WASHINGTON, DC
Full Employment Council of Greater Washington, Inc.

J. Howard Roman, JD
Chair, W. Jackson
Mac Bender, Jr., PhD

of Hitting Practices
An Experimental Study
Against Older Workers:
Employment Discrimination

ABSTRACT: Parts of research, one for a 57-year-old and the other...
METHODS

There were four main objectives in applying to employers who are members of the Equal Employment Opportunities Commission and the District of Columbia. The study focused on those employers who are members of the Equal Employment Opportunities Commission and the District of Columbia. The study focused on those employers who are members of the Equal Employment Opportunities Commission and the District of Columbia. The study focused on those employers who are members of the Equal Employment Opportunities Commission and the District of Columbia. The study focused on those employers who are members of the Equal Employment Opportunities Commission and the District of Columbia.
TABLE 1. Characteristics of the 775 Test in the Study Sample

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Completed Tests</th>
<th>Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.2.3</td>
<td>264</td>
<td></td>
</tr>
<tr>
<td>4.1.1</td>
<td>151</td>
<td></td>
</tr>
<tr>
<td>4.2.1</td>
<td>260</td>
<td></td>
</tr>
<tr>
<td>Executive officer</td>
<td>439</td>
<td></td>
</tr>
<tr>
<td>3.9.3</td>
<td>366</td>
<td></td>
</tr>
<tr>
<td>General of applicant</td>
<td>288</td>
<td></td>
</tr>
<tr>
<td>4.2.2</td>
<td>195</td>
<td></td>
</tr>
<tr>
<td>Management Information</td>
<td>195</td>
<td></td>
</tr>
<tr>
<td>4.2.7</td>
<td>47</td>
<td></td>
</tr>
<tr>
<td>4.3.1</td>
<td>99</td>
<td></td>
</tr>
<tr>
<td>4.2.2</td>
<td>81</td>
<td></td>
</tr>
<tr>
<td>4.2.1</td>
<td>260</td>
<td></td>
</tr>
<tr>
<td>4.2.3</td>
<td>264</td>
<td></td>
</tr>
<tr>
<td>4.1.7</td>
<td>775</td>
<td></td>
</tr>
</tbody>
</table>

Note: These figures were in both urban and rural locations in all regions of the country.
The Overall Prevalence of Discrimination

RESULTS

can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can can
TABLE 2. Differences in Employers' Responses to Applications

<table>
<thead>
<tr>
<th>Response Measure</th>
<th>Application Response</th>
<th>Age 57</th>
<th>Age 22</th>
<th>Age 40</th>
<th>Apparent Difference</th>
<th>(2)</th>
<th>(3)</th>
<th>(1)</th>
<th>(2)/(1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Test 1: shouts no positive response</td>
<td>22.0%</td>
<td>22.0%</td>
<td>13.7%</td>
<td>26.3%</td>
<td>12.6%</td>
<td>15.7%</td>
<td>1.7%</td>
<td>1.7%</td>
<td>1.7%</td>
</tr>
<tr>
<td>Test 2: shouts no positive response</td>
<td>12.3%</td>
<td>12.5%</td>
<td>4.9%</td>
<td>17.6%</td>
<td>9.1%</td>
<td>11.7%</td>
<td>2.5%</td>
<td>2.5%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Test 3: shouts no positive response</td>
<td>9.5%</td>
<td>10.0%</td>
<td>1.5%</td>
<td>11.5%</td>
<td>0.7%</td>
<td>1.2%</td>
<td>1.2%</td>
<td>1.2%</td>
<td>1.2%</td>
</tr>
<tr>
<td>Test 4: shouts no positive response</td>
<td>1.8%</td>
<td>2.2%</td>
<td>0.5%</td>
<td>2.7%</td>
<td>0.3%</td>
<td>0.8%</td>
<td>0.8%</td>
<td>0.8%</td>
<td>0.8%</td>
</tr>
<tr>
<td>Test 5: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 6: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 7: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 8: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 9: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 10: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 11: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 12: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 13: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 14: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 15: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 16: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 17: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 18: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 19: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Test 20: shouts no positive response</td>
<td>1.8%</td>
<td>3.3%</td>
<td>0.5%</td>
<td>3.8%</td>
<td>0.1%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
</tbody>
</table>

The second measure presented in Table 2 is the proportion of employer participants who indicated they would report a similar application if the employee had a different name.
Seven days later, a person introducing himself as the human

One of our major concerns, but only with respect to jobs as

in the words unaltered is that the 75-year-old people are

Some social studies find a relationship between the

an acceptable level for a 65-year-old applicant if the

younger employees. Moreover, if we increase the

of retirement older workers were hired less Economy depot having

the applicant to call a

a concept of the company and named the application to call

an operation in the metalworking area of the company industrial

product development and the application for the

one is to start with the age of the

were now written your information with

two days of each other, personal information systems for

the 75-year-old people are the ones in which least one

the time for a difference of 2% in favor of the younger position.

sudden, more of the younger workers were favorably

to confirm that the company had increased the

the apprehension recorded more favorable mean 1.72 percentage

the apprehension recorded a positive response (for example, when both applicants

The ability that in 66% cases where younger applicants

receive a deal need an additional consideration as a potential employee who the other

under higher consideration as a potential employee who the other

the provision of additional supervision, but also additional

in the last 5 years, the number of workers have been

the apprehension recorded a positive measure. In both the

the apprehension recorded a positive measure. In both the

The most superficial measure of the difference in the

For the company to respond as for example, when both applicants

From this point on, all knowledge and any other

you have no position vacancies that match your back

we have no position vacancies that match your back

this is a measure that of the younger applicants, the same


... Expand again as you

... Expand again as you

you'll need to update the

the job is good and disposed to

the 75-year-old people have been

the 75-year-old people have been

the 75-year-old people have been

and experience to previous

the 75-year-old people have been

the 75-year-old people have been

the 75-year-old people have been

the 75-year-old people have been

you'll need to update the

the 75-year-old people have been

you'll need to update the

you'll need to update the

the 75-year-old people have been

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

the 75-year-old people have been

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the

you'll need to update the
Variations in the Probability of Discrimination

The results just presented show the variation in age and gender discrimination throughout the American labor market. To identify the possible reasons for this variation, the statistical techniques were applied to the sample of 709 cases where age and gender differences were apparent. Table 3 presents the results of this analysis, and Table 4 presents the results of an analysis of the variation in age and gender discrimination at a more detailed level.

For variation by firm size, the paper found that larger firms were more likely to discriminate than smaller firms. Similarly, firms in metropolitan areas were more likely to discriminate than firms in rural or small towns. Firms in the service/retail sector were more likely to discriminate than firms in other sectors.

Is Non-discrimination Good Business?

Another variable of interest is that of the success of firms as business enterprises. Potential hiring for violation of federal, state, and local anti-discrimination laws may motivate employees to avoid age and gender discrimination. However, a firm's success in business may provide an advantage in recruiting and retaining qualified employees. Potential hiring for violation of federal, state, and local anti-discrimination laws may motivate employees to avoid age and gender discrimination. However, a firm's success in business may provide an advantage in recruiting and retaining qualified employees.
Applicants' Strategies for Self-Presentation

Applicants' strategies are influenced by the strength of the association or capability management. The strength of the association can be assessed by examining the performance and multidimensional nature of the company's capabilities. This includes the capacity of the company to deliver high performance and multidimensional benefits. The strength of the association is quantified by the correlation coefficient of the company's performance with the association. The correlation coefficient is calculated as the product of the number of employees and the number of business sectors. The correlation coefficient is then calculated as the square of the number of employees and the number of business sectors. The correlation coefficient is then calculated as the square of the number of employees and the number of business sectors.

<table>
<thead>
<tr>
<th>Circumstance</th>
<th>Probability of Discrimination</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>0.8</td>
</tr>
<tr>
<td>Gender</td>
<td>0.8</td>
</tr>
<tr>
<td>Occupation</td>
<td>0.8</td>
</tr>
<tr>
<td>Education</td>
<td>0.8</td>
</tr>
<tr>
<td>Experience</td>
<td>0.8</td>
</tr>
</tbody>
</table>

TABLE 3: Circumstances Affecting the Probability of Discrimination
The principle Federal law addressing this issue is the Age Discrimination in Employment Act (ADEA) enacted in 1967. Under the ADEA, workers age 40 and older are protected from age discrimination in the workplace. The principle Federal law addressing the issue is the Age Discrimination in Employment Act (ADEA) enacted in 1967. Under the ADEA, workers age 40 and older are protected from age discrimination in the workplace.

The principle Federal law addressing this issue is the Age Discrimination in Employment Act (ADEA) enacted in 1967. Under the ADEA, workers age 40 and older are protected from age discrimination in the workplace.

In 1989, the National Alliance of Business (NAB) surveyed employers to find out how many employers with age discrimination problems actually had an affirmative action plan in place to address age discrimination. The results showed that only a small percentage of employers had formal plans to address age discrimination. Despite the lack of formal plans, many employers reported that they were taking steps to address the problem internally. Over 80% of employers said they were reviewing their policies and procedures to ensure that they were not discriminating against older workers. This data indicates that while formal plans may not always exist, employers are still taking steps to address age discrimination in the workplace.
CONCLUSIONS

Bendick, Jackson and Henwood

NOTES

1. About 5% of all complaints under the Equal Age Discrimination in Employment Act (1984) provided compensation and punitive damages to other ADCA recipients. The ADCA's successful outcome in the case of EEOC v. circuit court was found by the court to be a precedent for the interpretation of the law in such cases.

2. The Equal Age Discrimination in Employment Act (1984) was found to be a precedent for the interpretation of the law in such cases.

3. The Equal Age Discrimination in Employment Act (1984) was found to be a precedent for the interpretation of the law in such cases.

4. The Equal Age Discrimination in Employment Act (1984) was found to be a precedent for the interpretation of the law in such cases.

5. The Equal Age Discrimination in Employment Act (1984) was found to be a precedent for the interpretation of the law in such cases.

6. The Equal Age Discrimination in Employment Act (1984) was found to be a precedent for the interpretation of the law in such cases.

7. The Equal Age Discrimination in Employment Act (1984) was found to be a precedent for the interpretation of the law in such cases.

8. The Equal Age Discrimination in Employment Act (1984) was found to be a precedent for the interpretation of the law in such cases.

9. The Equal Age Discrimination in Employment Act (1984) was found to be a precedent for the interpretation of the law in such cases.