

Age Discrimination in Employment Act

The Age Discrimination in Employment Act of 1967 (ADEA) protects workers age 40 and over by prohibiting discrimination against workers 40 and over in any employment or employment-related decision. The Act applies to most employers with 20 or more employees. One of the main provisions of the Act is that employers, with very few exceptions, can no longer force an employee to retire. Voluntary retirements are allowed, however, very specific conditions must be met in order to avoid violation of the Act.

Penalties for non-compliance: Employees may be awarded back pay, reinstatement, retroactive seniority, and attorney's fees. Liquidated damages equal to the amount of back pay may be awarded if the violation is willful.