

## AGE DISCRIMINATION IN EMPLOYMENT

AGE DISCRIMINATION PROHIBITED UNDER STATE LAWS—Continued  
MICHIGAN

| 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 amendment to the Fair Employment Practice Act; Public Act 344, approved July 23, 1965; effective Oct. 1, 1965. | Between 35 and 60.                    | Employers of 8 or more, labor organizations, employment agencies. | Domestic service. | <p>For employer: Refusing to hire or otherwise discriminating with respect to hire, tenure, terms, conditions, or privileges of employment.</p> <p>For employment agency: Failing or refusing to classify properly, refer for employment, or otherwise discriminating, conducting business under a name which connotes any limitation, unless it displays a nondiscrimination statement.</p> <p>For labor organization: Discriminating; limiting, segregating, or qualifying membership so as to deprive person of employment opportunities; limit opportunities, or adversely affect his status, wages, hours, or employment conditions.</p> <p>For employer, employment agency, or labor organization: Printing or publishing notice or advertisement indicating preference, specification, or discrimination; establishing or following a quota system; utilizing employee-referring sources known to discriminate.</p> <p>Contracts: Public contracts must contain a provision requiring nondiscrimination in employment because of age.</p> <p>Law does not apply to otherwise discriminatory acts if based on law, regulation, requirements of Federal or State training or employment programs, or on bona fide occupational qualifications; selecting persons for apprentice or on-the-job</p> | Civil Rights Commission. | If conciliation fails, commission, after hearings, may issue cease-and-desist and affirmative orders, enforceable in the courts. | For refusing to post required notice, fine of \$100-\$500. | Yes.                           |