

“Age Discrimination“

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Age Discrimination has two important definitions: a legal one and a common sense one. For the legal definition, check with a competent attorney handling this practice area. As to the common sense meaning, it will be addressed here.

From a common sense perspective, age discrimination is the refusals of an employer to treat an employee in a certain age range the same as all other employees. Usually, this means getting rid of older employees.

Aside from its potential illegality, practicing age discrimination can be a very poor business decision for the following reasons:

1. All employees desire fair treatment from employers. The most productive of them desire to be recognized for the RESULTS they generate, period. When they see coworkers treated unfairly, the trust they have for their employers is eroded. This can lead to the loss of a fine employee by a short sighted employer.
2. All employers want maximum productivity from every employee but are wise to compensate and otherwise fairly treat each in accordance with the qualifications and regular assigned duties which serve as the basis for the position held by the employee. When an employer deviates from this, it causes nothing but trouble among all employees as pointed out above.

Terminating the employment of employees for reasons other than those warranting immediate dismissal must be handled in a planned, systematic, documented manner so that the subject will see for himself the futility of staying in the position and voluntarily chooses to resign after finding another employment opportunity. When handled this way, the employee leaves without a feeling of animosity towards the former employer and may even have a sense of gratitude about what has occurred.

Wise employers understand that RESULTS are what count. All else is incidental, including the age of the employee.