

Example of response research paper

[Business](#), [Employment](#)



Response

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The paper discusses the Age Discrimination in Employment Act (ADEA). It sets out the framework for the implementation and actualization of the act specifying among other things the protected classes, the covered entities, the remedies and some of the landmark cases. The paper discusses the law in a manner that intertwines and connects with other Equal Employment Opportunities laws. For instance, at some point the paper gives the interconnection between ADEA and Fair Labor Standards Act. The paper equally discusses the essence of knowledge of these laws to the consulting psychologists. Some of the reasons adduced include need to avoid unnecessary litigation by clients, prevention of loss of clients, retention of income, among others. I concur with the postulation of the paper and seek to submit that the ADEA law should be equally respected with the same vein as the other laws. Indeed, it is essential at this point to bring forth the fact that all these laws being statutory, have the same degree of application and none can be subordinate to the other. In that context, it is equally essential to appreciate all the laws in the same manner. The paper acknowledges that by mentioning the fact of the rise of baby boomers may necessarily need employment laws to protect them from infringement of their rights by their employers.

Finally, the paper outlines some of the key remedies available under ADEA. These remedies apply in the same breadth to all covered entities such as federal, local and private entities and persons. The remedies include reinstatement, payback and liquidated damages. These remedies are equally

available under Title VII attesting to the similarity of these laws. It is my recommendation that psychologists beware of the laws both in theory and practice.

References

- Bible, J. D. (2004). Grosjean v. First Energy Corp.: The relevance of age differentials in a prima facie adea case. *Labor Law Journal*, 55(2), 112-118.
- Gutman, A., Koppes , L. L., & Vodanovich, S. J. (2010). *EEO Law and Personnel Practices*, Third Edition. New York: Psychology Press.