

AGE DISCRIMINATION IN EMPLOYMENT

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HAWAII

Provisions on older workers enacted by Fair Employment Practice Act, Act 180, Approved June 3, 1963, effective Jan. 1, 1964.	None specified.	Employers; employment agencies; labor organizations.	None.	For employer: Refusing to hire; discharging; discriminating in compensation or terms, conditions, or privileges of employment. For labor organization: Excluding; expelling; otherwise discriminating against members, employees, employees. For employer or employment agency: Printing or circulating any statement or advertisement, or using application form, or making inquiry, expressing limitation, specification, or discrimination. For employer, employment agency, or labor organization: Discharging, expelling, or otherwise discriminating against person for opposing unlawful practices, filing a complaint, testifying or assisting in proceedings. For any person: Aiding, abetting, inciting, compelling, or coercing the doing of such unlawful practices, or attempting to do so. Law does not apply to refusing to hire person for good cause relating to ability to perform the work; terminating or changing employment of person who is unable to perform his duties; establishing or maintaining bona fide occupational qualifications; operation of terms or conditions of bona fide retirement plan; employee benefit, insurance plan; fulfilling statutory or security requirements of State or Federal Government agencies.	Department of labor and industrial relations.	If conciliation fails, department may, after hearing, issue cease-and-desist and affirmative orders enforceable by the courts.	For violation of order, or for wilfully resisting, preventing, interfering, or with department in performance of duties, fine of up to \$200; for subsequent offenses fine of up to \$500, and/or imprisonment for up to 90 days.	No.
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