

Granny gets canned

[Business](#), [Management](#)



Granny Gets Canned Discrimination of any kind on the basis of age is an illegal act at the place as outlined in the Age Discrimination Act (1967). The Age Discrimination Act is essentially enforced by the Equal Employment Opportunity Commission. This act protects individuals who are aged 40 years or above from being discriminated against because of their age in employment and other conditions of employment.

Susan in the video is fired on without prior warning. It is evident that she is fired on the basis of age. The prevailing circumstances make the employer liable for a legal action in the context of Age Discrimination Act (1967) and Workforce Investment Act of 1998. Additionally, the acts also make it illegal to harass employees on the basis of their age. This can include offensive remarks in relation to their age. The employer of Susan makes offensive remarks as regards Susan's age when she fires her. It is improper to fire an individual without sufficient notice; hence the aggrieved party has a right to legal redress. The employer is required to have sufficient reasons to fire an employee summarily. Susan therefore has the right to sue for wrongful termination of her employment on the basis of age.

Whatever the reason that an employer may have for terminating an employee, proper procedures should be followed to mitigate against wrongful dismissal law suits. The employer of Susan should have followed the right procedures if aggrieved with the performance of Susan. Proper procedures include documentation of the problem, following to the book rules and procedures.

Works Cited

Sargeant, Malcolm. Age Discrimination: Ageism in Employment and Service

<https://assignbuster.com/granny-gets-canned/>

Provision.

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