

# HB 4076: Age Discrimination Task Force

## Age discrimination in Oregon is a major barrier to older workers

In a study conducted by AARP in December 2018, **62% of older Oregon workers** say they have seen or experienced age discrimination on the job. **More than 2,500 Oregonians** filed age discrimination claims with the Oregon Bureau of Labor and Industries (BOLI) in the last decade — about one per workday.

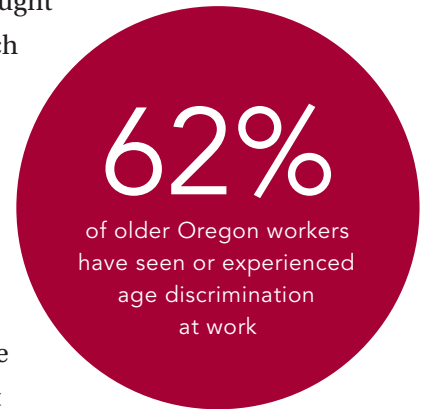
**There should be no place for ageism in our state.** Older employees bring proven job and leadership experience to the workplace. They deserve full and equal access to employment opportunities like everyone else.

When older workers have difficulties finding and keeping employment based on age discrimination, they lose the ability to provide for their families and to save for retirement. Age discrimination also especially hurts women, who may have gaps in their employment history due to child raising or caregiving and are already at retirement security risk. **An engaged, multigenerational workforce fosters a strong economy, vibrant communities and older adults who are self-sufficient.**

## The burden to prove age discrimination is impossibly high

In 2019, advocates brought forward HB 2818, which would have addressed some of the barriers to enforcing the laws against age discrimination. The policy sparked a larger discussion in the Legislature but did not ultimately pass.

Unlike workplace discrimination based on race, religion, ethnicity, national origin and sex, the legal standard for proving age discrimination is far more difficult and rarely successful. Victims have little recourse when the discrimination is based on characteristics closely associated with age or are a proxy for age, such as years of service, retirement or pension status. **We need to bring everyone to the table to address this problem.**



## Task Force: A balanced solution is needed

**HB 4076 will establish a Task Force on Age Discrimination** charged with identifying and evaluating the impacts of age discrimination in the workplace and establishing policy recommendations to prevent it. **Representatives of older workers, business and advocates provided input on the concept and will be equally represented on the Task Force.**



**AARP Oregon  
N/NE Chapter**



**Age Friendly Cities  
Economic Development and  
Employment Committee**



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