

AGE DISCRIMINATION PROHIBITED UNDER STATE LAWS

ALASKA

| Source                                                                                                                                                                                               | Coverage of persons of ages specified | Law applies to—                                      | Exemptions                                                                                                            | Discriminatory employment process prohibited                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Administrative agency       | Enforcement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Educational program authorized |
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| Provisions on older workers enacted by ch. 10, approved and effective Feb. 24, 1960; repealed and reenacted with fair employment provisions by ch. 117, approved May 7, 1965, effective May 8, 1965. | None specified.                       | Employers; labor organizations; employment agencies. | Nonprofit social club, religious, charitable, fraternal, or educational association or corporation; domestic service. | For employer: Refusing employment; barring; discriminating with respect to compensation, terms, conditions, or privileges of employment, when the reasonable demands of the position do not require such distinction.<br>For labor organization: Excluding or expelling from membership; discriminating in any way against member, employer, or employee.<br>For an employer or employment agency: Printing or circulating any statement, advertisement, or publication, using any application form, or making inquiries expressing limitation, specification, or discrimination as to age, unless based on a bona fide occupational qualification.<br>For an employer, labor organization, or employment agency: Discharging, expelling, or otherwise discriminating against a person who has opposed unlawful practices; filed a charge; testified, or assisted in any proceeding under this act.<br>For any person: Aiding, abetting, inciting, compelling, or coercing the doing of such unlawful acts, or attempting to do so. | Commission on Human Rights. | <div> <div>Procedure</div> <div> <p>If conciliation fails, Commission may, after hearing, issue cease and desist orders and affirmative orders enforceable in the courts.</p> </div> </div> <div> <div>Penalty</div> <div> <p>Willfully engaging in prohibited practices; resisting or interfering with administrator in performance of his duties; violating orders of the Commission; is a misdemeanor punishable by fine of up to \$500, and/or imprisonment for up to 30 days.</p> </div> </div> | Yes.                           |