

YOUR RIGHTS as an older worker

Age discrimination happens when someone is treated unfairly or denied an opportunity because of their age.

The Age Discrimination Act aims to ensure that all Australians – young, old and everyone in between – are treated equally and have the same opportunities.

AS AN OLDER WORKER, YOU HAVE THE:

- **Right to be considered** as a candidate for a job based on your skills and experience, regardless of your age
- **Right to be treated equally and fairly** in a recruitment process
- **Right to be free from discrimination** and harassment, including jokes about 'senior moments' or digs about your age
- **Right to equal access** to opportunities for promotion, transfer or training
- **Right to the same employment terms** and conditions as other employees
- **Right to not be fired** because of your age.

WHAT CAN YOU DO IF YOU EXPERIENCE AGE DISCRIMINATION IN THE WORKPLACE?

Within your workplace, you can:

- Try to manage the situation yourself, but only if you feel comfortable and safe talking directly to the person who may be discriminating against you.
- Ask your manager or a trusted colleague to speak with the person who may be discriminating against you.
- Make an internal complaint. Your workplace should have policies in place to explain what you can do if you experience bullying, harassment and/or discrimination. This may involve making a formal complaint with your manager or human resources department.

You can also contact or make a complaint to an external organisation such as:

- [Australian Human Rights Commission](#)
- [NSW Anti-Discrimination Board](#) (or the equivalent body in your state or territory)
- [Fair Work Commission](#)
- [Fair Work Ombudsman](#)

