

Age Discrimination Today

Managing Expectations

Your Elderly Experts on Age Discrimination...

Bob Walker's Background

- FENG Chapter
- CFO for 20 years
- Retired Wealth Manager
- Passion helping others
- Younger than John

John Casey's Background

- CFO for 13 years
- FENG Chapter leader
- FEI since 1997
- Peace Corps, Egypt, Spain
- Founder of John Casey & Associates in 2010
- Older than Bob

Some Legal Background...

Age Discrimination is against the law for candidates who are 40 years old or older (ADEA – Age Discrimination Employment Act)

Age Discrimination Act 2004 (ADA) prohibits discrimination in employment on the basis of age.

It applies to young and older workers alike. ...

In addition, the ADA makes it unlawful to harass or bully another person because of his or her age.

Ageism...

Ageism is [stereotyping](#) and/or [discrimination](#) against individuals or groups on the basis of their age. This may be casual or systemic.

The term was coined in 1969 by [Robert Neil Butler](#) to describe discrimination against [seniors](#), and patterned on [sexism](#) and [racism](#).

Butler defined "ageism" as a combination of three connected elements. Originally it was identified chiefly towards older people, old age, and the [aging process](#); discriminatory practices against older people; and institutional practices and policies that perpetuate [stereotypes](#) about elderly people.

What should you do?

Go or no go decision: Do you want to work for an organization that discriminates? Why and why not?

You could sue a company for age discrimination but it is very hard to prove...

Issues and Strategies assuming you want to go forward...

One key comment is a recruiter saying that “you are overqualified for the job...”

Age Discrimination Interviewing Strategies...

Unspoken Issue

You really are overqualified for the position.

Strategy

Emphasize that what is important is enjoying working in a great culture and sharing your knowledge with others.

Age Discrimination Interviewing Strategies...

Unspoken Issue

The Compensation is less than what you were making.

Strategy

Your bills are less now because the house is paid for, the kids (if any) are graduated and you have acquired all major items you need to live.

Age Discrimination Interviewing Strategies...

Unspoken Issue

You haven't kept up with technology.

Strategy

Bring the latest phone and ask questions about their technology practices and strategy. You can also talk about cybercrime and their response strategies (insurance, etc.). Talk about getting your AI Certification from UT Austin.

Age Discrimination Interviewing Strategies...

Unspoken Issue

You won't be able to keep up with the work physically.

Strategy

Talk about upcoming events you are considering like Iron Man Races and the **Hotter than Hell** Bicycle Race in Wichita Falls. You might ask if the company sponsors a Tough Mudder team (know the next race in DFW.)

Age Discrimination Interviewing Strategies...

Issue

You are resistant to change.

Strategy

Talk about your approach to the next job with a mixture of sharing ideas, coaching and continuing a life of learning and listening.
Discuss latest management books.

Age Discrimination Interviewing Strategies...

Issue

Strategy

Finally, why this Job?

Focus your questions and comments on why you love this kind of work and align with their corporate mission and culture.

Age Discrimination Interviewing Strategies...

Issue

Strategy

Finally, why this Job?

End the interview with a discussion of what kind of management team you are looking for (why you think this will be fun).

Questions and Answers for your Elderly Experts...

Bob Walker's Background

- FENG Chapter
- CFO for 20 years
- Retired Wealth Manager
- Passion helping others
- Younger than John

John Casey's Background

- CFO for 13 years
- FENG Chapter leader
- FEI since 1997
- Peace Corps, Egypt, Spain
- Founder of John Casey & Associates in 2010
- Older than Bob