

AGE DISCRIMINATION IN EMPLOYMENT

AGE DISCRIMINATION PROHIBITED UNDER STATE LAWS

RHODE ISLAND

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 and Sex Discrimination Act; ch. 3795, approved May 2, 1956, effective July 1, 1956, as amended; Commission rules and regulations.	Between 45 and 65.	Employers; labor organizations; employment agencies.	Private domestic service; farm labor; person qualified for benefits under an employer retirement or pension plan. Nonprofit religious, charitable, fraternal, social, educational, or sectarian organizations other than labor organizations and nonsectarian organizations engaged in social service work.	For employer: Refusing to employ or hire; dismissing; discharging an employee for furnishing evidence in connection with a complaint under this law. For labor organization: Denying full and equal membership rights; failing or refusing to classify property or to refer for employment. For employment agency: Failing or refusing to classify property or to refer for employment or to otherwise discriminate. For employer or employment agency: Printing or circulating any statement, advertisement, or publication, or using application form, or making any inquiry which expresses intent to dismiss or refuse to employ or hire, or which is made for the purpose of barring or discriminating. (If age is asked on application, it must state that the law prohibits discrimination because of age.) Contracts: Discriminatory contracts which prevent employment of persons 45-65 are void. Law does not apply to Bona fide occupational qualifications; freedom of employer to: fix compulsory retirement requirements at less than 65; fix eligibility requirements for annuity, pension or retirement plan on specified basis; keep age records for any such purposes.	Department of labor.	If conciliation fails, director, after hearing, may issue cease-and-desist and affirmative orders enforceable in the courts.	None specified.	No.