

AGE DISCRIMINATION IN EMPLOYMENT

AGE DISCRIMINATION PROHIBITED UNDER STATE LAWS—Continued
CALIFORNIA

Source	Coverage of persons of ages specified	Law applies to—	Exemptions	Discriminatory employment process prohibited	Administrative agency	Enforcement		Educational program authorized
						Procedure	Penalty	
Provisions on older workers enacted by Separate Age Discrimination Act, added to Unemployment Insurance Code, ch. 1623, approved July 14, 1961, effective Sept. 15, 1961.	Between 40 and 64.	Employers of 6 or more.	Family employment. Domestic service.	For employer: Refusing to hire; discharging; dismissing; reducing; suspending; or demoting. Law does not apply to rejection or termination of employment where the individual fails to meet bona fide requirements for the job; bona fide retirement or pension plans; age limitation in apprenticeship program; cases where the law compels or provides for such action (e.g., recruitment practices of highway patrol). Promotions within existing staff, hiring or promotion on the basis of experience or training, rehiring on basis of seniority or prior service, or rehiring under recruiting program from specified schools are not violations in and of themselves.	Department of Employment.	No specific provision. Injured person may bring suit for damages. Opinion of legislative counsel.	Violation of Unemployment Insurance Code provisions or regulation issued thereunder is misdemeanor punishable by fine of up to \$500 and/or up to 6 months in jail.	Yes.

COLORADO

Source	Coverage of persons of ages specified	Law applies to—	Exemptions	Discriminatory employment process prohibited	Administrative agency	Enforcement	Educational program authorized
Provision on older workers enacted by separate age discrimination law, enacted 1903.	Between 18 and 60.	Employers	None	For employer: Discharging solely upon the ground of age.	No specific provision.	No specific provision.	No.
						Fine of not less than \$100 nor more than \$250 for each violation.	