

Age discrimination happens when someone is treated unfairly or denied an opportunity because of their age.

The Age Discrimination Act aims to ensure that all Australians – young, old and everyone in between – are treated equally and have the same opportunities.

### As an older worker, you have the:

* **Right to be considered** as a candidate for a job based on your skills and experience, regardless of your age
* **Right to be treated equally and fairly** in a recruitment process
* **Right to be free from discrimination** and harassment, including jokes about ‘senior moments’ or digs about your age
* **Right to equal access** to opportunities for promotion, transfer or training
* **Right to the same employment terms** and conditions as other employees
* **Right to not be fired** because of your age.

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| Visit our online resource hub to access free resources for employers and employees at [www.humanrights.gov.au/olderworkers](https://www.humanrights.gov.au/olderworkers). |  | Australian Human Rights Commission logo |  | NSW Government (Waratah) logo with the words "Proudly funded by" above it |

### What can you do if you experience age discrimination in the workplace?

Within your workplace, you can:

* Try to manage the situation yourself, but only if you feel comfortable and safe talking directly to the person who may be discriminating against you.
* Ask your manager or a trusted colleague to speak with the person who may be discriminating against you.
* Make an internal complaint. Your workplace should have policies in place to explain what you can do if you experience bullying, harassment and/or discrimination. This may involve making a formal complaint with your manager or human resources department.

You can also contact or make a complaint to an external organisation such as:

* [Australian Human Rights Commission](https://humanrights.gov.au/complaints#main-content)
* [NSW Anti-Discrimination Board](https://www.antidiscrimination.justice.nsw.gov.au/) (or the equivalent body in your state or territory)
* [Fair Work Commission](https://www.fwc.gov.au/)
* [Fair Work Ombudsman](https://www.fairwork.gov.au/)