

Example of essay on age discrimination act

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People should not be discriminated at the workplace regardless of age, gender, race, or religion to name a few. However, it is unfortunate that many employers still discriminate employment opportunities based on age (US EEOC). Many employers consider younger workers as a better option during the hiring process. Similarly, even when an organization is downsizing there are fewer chances for the younger workers to be laid-off. The major reason for this discrimination is that younger workers provide greater flexibility and are more willing to adapt to changes.

Regardless, of stringent laws regarding age discrimination, this law is violated indirectly. Employers do not directly sideline older workers but the requirements of the job description and job specification mostly do not include details that would be relevant to older workers. Even though, law enforcement agencies are unable to hold these organizations responsible there are certain organizations that are not doing such acts as part of their ethical policies. Older workers are often more loyal towards their employer; hence, providing a lower turnover rate which eventually leads to lower costs for the company. With the increase in awareness amongst workers about their rights, there is a decrease in discrimination based on age or any other factor.

As a young individual I have not faced any such discrimination as yet. However, I do know a few individuals who were laid-off from organizations that were changing their corporate culture. These individuals were considered as being inflexible and unable to cope with change. Rather than training these individuals they are stereotyped as being inflexible and causing hindrance while implementing a change. If older workers are

provided equal opportunities in terms of new job openings and trainings there are greater chances for them being as competitive as any other age group.

References

Age Discrimination. (n. d.). Age Discrimination. Retrieved April 8, 2014, from <http://www.eeoc.gov/laws/types/age.cfm>