

Committee: Social Humanitarian Committee (SOCHUM- G3)

Issue: The Global Challenge of Ageism

Student Officer: Ioanna - Maria Varotsi, Christina Liatsikou, Xenia - Maria Mitsi

Position: President, Deputy President, Deputy President

INTRODUCTION

Ageism - the discrimination against an individual strictly because of their age - has been widely discussed for years now by the UN, though it remains unsolved. Although many are not aware of this issue, ageism is still considered one of the most frequent forms of racism throughout history.

Ageism, being aimed at multiple age groups, can occur in many different sectors, such as the workplace (especially in retail, marketing, and the technology industry), but also in education (schools, universities). Moreover, ageism can occur in different interpersonal relationships, like parent-child, or student-teacher relationships, mostly through criticism, and prejudice towards the victim, simply based on their age. Finally, institutional ageism, also known as systemic ageism, is embedded in laws and policies of a society. This discrimination occurs in a variety of circumstances, including the criminal justice system, housing, medical treatment, and political representation. Young people and senior citizens are the most frequent victims of ageism. This phenomenon has the potential to negatively impact society as well as many aspects of people's own individual lives. The UN and other organizations have made several attempts to tackle this problem. However, further efforts need to be undertaken, and international collaboration is required, for ageism to be resolved radically.

With this Study Guide, we are hoping to assist you into gaining basic understanding and information on the aforementioned subject. However, it should not be your only source, as you are expected to conduct further research, in order to compose your position papers and resolutions, as well as to have the ability to express your arguments regarding your countries' policies. Do not hesitate to contact us via email (Ioanna- Maria: i.varotsi@acg.edu, Xenia: xeniamitsi5@gmail.com, Christina: cliatsikou@gmail.com), if you have any questions or need help with your papers. We are looking forward to meeting you

all and to hearing your arguments, solutions, and constructive ideas towards tackling this issue. Let us hope for an insightful and effective debate.

DEFINITION OF KEY TERMS

Ageism

Ageism is the discrimination against individuals strictly because of the age group they belong in. It can affect both younger and older individuals and can occur through verbal and physical actions. Ageism permeates everything, including relationships and institutions. Gerontologist Robert N. Butler invented the phrase "ageism" to refer to discrimination towards senior citizens. However, the phrase is now used to refer to any form of age-based discrimination, including hostility against young people, adults, seniors, and even grownups. Researchers now know more about ageism's prevalence and how it affects people of all ages than they did before the term was coined.

Discrimination

Discrimination is the unfair treatment of people and groups on the basis of characteristics such as, but not limited to, race, gender, age, or sexual orientation. When a regulation or policy is unfairly applied to everyone yet disadvantages some individuals due to a shared personal trait, it can also be considered discrimination. The term "indirect discrimination" refers to this.

Social Isolation

Lack of social connections with family, friends, neighbors, and the society as a whole is referred to as social isolation. It must not be confused with loneliness, which is the feeling of desiring to be alone despite having many social contacts and potential interactions. It can lead to many negative outcomes, even putting the physical and psychological health of the victims at risk.

Stereotype

A stereotype is a widely held, simplified, and essentialist belief about a specific group. Groups are often stereotyped on the basis of sex, gender identity, race and ethnicity,

nationality, age, socioeconomic status, language, and so forth. Stereotypes are deeply embedded within social institutions and wider culture. However, stereotypes might not necessarily affect the treatment of individuals, but only the beliefs regarding them.

Adultcentrism

Adultcentrism is the tendency to habitually view the adult perspective as superior to the adolescent perspective. There's no question that youngsters require grown-up assistance and supervision, but this form of discrimination goes further than that, including, systemic oppression or underestimation towards the youth.

Social Group

A social group consists of two or more people who regularly interact on the basis of mutual expectations and who share a common identity.

Individualistic countries

Individualistic countries are those that focus on the needs of individuals over those of the population as a whole. In these cultures, people are considered completely autonomous.

Collectivistic countries

These countries focus on group cohesion and harmony. They put emphasis on the desires and necessities of the population as a whole over the needs of individuals and have less of a bias towards older people than individualistic countries.

BACKGROUND INFORMATION

The phenomenon of ageism has unfortunately been more frequent than we can identify by first glance. Hundreds of people receive discriminatory comments or physical violence, due to their age and physical abilities/characteristics. What is interesting with this social phenomenon, is that it may actually be experienced by everyone (the youth, middle age, and the elderly). For example, younger people may have their intelligence or skills underestimated, just because they are not adults yet. Additionally, middle aged individuals

may receive negativity regarding their life choices, if they have chosen to not get in a relationship or have children. Lastly, older people may be made fun of because of their difficulty to perform everyday tasks and adjust to society's fast momentum. Nevertheless, ageism is a phenomenon that each and every one of us may experience, or even accidentally cause. That is why it is important to take a look at how ageism has taken place throughout history and explore some important background information.

Types of ageism

The most common types of ageism is visual and digital. Visual ageism is based on a person's physical appearance and is probably the most common type of ageism that is seen throughout the years. In many cases, people may look younger or older than they actually are, and this may cause them to constantly receive hurtful comments. Other times, people may be treated unfairly because of physical attributes that they cannot control nor change. Furthermore, digital ageism can occur in matters that regard the skills of using the internet. Nowadays, with technology constantly progressing, many older individuals are unfortunately unaware of how to properly use technology. This may result in them facing difficulties in their everyday life (e.g. workplace, communication etc.), while even unintentionally causing them issues with other people that are far more technologically advanced.

Reasons as to why ageism exists:

Although society has thankfully progressed nowadays when it comes to being more accepting of diversity, one of the main reasons as to why ageism has occurred comes down to "The fear of the unusual". Let us take an example: A 65-year-old woman is seen to be driving sports motorcycle. This is not a typical image that people are used to seeing in their everyday life. That explains (however does not justify) the criticism that she may unfortunately receive. According to A.J. Marsden, Assistant Professor of Psychology and Human Services at Beacon College in Leesburg, Florida, "one of the primary reasons as to why humans "hate" is because we fear what is different from what we are used to."

Where has the phenomenon of ageism been seen?

Throughout the years, ageism has been seen in many fields. For us to understand the pattern of ageism, it is important to investigate each field separately.

The Educational System

A very common example of ageism in education, is the discrimination that "mature students" may receive from other students whilst in university. As it is common in many universities, older students also have the right to attain their degree by attending the same

classes as the “regular” students (ages 18-23). While the university may try its best to prevent discrimination from occurring, unfortunately “mature students” receive degrading comments on the daily, just because of their age and the taboos.

Healthcare

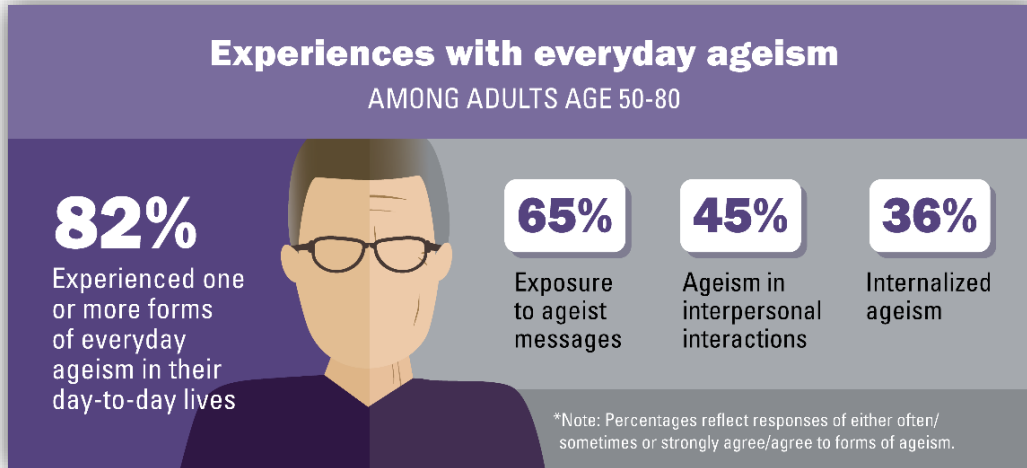
Nowadays, especially with COVID 19, ageism is certainly a phenomenon that has vividly occurred within the healthcare system. Far from being less affected, the WHO estimates that 85% of excess mortality during the pandemic has been in low- and middle-income countries, totaling a staggering 12.7 million deaths. Almost the same percentage of these deaths (83%) have been among older people. This has been due to the fact that hospitalization for older people has been neglected. Some may say that this is a very vivid example of ageism, since there is no valid or logical explanation behind delaying healthcare access to one social group in particular. Lastly, ageism in society has strongly increased during the Covid-19 pandemic as the undifferentiated way in which especially the role of age as a risk factor was discussed and the inclusion of all people above the age of 65 into one homogeneous risk group, often neglected the multidimensionality of aging, the diversity of older people and their characteristics and, thus, drew criticism for fueling ageism in society.

The workplace

Ageism in the workplace is quite interesting, since it clearly applies to all ages. For example, many older people are denied the opportunity to work in certain positions, just because of prejudice against their age (of course, we are not referring to cases in which older individuals are denied a position because of a matter of safety). On the other side of the spectrum, younger people are also denied positions, because of the fact that they allegedly lack working experience and skills.

Political Representation

Today’s political scene is a great example of how ageism occurs in everyday life. For example, in most countries, politicians who take on important positions and are inclined to make the most important decisions, are of old age. Furthermore, when it comes to elections, younger individuals are indirectly discouraged to apply for positions that contain political power, because of society underestimating their skills. On the opposite side of the spectrum though, older individuals in political positions may also receive hurtful comments or be made fun of, because of the fact that they are in such demanding positions in an older age, and are falsely connected with fragility or weakness.



This picture presents the percentages of people from 50 to 80 years old that have experienced a form of ageism

The effects of ageism

Ageism has an impact on a variety of domains of a person's life. Such an experience has been proven that it can affect someone on a personal, social and even economic level. To begin with, a lot of studies have indicated that an increase in experiences of ageism is a statistically significant predictor of decreased psychological well-being for all age groups who have suffered ageism. Psychological studies, like the one by professor Anthony Lyons in 2017, have shown that ageism experience is significantly related to the prevalence of stress and anxiety disorders, as well as depression. Research has also shown that negative age stereotypes are associated with higher levels of loneliness and lower morale as especially young adults, anxious about their future, attribute to older people the negative stereotypes that they fear will describe their own futures. Furthermore, ageism is associated with poorer mental health, decreased quality of life and even premature death. If someone has a negative self-perception, they might be more likely to engage in unhealthy habits. They might also have lower levels of resilience and social support, which are two factors that affect longevity. Continuing, on a social level ageism contributes to a loss of potential societal contributions by a significant sector of our population. This fact is really worrying as it is going to be an obstacle to our society's evolution and development. Regarding the economical level, ageism may also exacerbate a sense of financial insecurity. Due to discriminations in the workplace, it is falsely considered that certain age groups are an economic burden on the rest of the society. Ageism can affect the economy on a national level too, the advocacy group AARP released a study that found bias against workers aged

50 and older reduced the nation's gross domestic product by an estimated \$850 billion in 2018. Moreover, it is estimated that by 2050, the annual loss could amount to \$3.9 trillion.

MAJOR COUNTRIES AND ORGANISATIONS INVOLVED

China

Even though China is a collectivistic country, the problem of ageism is not uncommon. Regarding the domain of medicine, China has few nursing homes and no tradition of professional caretakers to look after the elderly. Ageism at work in China starts as early as 35, a trend dubbed as the "age 35 phenomenon." Generally, China's latest census data show that its population is aging fast. At the same time, the working-age share of the population, those between 15 and 59, continues to shrink and it incurs a huge cost to labor market efficiency.

USA

The United States is an Individualistic country. USA citizens stress independence and forging one's own identity. Sadly, in the US age discrimination goes on routinely because U.S. Supreme Court decisions have undermined the laws passed by Congress to outlaw it and because enforcement resources are inadequate. A great number of studies has shown that the states with the highest age bias were mostly in the Southern and the Northeastern US. Additionally, many of most-biased states tended to have the worst outcomes and life expectancies for individuals and higher Medicare costs, lower community engagement, and less access to care.

France

Ageism constitutes the most prevalent form of discrimination in Europe, including France. The matter of age discrimination is a particularly sensitive issue in France, where the relatively high unemployment rate of young and aged persons is structural. Even though the employment of older people has risen slightly in France, the employment rate for 55 to 64-year-olds is still below international averages. However, it is important to point out that the citizens of France are protected against such acts of discrimination. The prohibition against age discrimination applies equally to all kinds of employees whether on indefinite, fixed term or part time employment contracts as well as to trainees or job applicants.

India

India is among several low- and middle-income countries including Nigeria and Yemen that account for the highest prevalence of Ageism. In the past, the Indian workplace was traditionally dominated by senior people. Nowadays the tables have turned. Sadly, there are no national or local specific laws in India that are directly related to age discrimination. However, under common law, it would be possible for an individual to seek protection against age discrimination.

Association of Former International Civil Servants/ New York (AFICS/NY)

The Association of Former International Civil Servants was established in 1970 by a pioneering group of serving staff and retirees. Of course, AFICS/NY supports and promotes the purposes, principles, and programs of the United Nations system and also engages in other activities, such as advising and assisting its members on a range of issues, with pensions and health insurance as the top priorities. For the most part, AFICS/NY is composed of retirees who were once international civil servants involved in implementing legislative mandates, proposing policy options, conducting research, participating in negotiations, and providing direction for countless programs and projects.

The United Nations Population Fund (UNFPA)

The UNFPA's Demographic Resilience program assists countries in the region with strengthening their capacity to understand and anticipate the population dynamics they are experiencing, and ensure they have the skills, tools, political will and public support to manage them. Moreover, UNFPA together with other organizations have launched a new Joint Program on Ageing that envisages collaborative action over the next three years (2020–2023) among agencies of the UN system and civil society stakeholders at regional and national level working closely with governments across Europe and Central Asia. The Joint Program supports countries in the region in strengthening the rights and dignity of older persons through improving health and social care provisions and enabling environments.

TIMELINE OF EVENTS

Date	Description of Event
1967	Age Discrimination in Employment Act, a US labor law, which forbids age discrimination against people who are age 40 or older, is enacted.
1968	Dr Robert Butler coins the term “Ageism”.
1991	Congress passes the Civil Rights Act of 1991 (CRA) to overrule several decisions by the United States Supreme Court that had made it more difficult for employees to prevail in job discrimination lawsuits.
2016	The Global strategy and action plan on ageing and health, a WHO initiative, is conceived.
2017	Ageism is defined as stereotyping, prejudice, and discrimination against people on the basis of their age by WHO.
2020	Decade of Healthy Aging, a UN strategy, is put into action.
2021	The Human rights Council (HRC) of the United Nations adopted its first-ever substantive resolution. This adoption marks an important step forward in advancing older people's rights and the fight against ageism and age-based discrimination worldwide.
2022	The Office of the High Commissioner for Human Rights (OHCHR) has been requested to prepare a report on normative standards and obligations

	<p>under international law in relation to the promotion and protection of the human rights of older persons.</p>
--	--

UN INVOLVEMENT: RELEVANT RESOLUTIONS, TREATIES AND EVENTS

2030 Agenda for Sustainable Development

The 2030 Agenda for Sustainable Development is a global plan of action in order to eliminate discrimination and to establish the human rights of every individual by 2030, while focusing on the Sustainable Development Goals. It focuses on eliminating ageist behavior towards elders, and emphasizes the need to treat them with respect, and not see them as a vulnerable group.

The Decade of Healthy Aging from 2021 to 2030

The World Health Organization (WHO), has conducted a lot of reports and established a Global Campaign to Combat Ageism which aims to change how we all think, feel and act towards age and aging by highlighting that key institutions, health, social and legal systems are impacted by ageism. An extremely important WHO action is “The United Nations Decade of Healthy Aging”. It aims at the collaboration of governments, international agencies, professionals, the media, and the private sector in order to ameliorate the living conditions of elders, their families, their communities, during the decade of 2020-2030. It is aligned with the Sustainable development goals that have been previously set.

The Global strategy and action plan on aging and health 2016–2020: towards a world in which everyone can live a long and healthy life

This Strategy plays a major role in setting a framework for Member States, the WHO and other members to collaborate in order to ensure long and healthy lives for all. It has two major goals; to maximize the functional ability of every individual and to establish proof needed to support a Decade of Healthy *Aging* from 2021 to 2030. The focus of this Strategy is on five basic objectives such as creating environments that are suitable for all ages and developing facilities that provide aid (retirement homes etc).

PREVIOUS ATTEMPTS TO SOLVE THE ISSUE

Organizations

There are organizations that played a major role in eliminating age discrimination. For example, APA, which is the style of documentation of sources used by the American Psychological Association, is significantly active. APA groups are also working to combat ageism through funding, training and federal policies supporting geropsychologists. For example, one APA initiative--through the Graduate Psychology Education (GPE) program--recently received \$3 million for geropsychology training this year. Moreover, Jacqueline Goodchilds, a Professor of Psychology at the University of California, on behalf of APA's Committee on Aging (CONA), drafted a resolution against ageism that was approved by APA's Council of Representatives in February 2002. The resolution says that APA is against ageism "in all its forms" and emphasizes APA's commitment to support efforts to eliminate it.

Peaceful public demonstrations

Thousands of older people have marched, protested and lobbied decision-makers across the world to expose ageism, marking International Day of Older People (1 October). Thus, the decision was taken on 14 December 1990 by the United Nations General Assembly designated (resolution 45/106). Furthermore, there are a lot of memorable peaceful public demonstrations that enforced the combat against Ageism. One of the most active organizations was "The Gray Panthers". They staged rowdy protests against ageism and found common cause with young activists on everything from health care to racial justice. Their greatest achievement was getting Congress, in 1986, to ban mandatory retirement ages for most jobs.

Public speeches

Public speeches, especially by people of importance and influence, can be proven extremely helpful for a specific cause. Such speeches in the topic of age discrimination have had a significant impact in the awareness and information of people on this universal problem. A speech that will not be forgotten was done by Elizabeth Broderick, a Sex Discrimination Commissioner and Commissioner responsible for Age Discrimination Australian Human Rights Commission. The title of the speech was 'Reflections on age

discrimination: The price we pay for growing older’ and presented a complete image of this problem and its effects that concern all of us.

Relevant legislation

Thankfully there are numerous laws in the human rights sector that protect people from age discrimination. Firstly, in 1967 the law of Age Discrimination in Employment Act (ADEA) was passed. This law forbids age discrimination against people who are age 40 or older. It does not protect workers under the age of 40, although some countries do have laws that protect younger workers from age discrimination. Continuing, The Age Discrimination Act of 1975 prohibits discrimination on the basis of age in programs and activities receiving federal financial assistance. Lastly, a recent law passed was “The Equality Act” of 2010. It says that you must not be discriminated against because: you are (or are not) a certain age or in a certain age group. “Discrimination by perception” is when someone thinks you are (or are not) a specific age or age group.

POSSIBLE SOLUTIONS

It is imperative for ageism to be eliminated, as well as prevented from occurring again in the future and there are several measures that must be taken in order for this to be achieved. First and foremost, as we all know, education is one of the most crucial factors when dealing with problems as such and it is the most important means towards resolving social or political issues. It is vital to educate populations of all age groups regarding the reasons why ageism occurs, as well as its effects by raising awareness through campaigns and cultural activities (radio, newspaper, TV, or brochures, public talks and community activities for communities which lack access to media). This can also encourage victims to seek psychological help and/or report cases of ageism. National and local organizations must also be encouraged to start community-based actions targeted at eradicating ageism by providing technical assistance and mobilizing resources. Furthermore, intergenerational interventions which create cooperation and empathy between age groups can be created. Changing legislation that negatively affects specific age groups is also very important. The rights of vulnerable age groups must be protected and established by law. Furthermore, it is vital to implement fines and generally to strengthen jurisdiction towards people who discriminate against others based on age.

BIBLIOGRAPHY

Sporre, K. (2019, April 14). *Ageism: The Four types*. Refined by Age. Retrieved July 8, 2022, from <https://refinedbyage.com/2019/02/17/ageism-the-four-types/>

WHO. (2021, October 4). *Aging: Ageism*. <https://www.who.int/news-room/questions-and-answers/item/ageing-ageism>

Institute of Medicine (US) Division of Health Promotion and Disease Prevention; Berg RL, Cassells JS, editors. *The Second Fifty Years: Promoting Health and Preventing Disability*. Washington (DC): National Academies Press (US); 1992. 14, Social Isolation Among Older Individuals: The Relationship to Mortality and Morbidity. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK235604/>

Cherry, K. (2022, February 23). *What Is a Collectivist Culture?* Very Well Mind. Retrieved July 8, 2022, from <https://www.verywellmind.com/what-are-collectivistic-cultures-2794962>

Cherry, K. (2020, December 11). *Individualistic Cultures and Behavior*. Very Well Mind. Retrieved July 8, 2022, from <https://www.verywellmind.com/what-are-individualistic-cultures-2795273>

World Health Assembly, 69. (2016). *The Global strategy and action plan on ageing and health 2016–2020: towards a world in which everyone can live a long and healthy life*. World Health Organization. <https://apps.who.int/iris/handle/10665/252783>

Fitzpatrick M. Institutional ageism. *Br J Gen Pract*. 2009 Dec 1;59(569):951. doi: [10.3399/bjgp09X473286](https://doi.org/10.3399/bjgp09X473286). PMID: [PMC2784542](https://pubmed.ncbi.nlm.nih.gov/192784542/).

“The poll even shows relationships between experiencing multiple forms of everyday ageism and health. In all, 40% of all poll respondents said they routinely experience three or more forms of ageism – and these older adults were much more likely to have poor mental and physical health” [Most older adults say they’ve experienced ageism, but majority still hold positive attitudes toward aging, poll finds \(umich.edu\)](#)

National Library of Medicine: [Ageism and Psychological Well-Being Among Older Adults: The article by G.J. Chipperfield and Betty Havens presented in this issue highlights the problem](#)

[of ageism A Systematic Review - PMC \(nih.gov\)](#)[Editorial: Why is Ageism a Serious Social Problem and What Can Be Done about It? \(cambridge.org\)](#)

Results of the Advocacy group AARP regarding the previous and following years on the sector of economy: [How does age discrimination affect the economy? - Marketplace](#)

Types of Ageism and how it can affect individuals: [Ageism and Age Discrimination - HelpGuide.org](#)

17 Jun, 2019 Speech: The Economic Impacts of Ageism

Speech to the COTA Australia National Policy Forum National Press Club, Canberra, 13 June 2019 (Emma Dawson, Executive Director, Per Capita) [Speech: The Economic Impacts of Ageism \(percapita.org.au\)](#)

PMC, Wiley international Journal of Psychology: [Are Asian cultures really less ageist than Western ones? It depends on the questions asked - PMC \(nih.gov\)](#)

A brief overview of the life of people in China: [ELDERLY IN CHINA: RESPECT, FACILITIES, THEIR CHILDREN AND TAKING CARE OF THEM | Facts and Details](#)

Ageism is prevalent in the workplace [As China's population ages,](#)

Age discrimination in China's workforce could have potentially serious economic consequences as the population gets older and the workforce shrinks [China's looming population](#)

"Older adults are one of the only stigmatized groups that we all become part of some day. And that's always struck me as interesting—that we would treat so poorly a group of people that we're destined to become someday," says William Chopik. (Credit: [Yaniv Golan/Flickr](#)) [Which countries have the most ageism? - Futurity](#)

‘There is ample evidence that employers in the United States discriminate against older workers, particularly in hiring and firing. Such discrimination is illegal, on paper. In reality, age discrimination goes on routinely because U.S. Supreme Court decisions have undermined the laws passed by Congress to outlaw it and because enforcement resources are inadequate’ [Age discrimination in the U.S. labor market is a major economic obstruction - Equitable Growth](#)

“In this context, French employment law provides that differences of treatment by reason of age may, in particular, consist of.” [What protection do employees have against age discrimination in France? | Global Workplace Insider](#)

Research Centre on Adult Education and Community Intervention (CEAD), Faculdade de Ciências Humanas e Sociais, Universidade do Algarve, Campus de Gambelas, 8005-139 Faro, Portugal

Research Centre on Adult Education and Community Intervention (CEAD), Universidade dos Açores, R. da Mãe de Deus, 9500-321 Ponta Delgada, Portugal

[Social Sciences | Free Full-Text | Combating Ageism through Adult Education and Learning | HTML \(mdpi.com\)](#)

“I see 80% of my customers inclining towards younger talent,” says Sunil Goel, director of GlobalHunt, an executive search firm. Goel further insists that the importance of age varies from one industry to another. [Age Discrimination in the Workplace: An Indian Perspective | Vasitum Blog](#)

“India is among several low- and middle-income countries including Nigeria and Yemen that account for the highest prevalence of ageism, says a global report on ageism published by the World Health Organization (WHO)” [India Among Nations That Account for the Highest Prevalence of Ageism: WHO Report \(thewire.in\)](#)

“India is considered to have one of the youngest workforces in the world. After all, about 62.5 per cent of its working age population is between 15 to 59 years old” [Is ‘ageism’ rearing its head in the Indian workspace? \(hrkatha.com\)](#)

UNFPA Demographic Resilience Programme for Europe and Central Asia: [UNFPA EECA | Ageing Programme](#)

“Ageism is a global challenge: UN:Ageism leads to poorer health, social isolation, earlier deaths and cost economies billions: report calls for swift action to implement effective anti-ageism strategies”: [Ageism is a global challenge: UN \(who.int\)](#)

What is the UN Decade of Healthy Aging? [UN Decade of Healthy Ageing \(who.int\)](https://www.who.int/news-room/fact-sheets/detail/90-2020-decade-of-action-on-ageing-and-health)

“Overcoming Ageism and Supporting the Human Rights of Seniors” [Overcoming Ageism and Supporting the Human Rights of](https://www.who.int/news-room/fact-sheets/detail/90-2020-decade-of-action-on-ageing-and-health)

An overview, the impact and the response of WHO to ageism:

<https://www.google.gr/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjgL2r1en4AhWH-qQKHVjaAkEQFnoECA4QAw&url=https%3A%2F%2Fwww.who.int%2Fhealth-topics%2Fageism&usg=AOvVaw08cU2Z90bKvGHebOvsz5PI>

Laws and Regulations upon the topic of Ageism:

<https://www.google.com/amp/s/www.nytimes.com/2020/09/08/opinion/sunday/gray-panthers-maggie-kuhn.amp.html>

Reflections on age discrimination: The price we pay for growing older

(2011) <https://www.google.com/url?sa=t&source=web&rct=j&url=https://humanrights.gov.au/about/news/speeches/reflections-age-discrimination-price-we-pay-growing-older-2011&ved=2ahUKEwjX6rCm3-b4AhXN8rsIHb67CGgQFnoECAgQAQ&usg=AOvVaw0DxJ97SOAn09-4YmklhFxm>

“What the Equality Act says about age discrimination, what is age discrimination? Different types of age discrimination...”

https://www.google.com/url?sa=t&source=web&rct=j&url=https://www.equalityhumanrights.com/en/advice-and-guidance/age-discrimination&ved=2ahUKEwicv_3_4Ob4AhVUhP0HHUsSAkUQFnoECAsQBQ&usg=AOvVaw1kAp9wAgEuyClp3ttx1HdW

Age discrimination and scenarios in which it may occur:

https://www.google.com/url?sa=t&source=web&rct=j&url=https://www.eeoc.gov/age-discrimination&ved=2ahUKEwijiN_r4eb4AhXXu6QKHVxeAHIQFnoECAkQBQ&usg=AOvVaw1csBCIbeH1I77wL6mm20xL

Picture: [Most older adults say they've experienced ageism, but majority still hold positive attitudes toward aging, poll finds \(umich.edu\)](#)