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Abstract

Age and Disability Employment Discrimination: Management and Public Policy Implications

Susanne M. Bruyère
Andrew J. Houtenville
S. Antonio Ruiz-Quintanilla
Employment and Disability Institute
ILR School
Cornell University

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

For more information, contact Susanne Bruyère (smb23@cornell.edu)