers from age discrimination. The ADEA applies to employers with 20 or more employees, including state and local governments, as well as employment agencies, labor organizations and the federal government.

The ADEA makes it illegal to discriminate against a person because of age with respect to any privilege, term or condition of employment, including hiring, firing, layoffs, compensation, promotion, job assignments, training and benefits. Retaliating against an individual for opposing employment practices that discriminate based on age, or for filing an age discrimination charge, or testifying or participating in any way in an investigation, proceeding or litigation under the ADEA is also prohibited.