



Fact Sheet About **AGE DISCRIMINATION**

How Do I Know If I Have Been Discriminated Against Because of Age?

Employment discrimination may occur when an employer treats you differently than others because of age in hiring, firing, assignment, promotion, compensation, working conditions or benefits.

Montgomery County Laws Prohibit Discrimination in Employment Based on Age Protecting People Who Are 18 or Older:

In accepting job applications, referring job applicants, hiring, terms and conditions apprenticeship, wages or salary, upgrading and promotion, or discharge.

Unlike Montgomery County law, under the State of Maryland, the Age Discrimination and Employment Act (ADEA) protects individuals 40 years and older from age discrimination in employment.

How To Submit A Claim Of Discrimination?

If you believe you have been discriminated against by an employer, you may make an inquiry or submit an intake in one of the following ways:

- By visiting the MCOHR
- By telephone
- By fax
- By mail
- By printing, filling out and submitting intake form available at: www.montgomerycountymd.gov/humanrights/divisions/compliance.html

An intake interview starts the process of filing a claim. During intake, a staff member will ask you about what happened, when and where it occurred, and who committed the alleged act(s). Staff will determine if the agency can accept the case and will prepare a formal complaint.

Note: a signed complaint must be filed within one year after the alleged discriminatory act or practice occurred.

CONTACT US

Montgomery County Office of Human Rights (MCOHR)
21 Maryland Avenue, Suite 330
Rockville, Maryland 20850
(240) 777-8450
MC311
(240) 777-8460 FAX
<https://www.montgomerycountymd.gov/humanrights>



What Happens Next?



Chapter 27, Article 1, Section 27-20 of the Montgomery County Code requires: "Every employer, employment agency and labor organization must keep posted in conspicuous places on its premises, where notices to employees, applicants for employment, and membership are customarily posted, a notice in the form and language approved by the Commission summarizing the pertinent provisions of this division and how to file a complaint."

What Outcomes Are Possible?

Past remedies include:

- Reinstatement of position;
- Promotion or reassignment;
- Reinstatement of lost wages and benefits;
- Compensation;
- Payment of attorney's fees and costs;
- Civil penalties

Each case is judged on its merits. Below are some examples:

- You are better qualified for the position and you learn someone younger/older and less experienced was promoted.
- Your employer refuses to pay you the current county minimum wage after you turned 18 years of age and after completing your training period.
- Your boss uses inappropriate language to describe you, a younger/older member of the staff. For example, "wet behind the ears" or "old timer."
- You along with other employees were laid off, most were older, while younger workers with less seniority and less experience were kept on.

A fair work environment is important to everyone. There are times when that environment can be disrupted by discrimination in the workplace.

The Montgomery County Office of Human Rights (MCOHR) enforces laws against discrimination in employment, housing & real estate transactions, hate/violence, and public accommodations.