

AGE DISCRIMINATION IN EMPLOYMENT

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OREGON

Provisions on older workers enacted by Supplement to Fairch. Employment Practices Act, ch. 547, approved May 25, 1959, effective Aug. 5, 1959 (as amended); statement of policy Jan. 29, 1960.	Between 25 and 65.	Employers of 6 or more; employment agencies; labor organizations; persons who recruit, select, advertise for, or screen applicants for an employer; out-of-State employers who advertise for and recruit for employees in Oregon, whether position is in or outside of Oregon.	Family employment; domestic service; non-profit social, fraternal, educational, or religious association.	For employer: Refusing to hire; barring; reducing; demoting; suspending; discharging; dismissing. For employer or employment agency: Printing or circulating statement, advertisement, or making inquiry expressing limitation, specification, or discrimination because of age unless based on a bona fide occupational qualification. For labor organization: Excluding; expelling; discriminating in any way against members, employers, or other employees. For employer, labor organization, or employment agency: Discharging, expelling, or discriminating against any person for opposing forbidden practices, filing a complaint, testifying or assisting in proceedings under this law. For any person: Aiding, abetting, inciting, compelling, or coercing the doing of acts forbidden by this law, or attempting to do so. Law does not apply to— Selection of employees on the basis of relevant educational experience or physical requirements. Positions requiring extensive training program. Selection of apprentices on the basis of ability to complete the required apprenticeship training and the industry average period of employment thereafter, before attaining age 65.	Civil rights division of the bureau of labor.	If conciliation fails, commissioner of labor, after hearing, may issue cease-and-desist orders and affirmative orders enforceable by mandamus, injunction, or by suit in equity to compel specific performance of order.	For willful interference with administration of the law and violation of the orders of the Commissioner, imprisonment for not more than 1 year and/or fine of not more than \$300. (Suits for damages are also allowed after such violation.)	Yes.
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