

Age Discrimination in Employment Policy

Congress passed the Age Discrimination in Employment Act in 1967 to provide legal protection for the employment rights of people from 40 to 65 years of age. Congress amended the Act in 1978 to extend protection to 70 years of age. The Act was further amended in 1986 to eliminate the age 70 ceiling so that the law now protects all persons age 40 and older.

The College complies with New York State Human Rights Law and the Age Discrimination Act of 1975. The New York State Human Rights Law prohibits age discrimination in employment practices of individuals 18 years or older. It is unlawful for an employer to fail or refuse to hire, to discharge, or otherwise to discriminate because of age against any individual who is at least age 18 with respect to compensation, terms, conditions, or privileges of employment. This includes practices that are neutrally applied with no intent to discriminate, but which have a discriminatory impact on older employees or applicants and are not justified by business necessity.

The College will employ, advance in employment and otherwise treat people 18 years or older without discrimination in all employment practices. These employment practices include, but are not limited to, advertising, recruitment, promotion, demotion or transfer, layoff or termination, rates of pay or other forms of compensation, and selection for training.