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## Abstract

# Age and Disability Employment Discrimination: Management and Public Policy Implications

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The aging workforce is likely to result in increasing numbers of workers with disabilities. Using EEOC Charge Data System data, we investigate the nature of employment discrimination charges dually-filed citing ADA and ADEA. We focus on trends, dual-filings over time and across age spectrum, types of disabilities and alleged discriminatory behavior dually-filed, and types of disabilities identified in dually-filed charges related to reasonable accommodation, termination, and retaliation. Results suggest that dually-filed charges are likely related to termination and retirement-related issues and age-related disabilities. Workplace practices and public policy to maximize retention of older workers and those with disabilities are discussed.

Manuscript under consideration

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