

■ **AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967**

TERMS: In general, farm operators and other agricultural establishments that employ at least 20 workers on each workday in 20 or more weeks this year or last are prohibited from refusing to hire a job applicant, harassing or firing a worker, or discriminating against a person with respect to pay or other terms or conditions of employment, because the person is 40 years of age or older.

Further, such employers may not segregate or classify their workers in any way which would limit an individual's job opportunities, or otherwise negatively affect the individual's status as an employee, for reasons of age.

This law does not prohibit employment practices based on age where age is a bona fide occupational qualification, nor does it forbid an employer from using a bona fide seniority system or benefit plan based on reasonable factors other than age.

ENFORCEMENT: *Equal Employment Opportunity Commission, Washington, D.C. 20507 (202-663-4900; toll-free 800-669-4000).* Anyone claiming to have been subjected to job-related age discrimination may file a complaint with any district, area or local office of the Commission, generally within 180 days after the discrimination took place.

Workers have the option of filing a civil suit on their own for damages related to a violation, using a private attorney or public legal services program. However, a worker may not take legal action until 60 days after first filing the complaint with the Commission, and the right to sue ends once the Commission initiates court action to enforce the worker's rights under the Act.

SPECIAL NOTE: An employer may not fire, discipline or discriminate in any way against a worker or job applicant because the worker or applicant has filed a complaint, participated in a proceeding, or opposed an illegal practice under the Act.