

# Live Well, Work Well – June 2023 – Exercising Outdoors, Benefits of Gardening and More

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## Age Discrimination in Employment Act (ADEA)

What do you know about the Age Discrimination in Employment Act (ADEA), which prohibits employers with 20 or more employees from discriminating against individuals who are age 40 and older based on age?

Here are some of the basics:

- The ADEA prohibits age discrimination against employees and applicants age 40 and older.
- Age limits and preferences for workers under 40 are prohibited unless an exception applies.
- An age-neutral employment practice may violate the ADEA if it negatively affects individuals age 40 and older.
- Older individuals may be favored over younger ones, even if the younger ones are 40 or over.

□ Employees may voluntarily waive their rights under the ADEA.

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