

DE08: Avoiding and Dealing with Age Discrimination

Surveys by both the Government and charitable organisations show that age bias is the most common form of employment discrimination. This discrimination is manifested in many ways, for instance by older workers being unfairly refused a promotion, and younger workers receiving lower rates of pay – despite having all the relevant skills and experience.

Age discrimination is illegal, and failing to follow the law can lead to serious consequences for employers. Clearly, therefore, complying with the law is a key reason for eliminating workplace-related age discrimination. But there are other good reasons too, particularly those relating to the creation of a diverse workplace – an environment that cannot occur where age is used as a barrier against employment, promotion, training or pay.

This course is designed to help learners understand what age discrimination means, the different types of discrimination and how they occur in the workplace.

Course Content

- Age discrimination – the definition
- How age discrimination may occur
- Exceptions to age discrimination law
- Objective justification
- Occupational requirement
- Positive action
- Types of age discrimination:
 - Direct and indirect
 - Discrimination by association
 - Age-related harassment
 - Age-related victimisation

Course Duration

- 50 minutes

Available in:

- Audio
- Non-audio

Delivered via:


- Internet

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