

## FOR ASSISTANCE

If you believe that you may have experienced discriminatory treatment with regard to your age, contact:

### THE MARYLAND COMMISSION ON HUMAN RELATIONS

#### MAIN OFFICE

6 St. Paul Street, 9th Floor  
Baltimore, Maryland 21202

**Website:** [www.mchr.state.md.us](http://www.mchr.state.md.us)

**E-mail:** [mchr@mail.mchr.state.md.us](mailto:mchr@mail.mchr.state.md.us)

#### WESTERN MARYLAND OFFICE

Potomac Plaza  
44 N. Potomac Street, Suite 103  
Hagerstown, MD 21740

**301.797.8521**

301.791.3060 FAX

#### EASTERN SHORE OFFICES

310 Gay Street  
Cambridge, MD 21613

**410.221.2565**

410.221.2566 FAX

Salisbury District Court  
Multi-Purpose Center  
201 Baptist Street, Suite 33  
Salisbury, MD 21801

**410.548.3243**

410.334.3455 FAX

#### SOUTHERN MARYLAND OFFICE

Joseph D. Carter Center  
P. O. Box 653  
Leonardtown, MD 20650

**301.475.4118**

301.475.4119 FAX

**For more information on MCHR services and education programs, visit our website at [www.mchr.org](http://www.mchr.org).**

**For information on services for senior adults, contact:**

#### **The Maryland Department of Aging**

301 West Preston Street, Suite 1007  
Baltimore, MD 21201

**1.800.AGE.DIAL (toll free)**

[www.mdoa.state.md.us](http://www.mdoa.state.md.us)

This brochure is intended for general informational purposes only. For specific application of the law, please consult an attorney or Article 49B of the Annotated Code of Maryland and the applicable State and/or Federal Regulations.

**Maryland Commission on Human Relations**  
**6 Saint Paul Street, 9th Floor**  
**Baltimore, Maryland 21202**  
**410.767.8600**  
**TTY 410.333.1737**  
**Fax: 410.333.1841**  
**MD Toll Free Number:**  
**1.800.637.6247**

# What YOU Should Know

*about*

## Age Discrimination

PROTECTION ENFORCED BY THE

**MARYLAND COMMISSION  
ON HUMAN RELATIONS**

Equal Opportunity for All

# AGE DISCRIMINATION & EMPLOYMENT

## SOME EXAMPLES OF EMPLOYMENT PRACTICES THAT ARE UNLAWFUL ARE:

**D**iscrimination based on age is prohibited in the areas of public and private employment. The law protects workers from age discrimination in advertising, recruitment, referral, hiring, discharge, pay, promotion, training, fringe benefits, forced early retirement and other aspects of employment.

## SOME EXAMPLES OF EMPLOYMENT PRACTICES THAT ARE UNLAWFUL ARE:

- Making reductions in force based on age rather than on objective work-related criteria;
- Treating employees differently because of their age, or publishing advertisements that indicate a discriminatory age preference, such as “recent college grads” or “one to two years out of college;”
- Providing preferential treatment to younger employees in employment decisions, including initial employment, additional training or promotions;
- Telling job applicants they are overqualified;
- Assuming that an individual would not work for less salary than was earned before;
- Accommodating the preference of co-workers, clients or customers for younger workers.

## Who Must Comply

Employers of 15 or more workers are subject to this law, as well as state and local governments, employment agencies, and labor organizations, including those that operate a hiring hall.

# AGE DISCRIMINATION & PUBLIC ACCOMMODATIONS

**I**t is unlawful for an owner or operator of a place of public accommodation or an agent or employee of the owner or operator, because of age, to refuse, withhold from or deny to such person any of the accommodations, advantages, facilities and privileges of such place or public accommodation.

## SOME EXAMPLES OF PUBLIC ACCOMMODATIONS OR PUBLIC SERVICE PRACTICES THAT ARE UNLAWFUL ARE:

- Denying admission privileges or equal use of facilities in places made available to the public, based on age;
- Subjecting a patron to unequal treatment, based on age.

## Who Must Comply

Public Accommodations include any inn, hotel, motel or other establishment providing lodging; any restaurant, cafeteria, lunchroom or other facility engaged in selling food or alcoholic beverages; any motion picture house, theater, concert hall, sports arena, stadium, or other retail establishment offering goods, services, entertainment, recreation or transportation.

# A LEGAL OPINION ON SENIOR CITIZEN DISCOUNTS

**I**n an opinion from the MCHR General Counsel’s Office, the offering of “senior citizen discounts” by business establishments open to the public **does not** constitute a violation of Article 49B of the Annotated Code of Maryland. Retail establishments that charge persons of a specific age group (i.e., 65 or older) a specific discounted price for goods or services which is less than the price charged customers of other age groups is consistent with other legal decisions and with accepted social policies that provide older citizens with specific monetary discounts, waiving of fees or other considerations. Senior citizen discounts are lawful in the State of Maryland and do not violate Article 49B.

## FILING A CHARGE

**Employment Discrimination:** A charge must be filed within six (6) months of the alleged violation. The MCHR strongly encourages that you file your complaint as soon as possible in order to preserve your rights.

**Public Accommodation Discrimination:** A charge must be filed within six (6) months of the alleged act of discrimination.

**Confidentiality & Retaliation:** All investigations are confidential, and persons who file complaints are protected against retaliation.

*Note: Unlike federal law, there is no minimum age requirement for protection under Article 49B.*