As we reflect on the recent holiday celebrating our nation's independence and consider our continuing efforts to acknowledge and support the equal rights of all people, it is important to recognize and celebrate the 50th anniversary of the Age Discrimination in Employment Act (ADEA). The protections within the ADEA, and similar protections within state law, seek to eliminate age discrimination in the workforce and break down barriers that deprive people of economic opportunity and stifle job growth and productivity.

“Fifty years ago, arbitrary age limits for hiring and firing were common. Older workers represented less than five percent of new hires at the time. Many jobs were physically demanding and many workers wanted to retire and could do so with secure pensions,” said Victoria A. Lipnic, Acting Chair of the U.S. Equal Employment Opportunity Commission in recognition of the 50th anniversary of the act. “The ADEA is based on the principle that ability matters - not age. No one should be denied a job or should lose a job based on assumptions or stereotypes. Age is just a number. It doesn't define one's ability, potential or value. That is the purpose and the promise of the ADEA.”

The Personnel Cabinet works with all state agencies to fulfill the promise of this important civil rights legislation and ensure opportunities are based on ability, not age. As with other protections for employees, the Commonwealth is an equal opportunity employer and provides training to managers and employees across state government promoting fairness in the hiring and selection process and preventing harassment of all types. The Personnel Cabinet also provides training on the foundations of leadership, personal accountability, critical thinking, and working through change in the workplace.
The Personnel Cabinet and the Office of Diversity, Equality, and Training are available to assist agencies with their employee training and human resource needs. More information is available at https://personnel.ky.gov/Pages/ODE-Trainings.aspx or by calling 502-564-8000.

Sincerely,
Christopher L. Johnson,
Executive Director
Office of Diversity, Equality, and Training