

AGE DISCRIMINATION PROHIBITED UNDER STATE LAWS
PENNSYLVANIA

Source	Coverage of persons of ages specified	Law applies to—	Exemptions	Discriminatory employment process prohibited	Administrative agency	Enforcement	Educational program authorized
Provisions on older workers enacted by original Fair Employment Practices Act; Act 222 approved Oct. 27, 1955, age provisions effective July 1, 1956; rulings of the commission.	40 to 62 inclusive.	Employers of 6 or more within the State; labor organizations; employment agencies; newspapers; applicants; employers seeking employees for jobs outside the State.	Family employment; domestic service in a home; agricultural employment.	For employer: Refusing to hire; barring; discharging; discriminating in compensation, tenure, terms, conditions, or privileges of employment if the individual is the best able to perform the services required. For labor organization: Denying full and equal membership rights; discriminating in hiring, tenure, terms, conditions, or privileges of employment, or any matter related to employment. For employment agency: Refusing to classify properly, refer for employment, or otherwise discriminating. For applicant: Specifying age when seeking employment through an advertisement, or expressing limitation or preference as to age of prospective employer. For employer, employment agency, or labor organization, prior to employment or admission to membership: Printing or publishing notice or advertisement indicating preference, limitation, specification, or discrimination based on age; denying or limiting employment or membership because of age through a quota system; substantially confining recruitment or hiring with intent to circumvent act to any employment agency, labor organization, training school or center, or other employee-referring source servicing individuals predominantly of same age. For employer, employment agency, or labor organization: Discriminating against any person for opposing forbidden practices, making a charge, testifying or assisting in any investigation, proceeding, or hearing under this act. For any person: Aiding, abetting, inciting, compelling, or coercing the doing of such unlawful practices; obstructing or preventing compliance with the law or orders issued thereunder; attempting to commit unlawful practices.	Human relations commissions commission in the department of labor and industry.	Procedure If conciliation fails, commission, after hearing, may issue cease-and-desist and affirmative orders enforceable in the courts. Penalty Willful violation of orders or willful interference with commission in the performance of its duties is a misdemeanor, punishable by fine of \$100-\$500 and/or imprisonment of not more than 30 days.	Yes.