

## AGE DISCRIMINATION IN EMPLOYMENT

## AGE DISCRIMINATION PROHIBITED UNDER STATE LAWS

## NORTH DAKOTA

| 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, H. 918, approved Mar. 15, 1963, effective July 1, 1963. | Between 40 and 65.                    | Employers.      | None.      | For employer: Refusing to hire, employ, or license; barring; discharging, when the reasonable demands of the position do not require an age distinction, and providing the individual is well versed in the line of business and is qualified physically, mentally, and by training and experience to satisfactorily perform the labor.<br>Law does not apply to retirement policy or system when not a subterfuge to evade the purposes of this act. | No specific provision. | No provision. | Misdemeanor; punishable by fine of up to \$25 and/or imprisonment of not more than 1 day. | No.                            |

## OHIO

| 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 H. 1080, adding a section to the provisions establishing the department of industrial relations; approved May 27, 1961, effective Aug. 28, 1961. | Between 40 and 65.                    | Employers.      | None.      | For employer: Refusing to interview an applicant for employment or discharging an employee without just cause. If the employee is physically able to perform the duties and otherwise meets the established requirements of the industry and laws pertaining to the relationship between employer and employee. | No specific provision. | No provision. | No provision. | No.                            |