

AGEISM IN THE WORKPLACE

JULY 2019



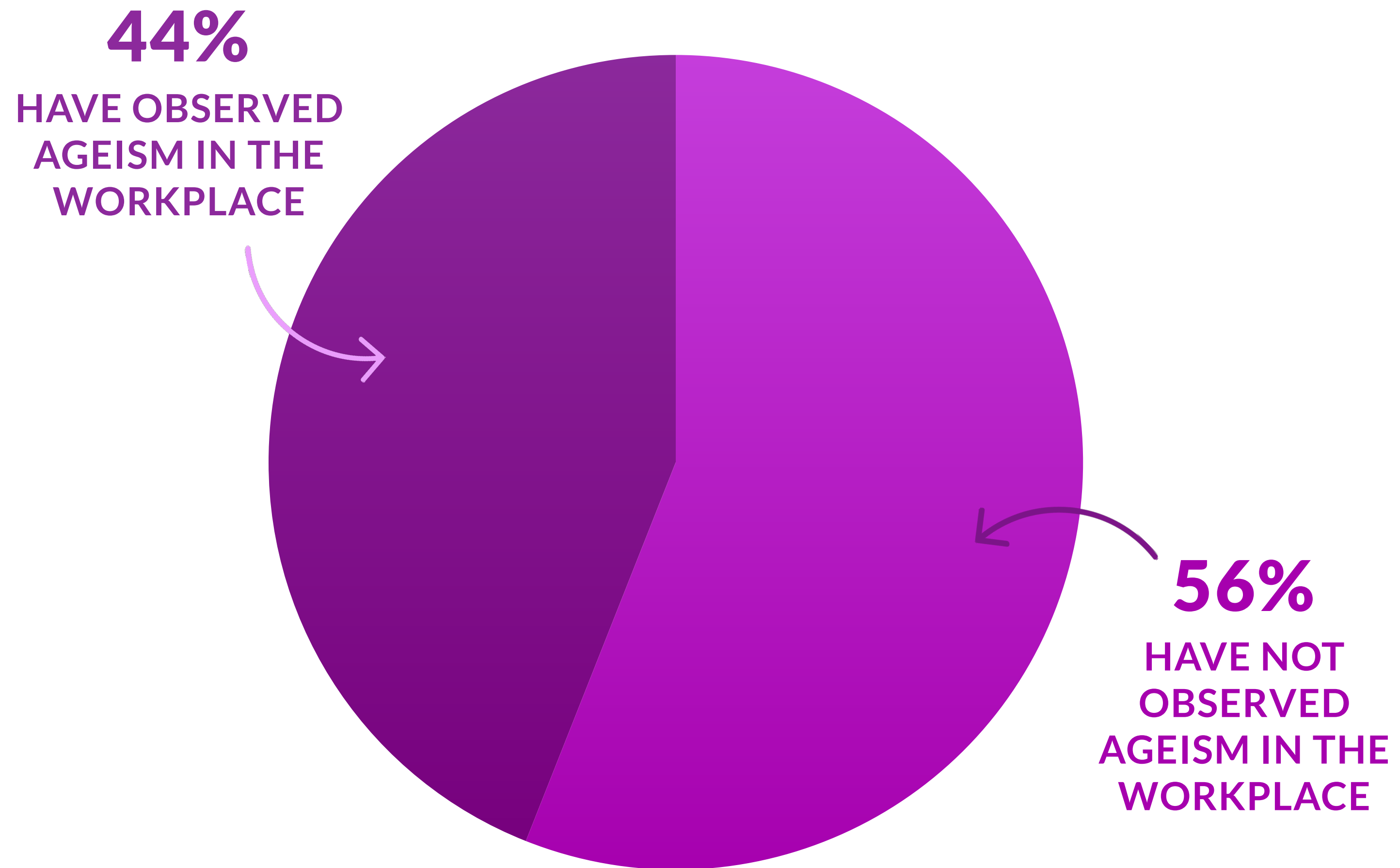
EXECUTIVE SUMMARY

While ageism is widely discussed, there isn't a lot of data surrounding the topic. Recognized by the [World Health Organization](#) as a "[prevalent and insidious problem](#)," ageism can act as a dangerous employment discrimination tactic, even if it's unintentional.

The fastest growing segment of the American workforce is employees aged 65 and older, [according to AARP](#), yet our survey results show that a majority of people experience ageism before the age of 45. Ageist remarks and comments, when internalized, have proven to have negative impacts on a person's mental and physical health so it's important to combat ageism at every level of a company.

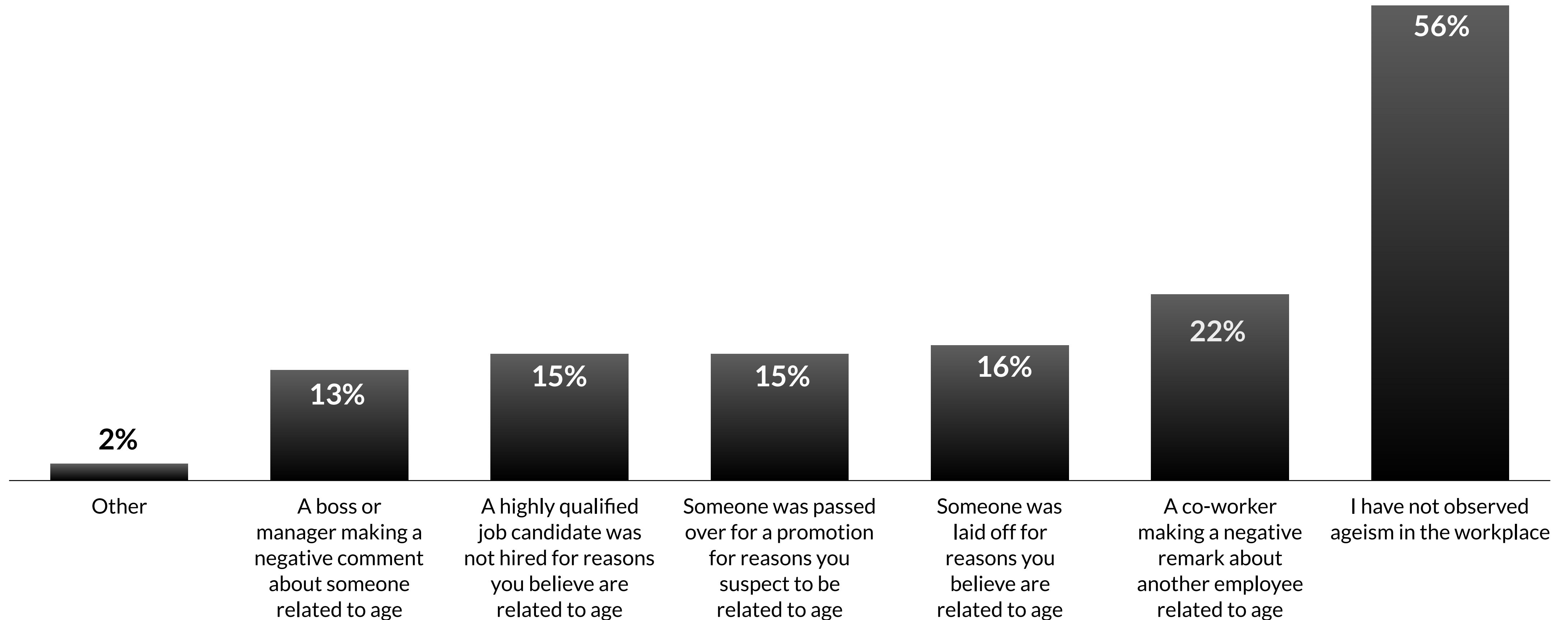
In the summer of 2019, Fairygodboss surveyed 1,000 people over the age of 40 to understand the prevalence of ageism in the workplace, learn how it affects employees, and determine what employers can do to better combat ageism at work. We initially set out to see if there were any differences in the ways men and women experience ageism and while there were a few notable differences, there are far more similarities. We found that there are more distinctions between respondents who have and have not experienced ageism when it comes to their perceptions of ageism at work.

HAVE YOU OBSERVED A SITUATION THAT YOU PERCEIVED TO BE AGEISM IN THE WORKPLACE?



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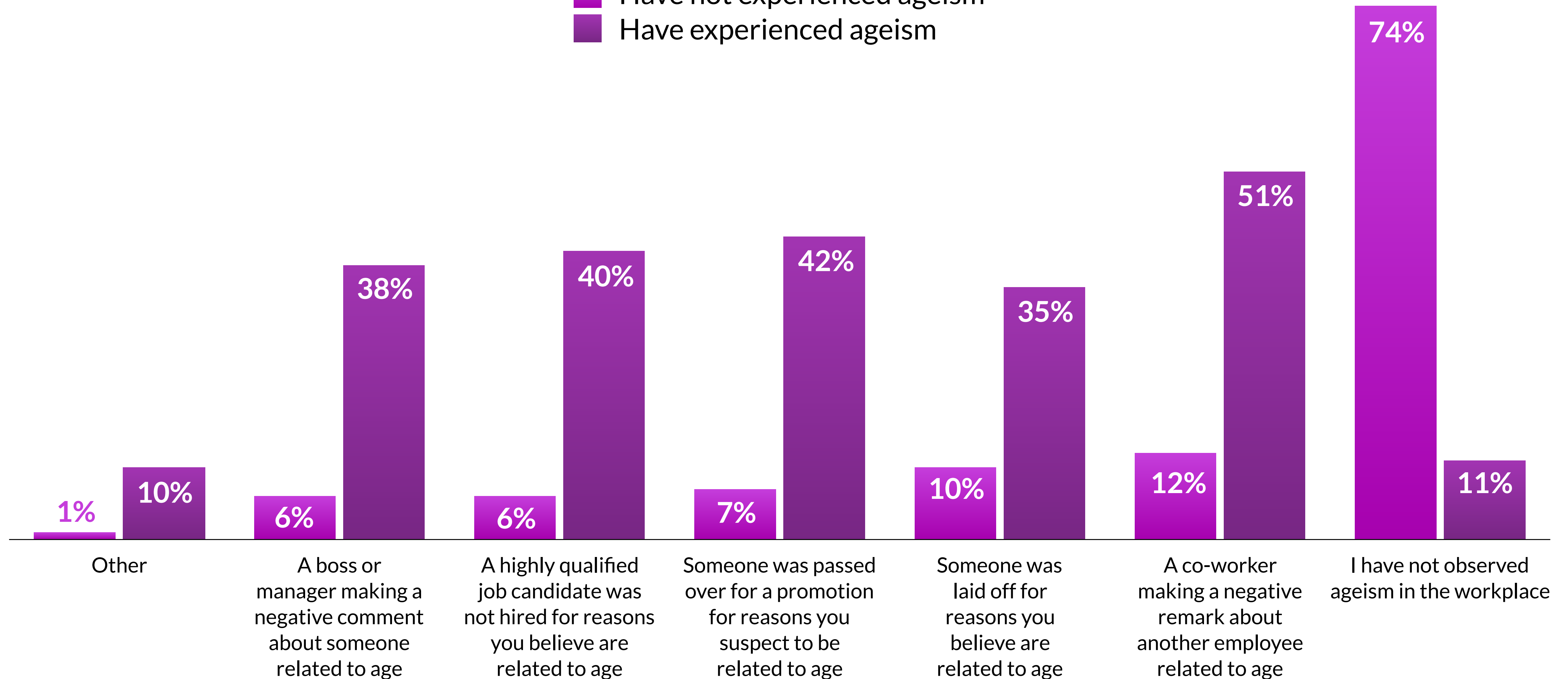
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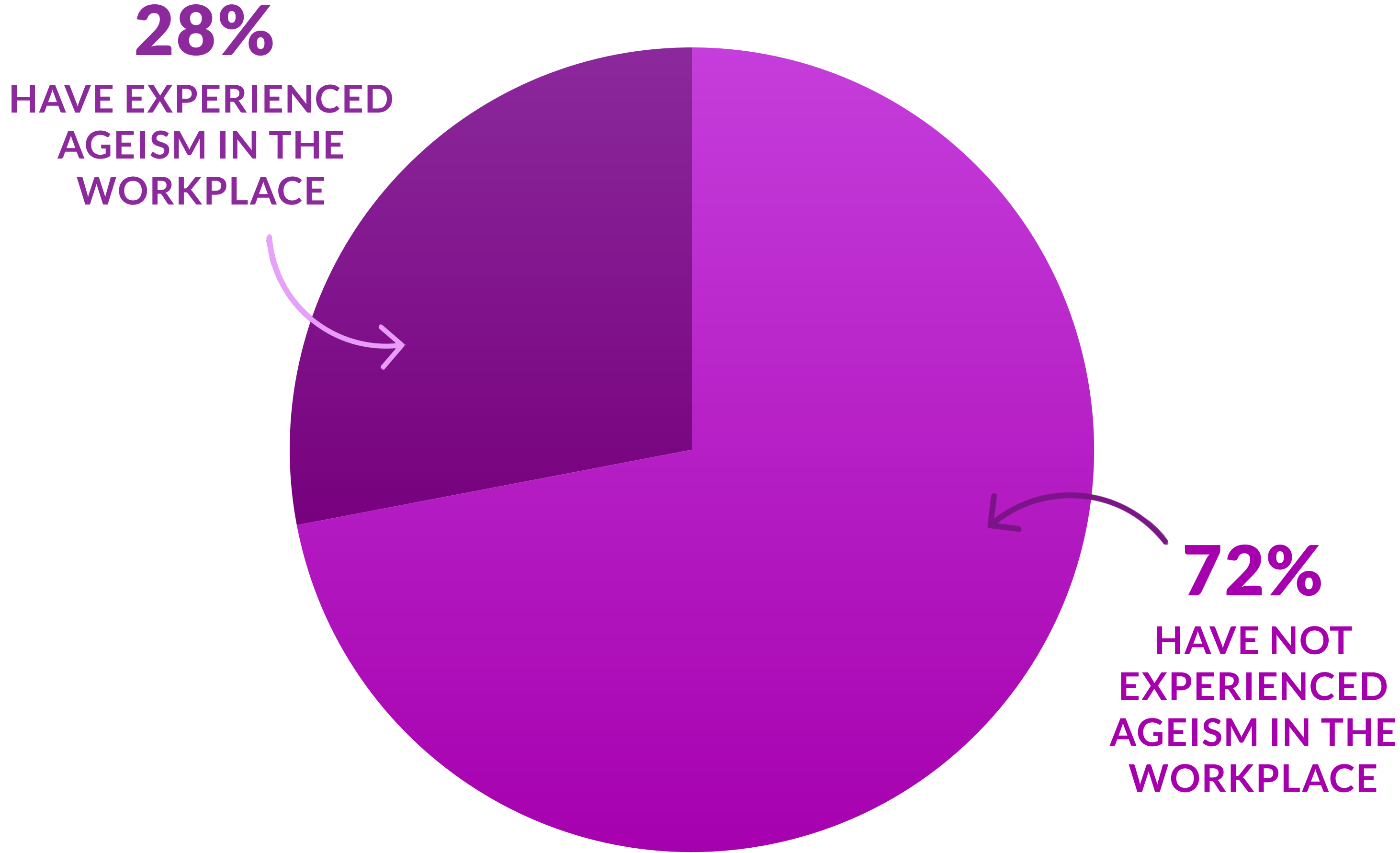
HAVE YOU OBSERVED A SITUATION THAT YOU PERCEIVED TO BE AGEISM IN THE WORKPLACE?

CHECK ALL THAT APPLY:

■ Have not experienced ageism
■ Have experienced ageism

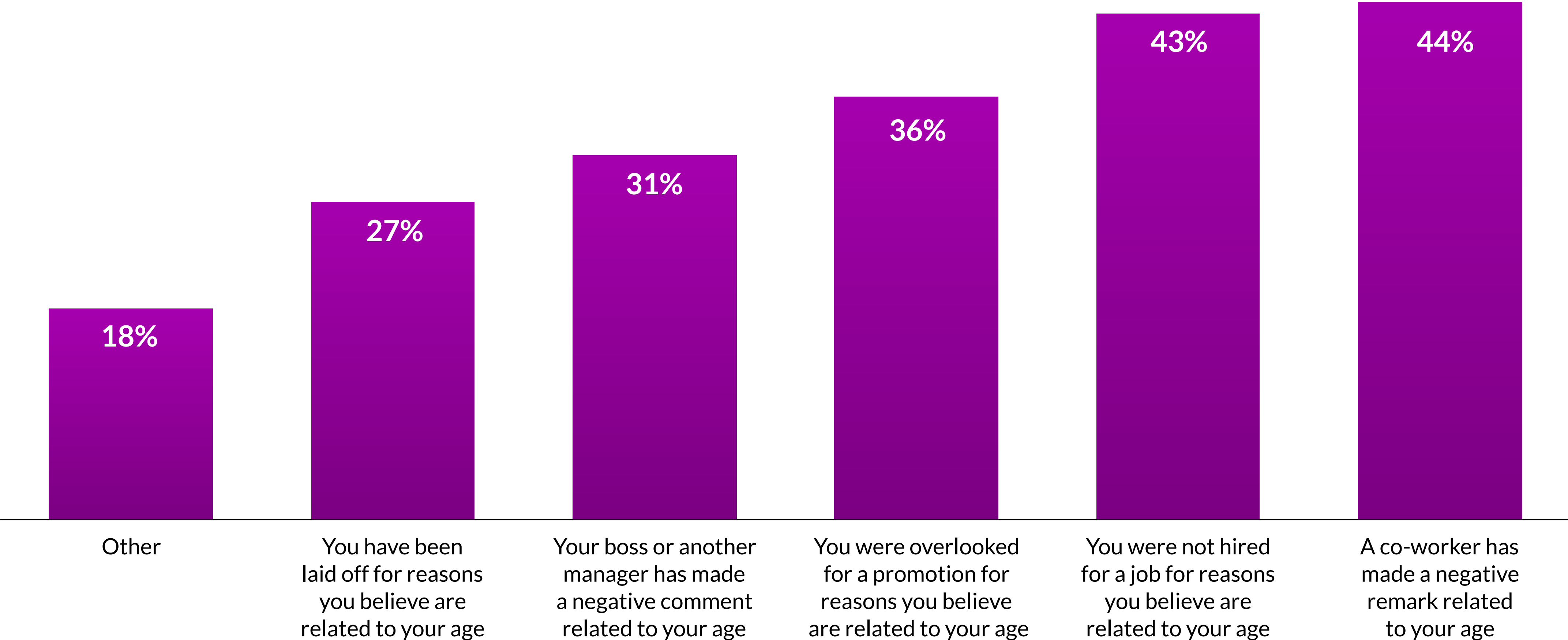


HAVE YOU PERSONALLY EXPERIENCED WHAT YOU BELIEVE TO BE AGEISM IN THE WORKPLACE?

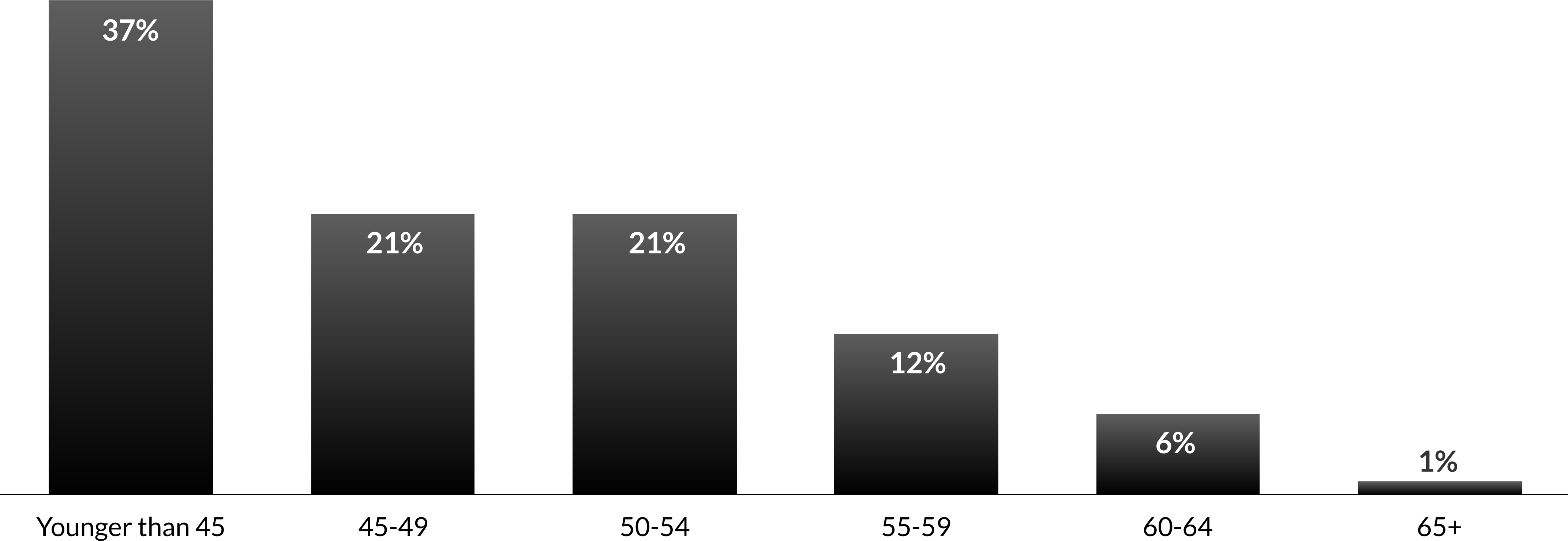


IN WHAT WAYS HAVE YOU PERSONALLY EXPERIENCED AGEISM IN THE WORKPLACE?

■ Have Experienced Ageism

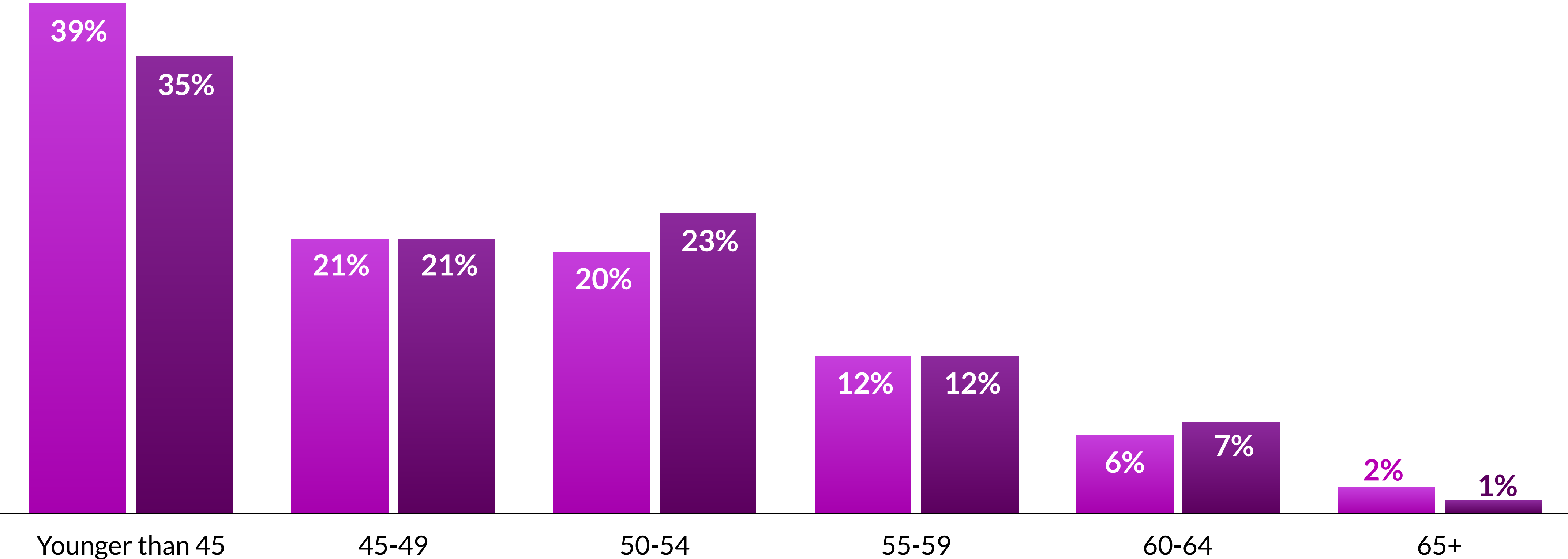


HOW OLD WERE YOU THE FIRST TIME YOU EXPERIENCED AGEISM IN THE WORKPLACE?

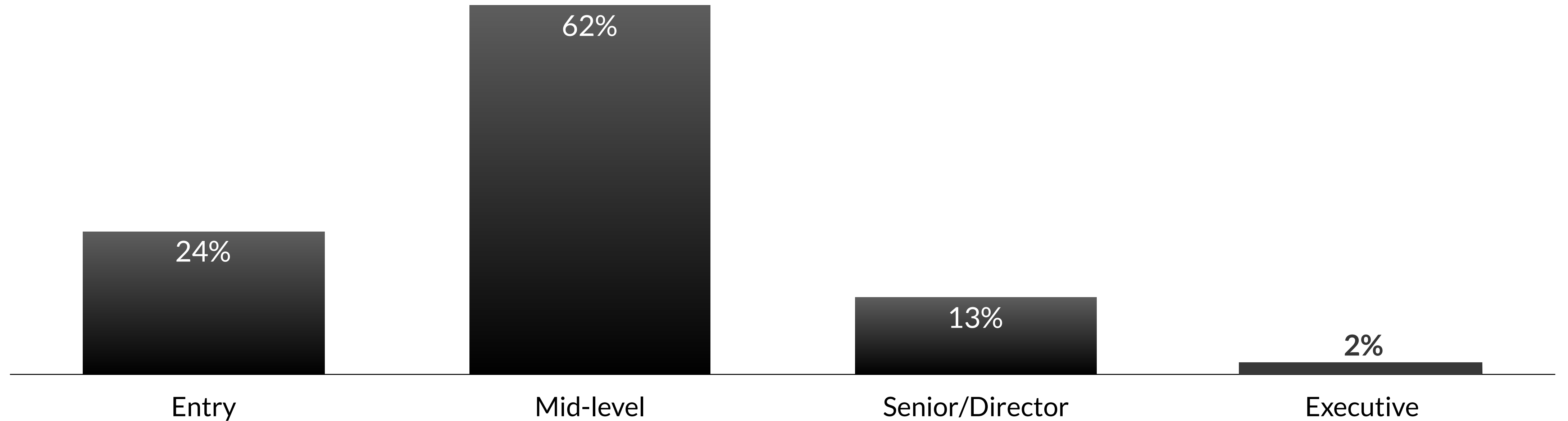


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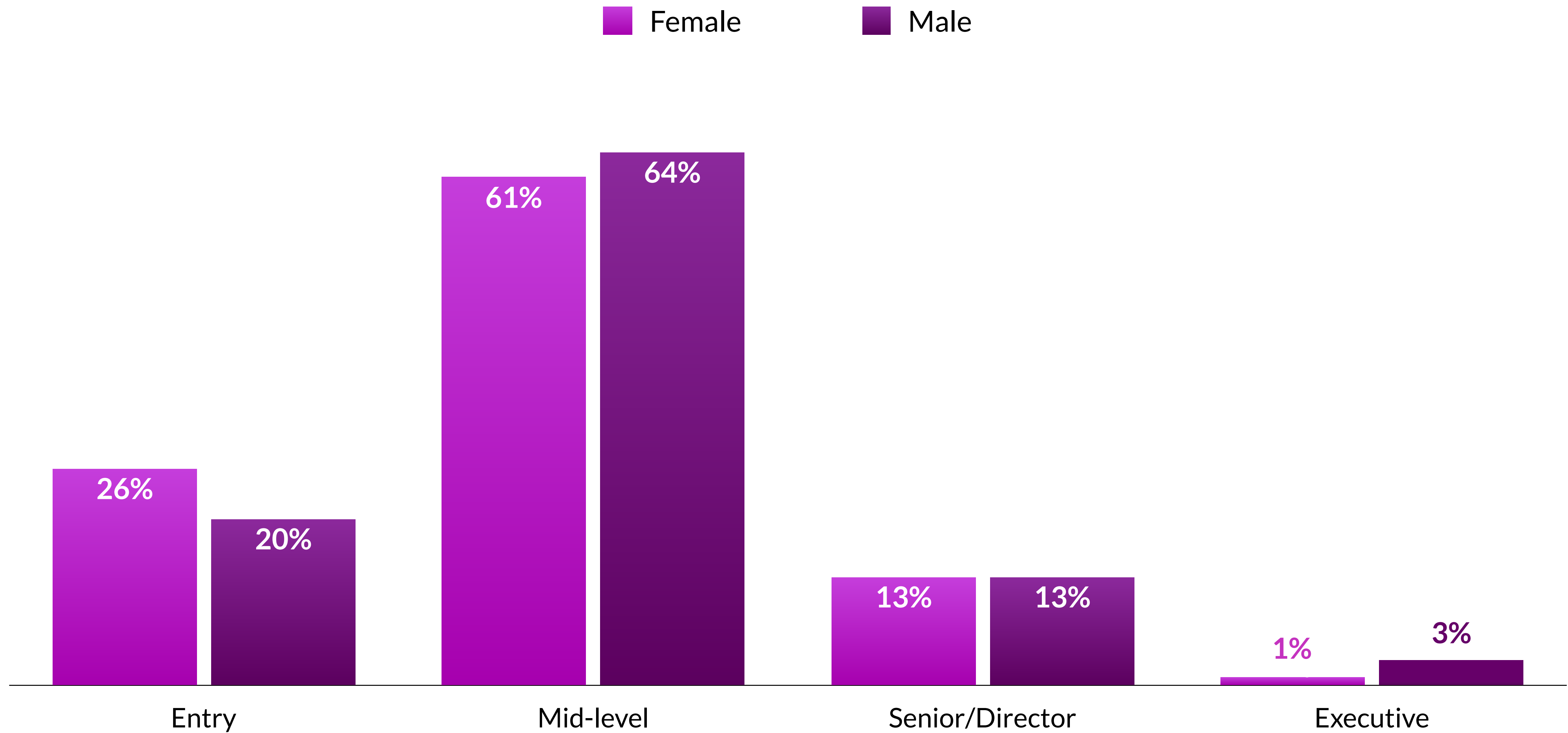
Female Male



WHAT LEVEL WERE YOU AT IN YOUR CAREER WHEN YOU FIRST EXPERIENCED AGEISM?

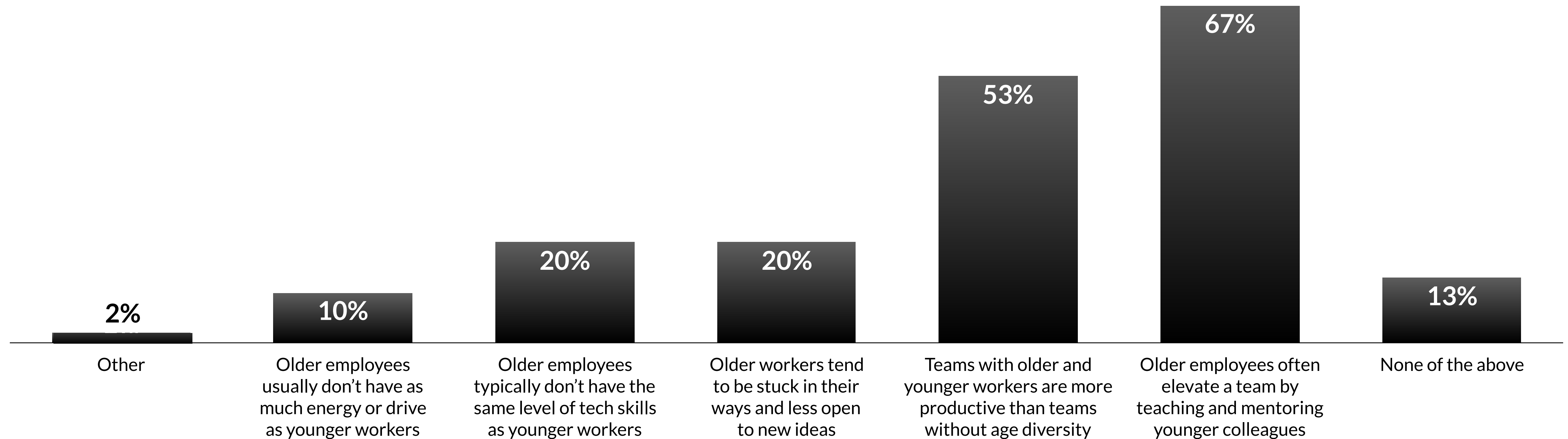


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WHICH OF THE FOLLOWING STATEMENTS ABOUT **OLDER EMPLOYEES** DO YOU THINK ARE TRUE?

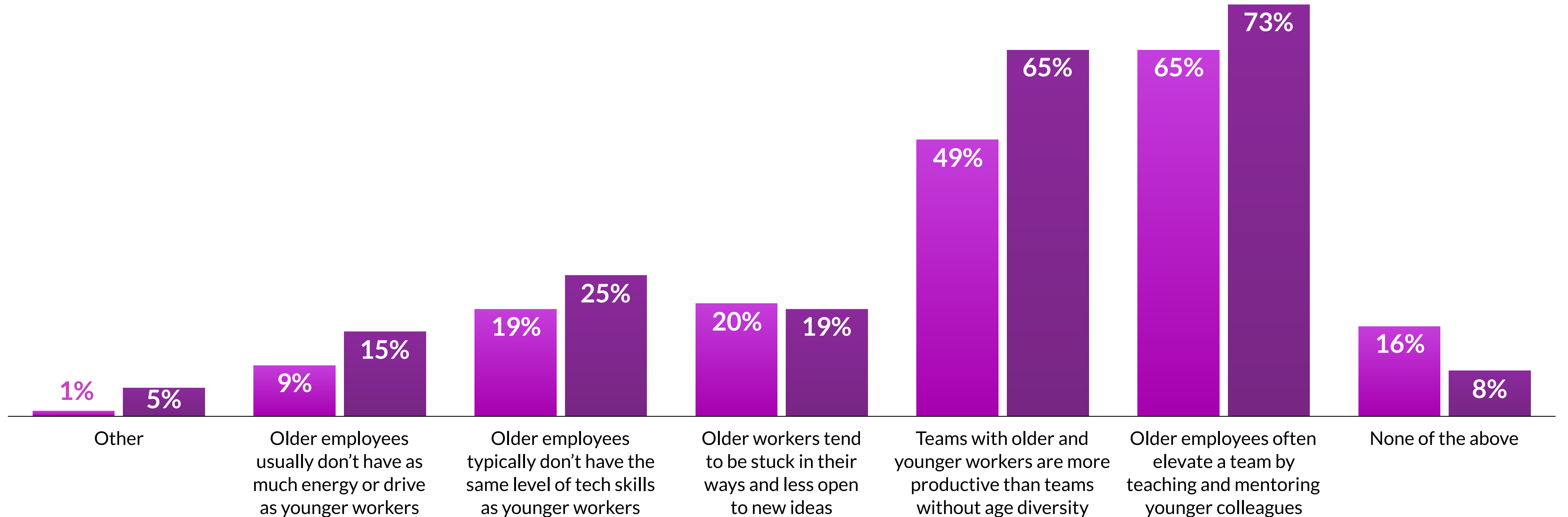
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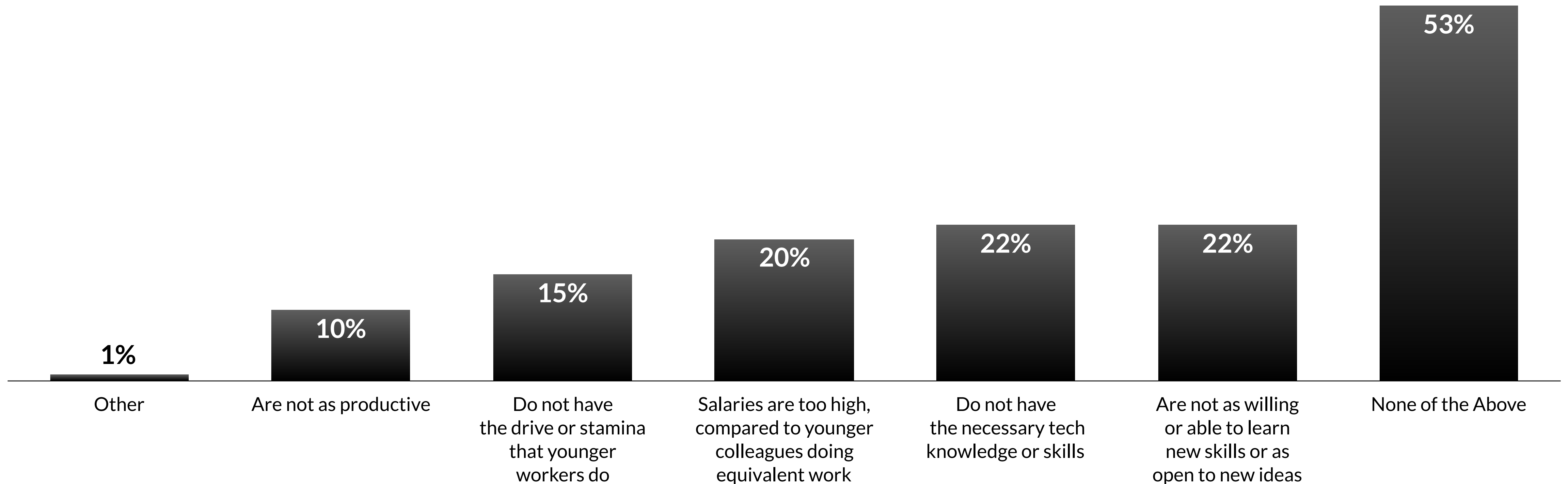
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HAVE YOU PERSONALLY ENCOUNTERED NEGATIVE STEREOTYPES ABOUT OLDER WORKERS?

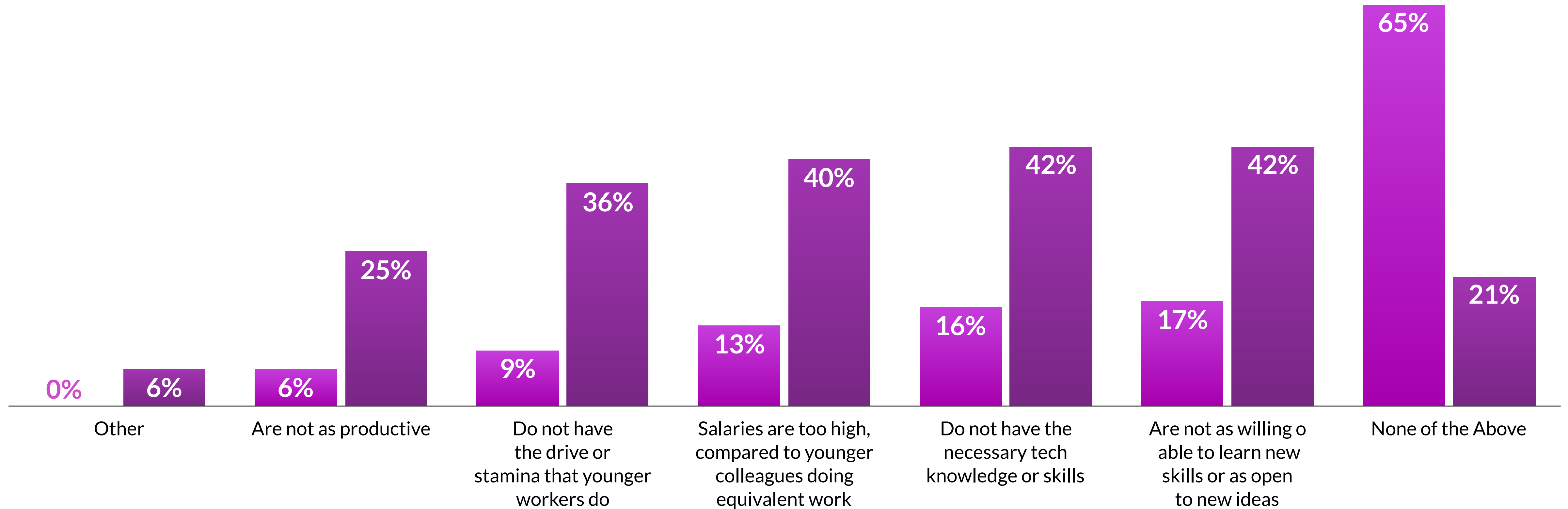
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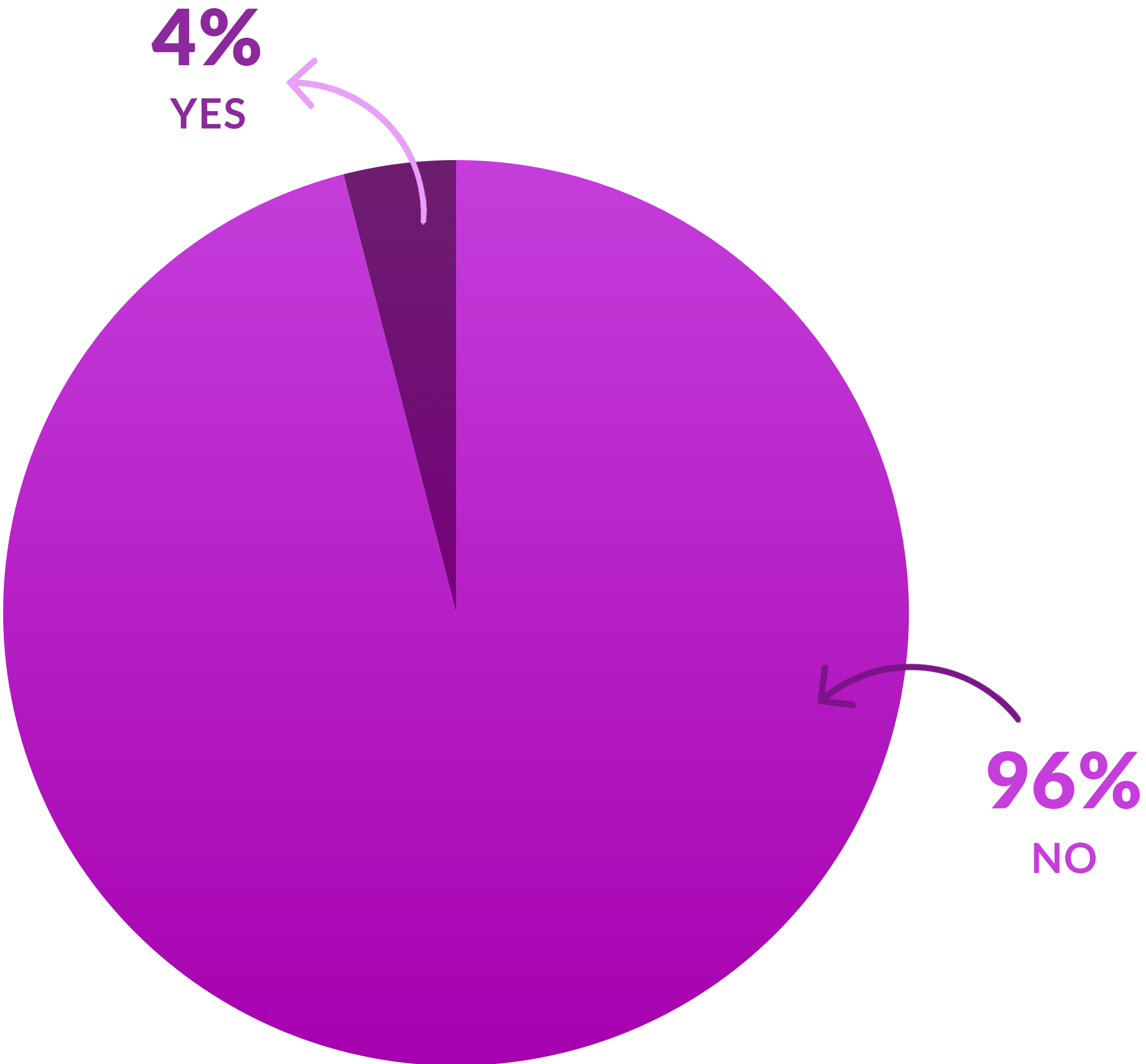
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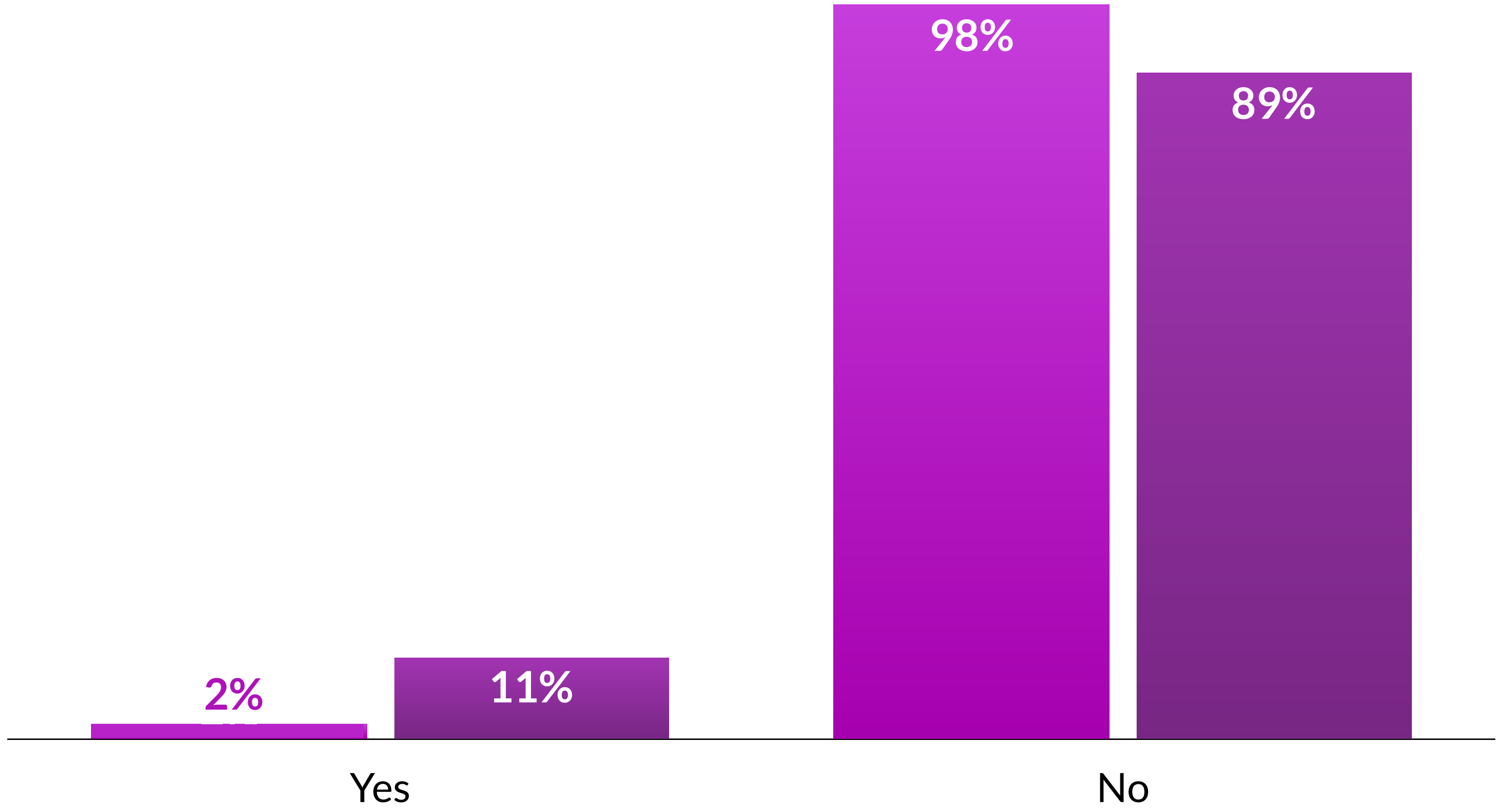


HAVE YOU EVER LIED ABOUT YOUR AGE TO GET OR KEEP A JOB, OR APPEAR YOUNGER AT WORK?

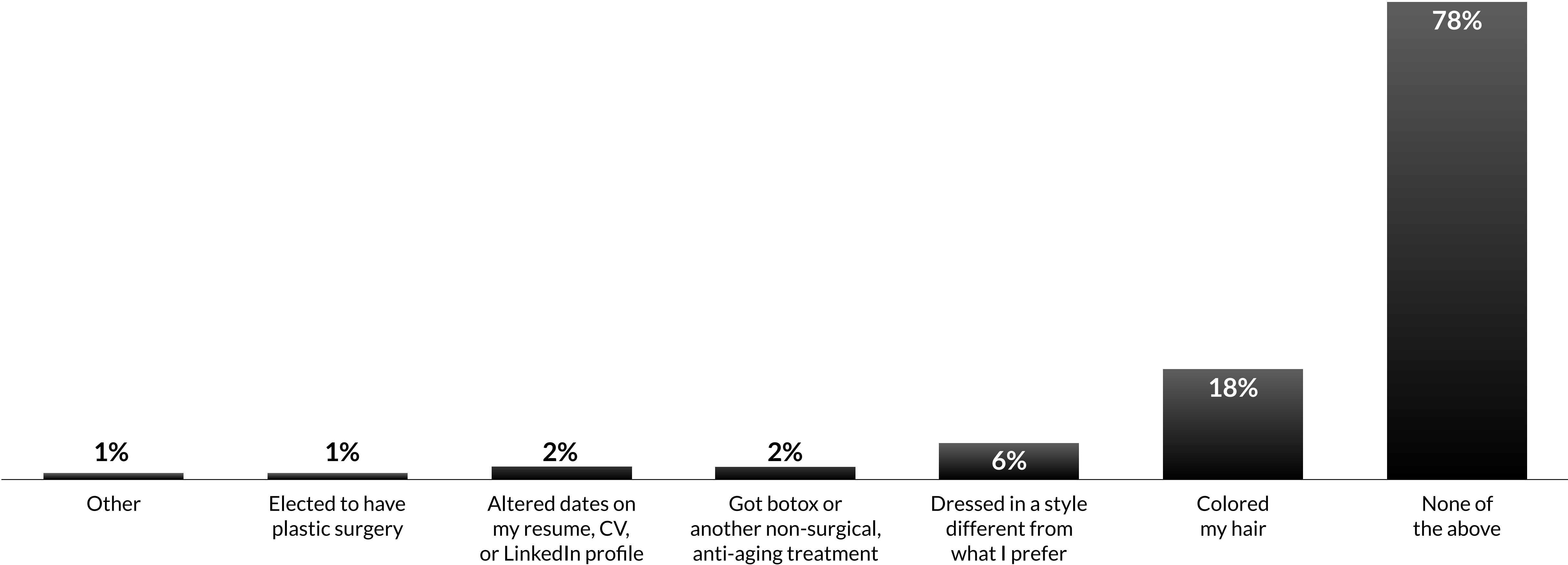


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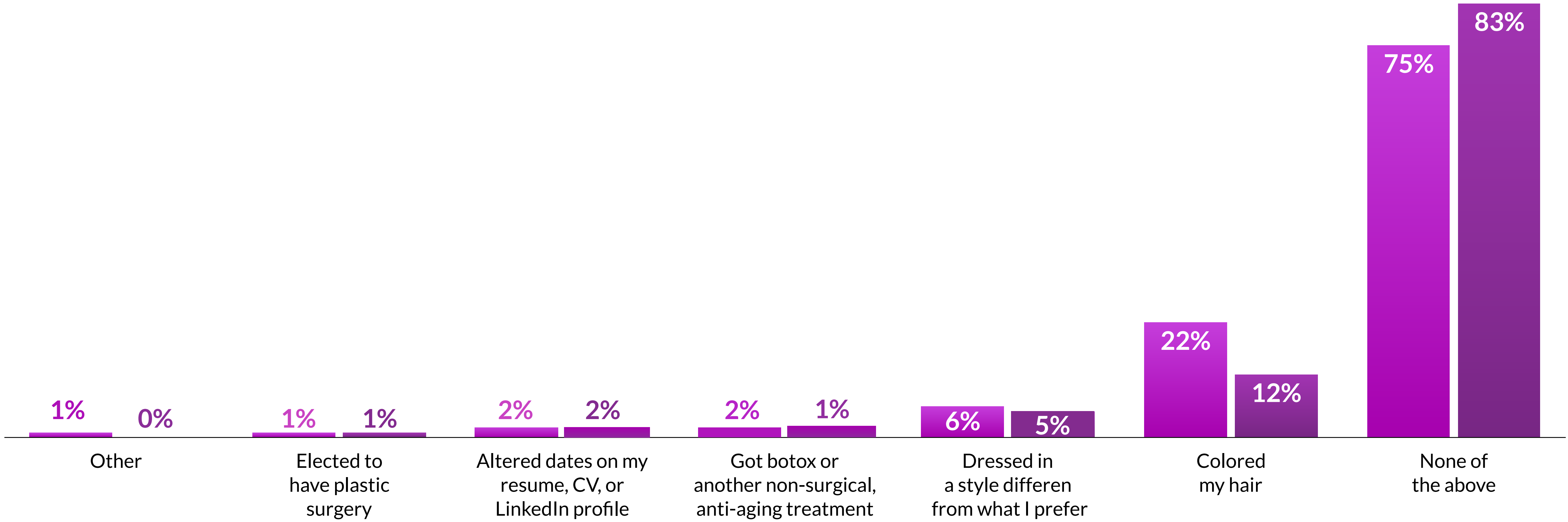
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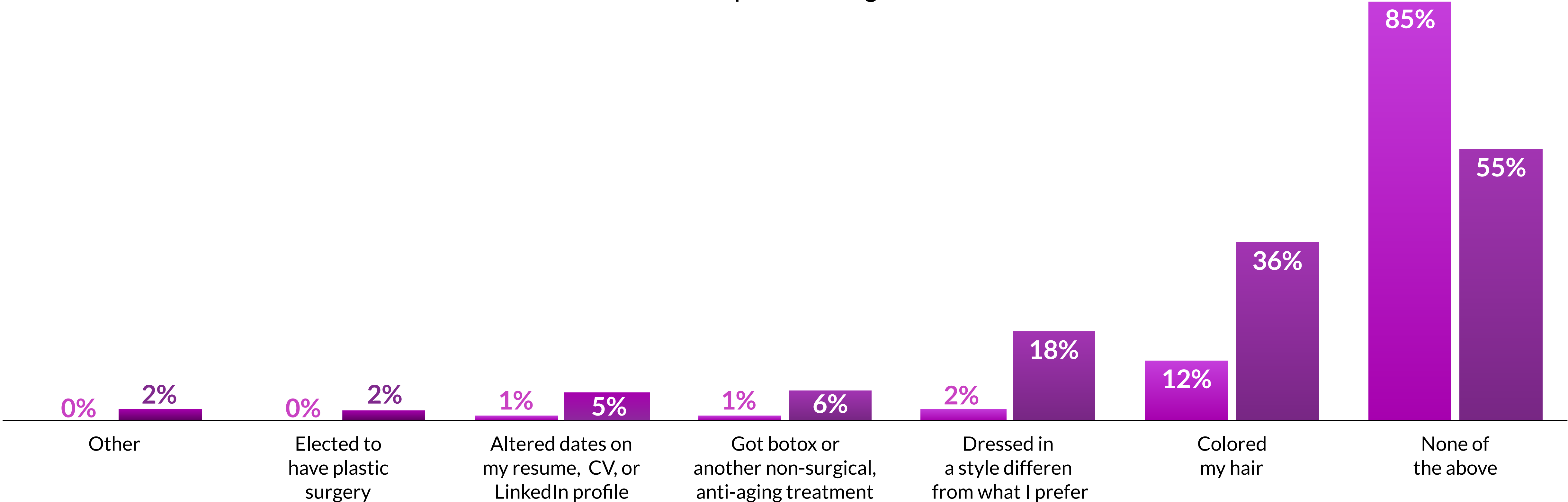
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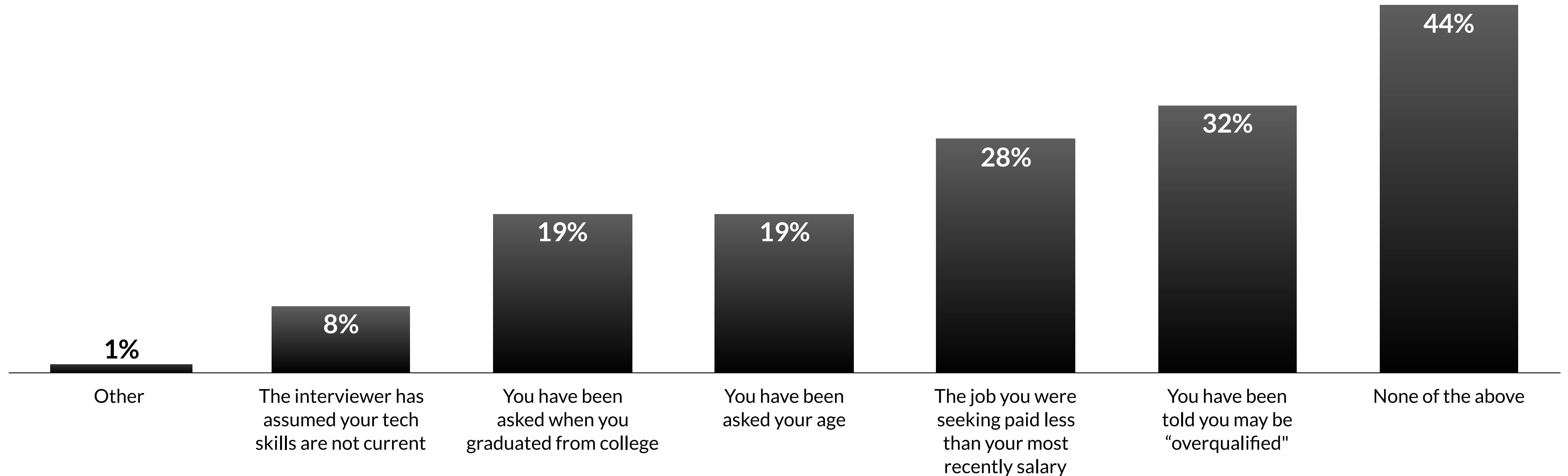
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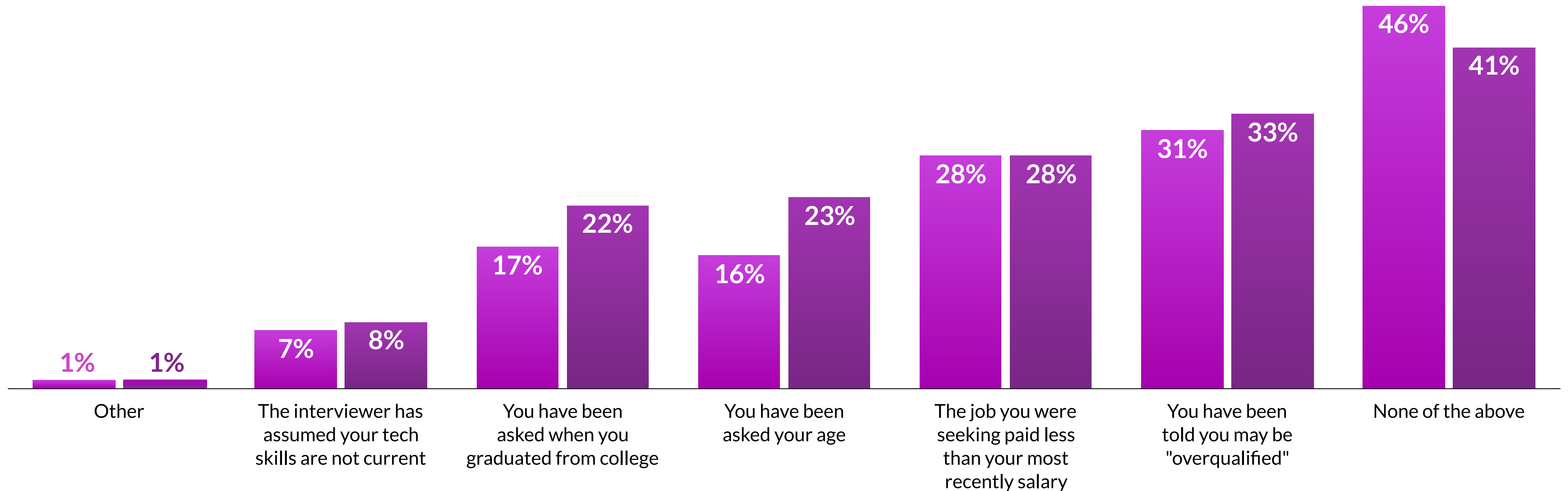


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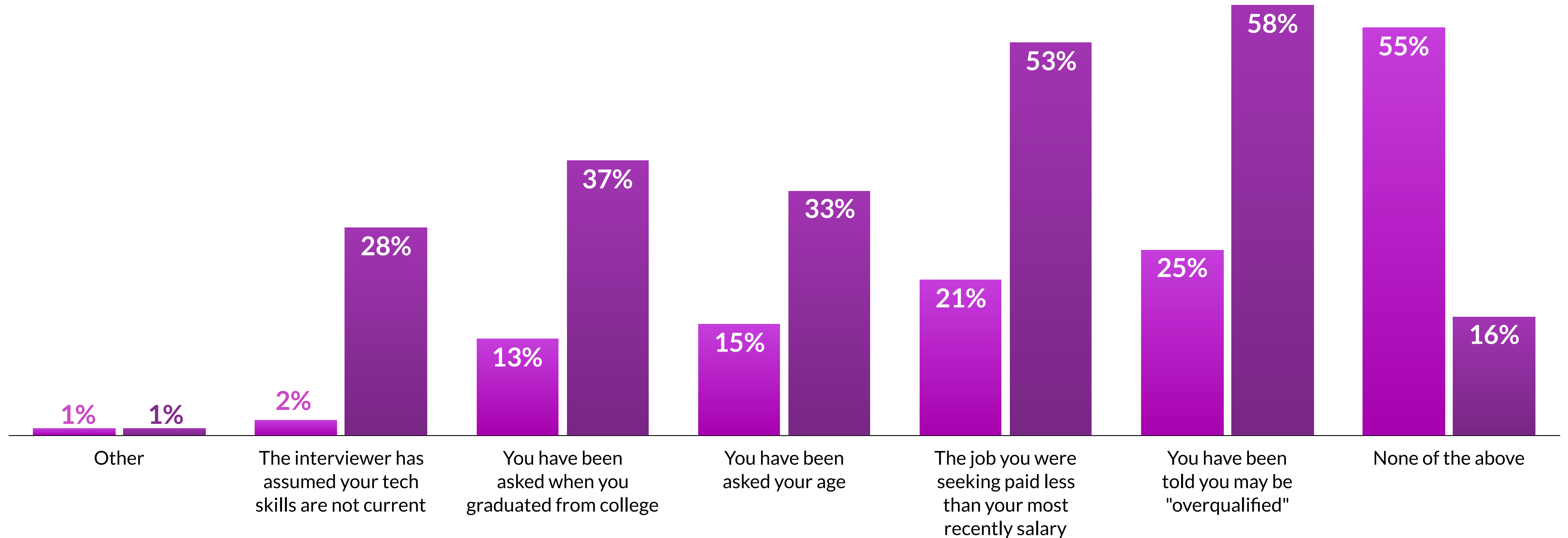
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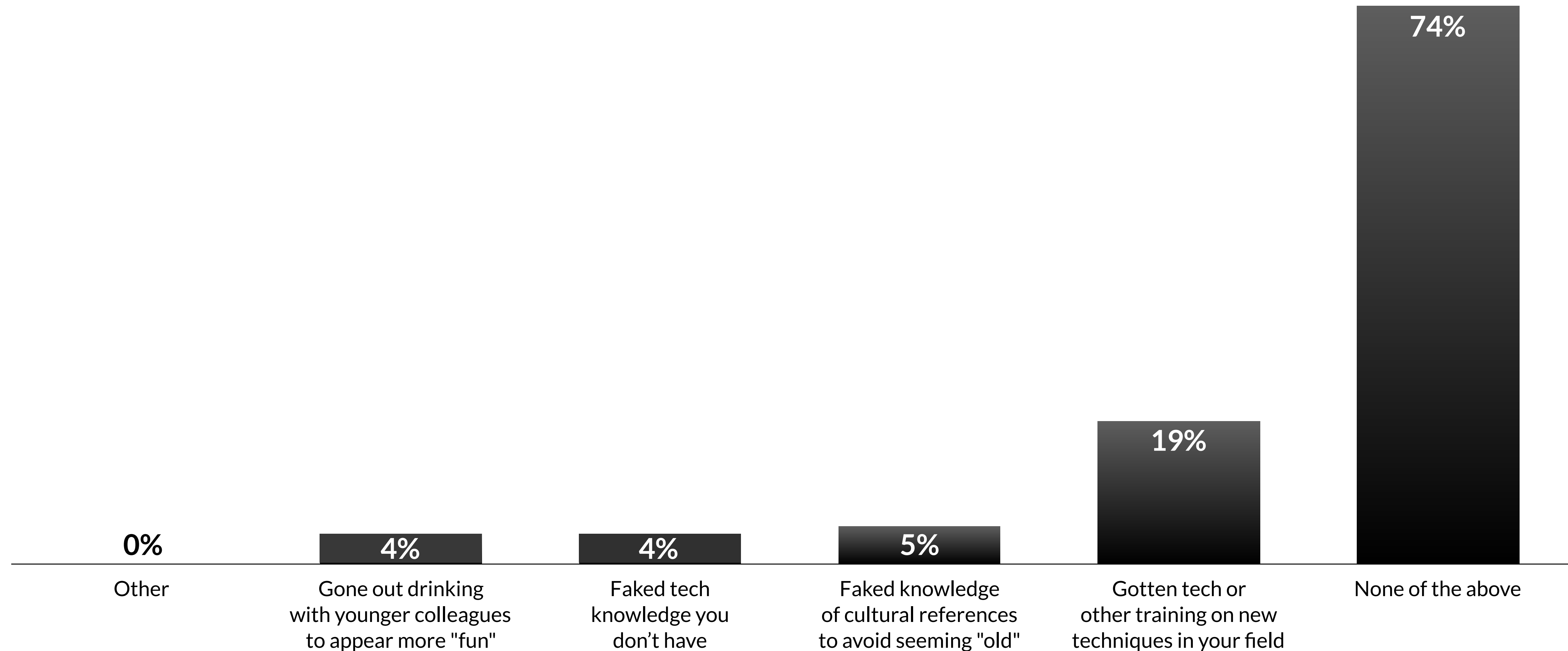
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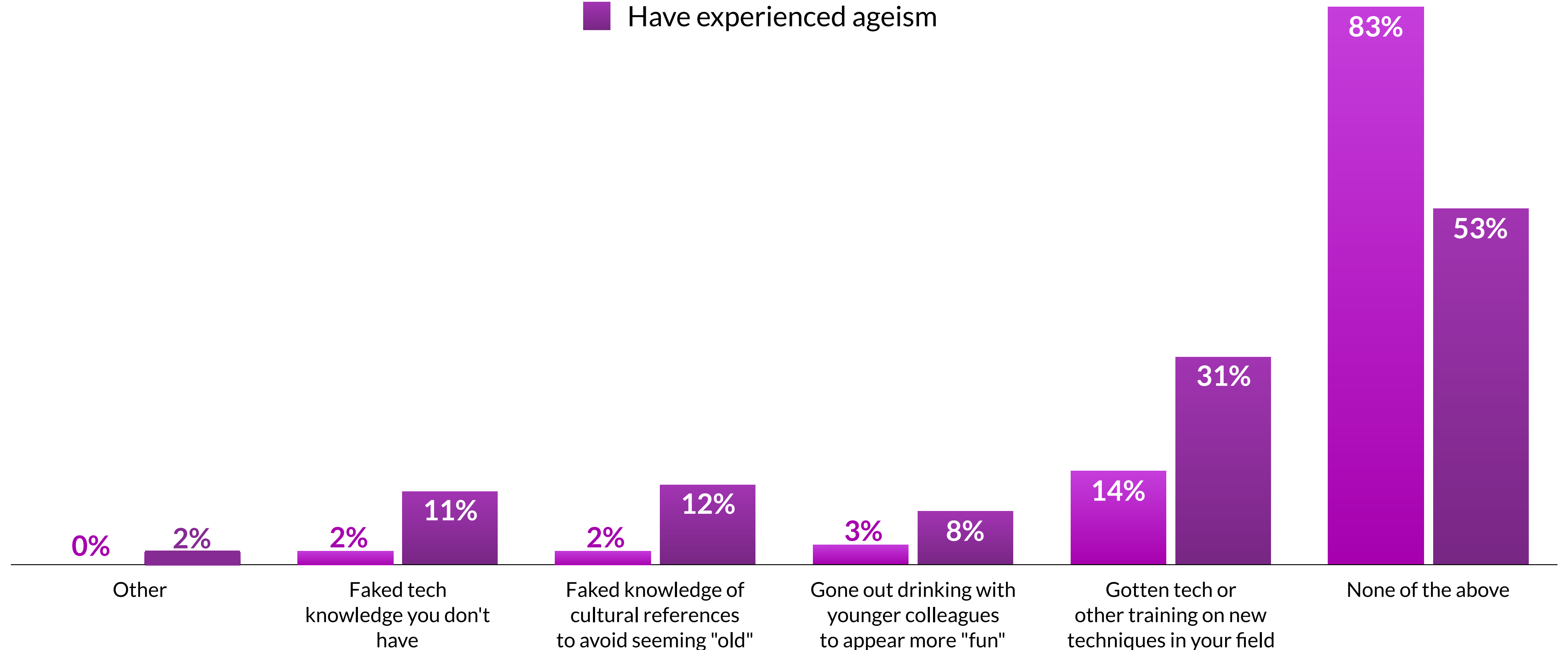
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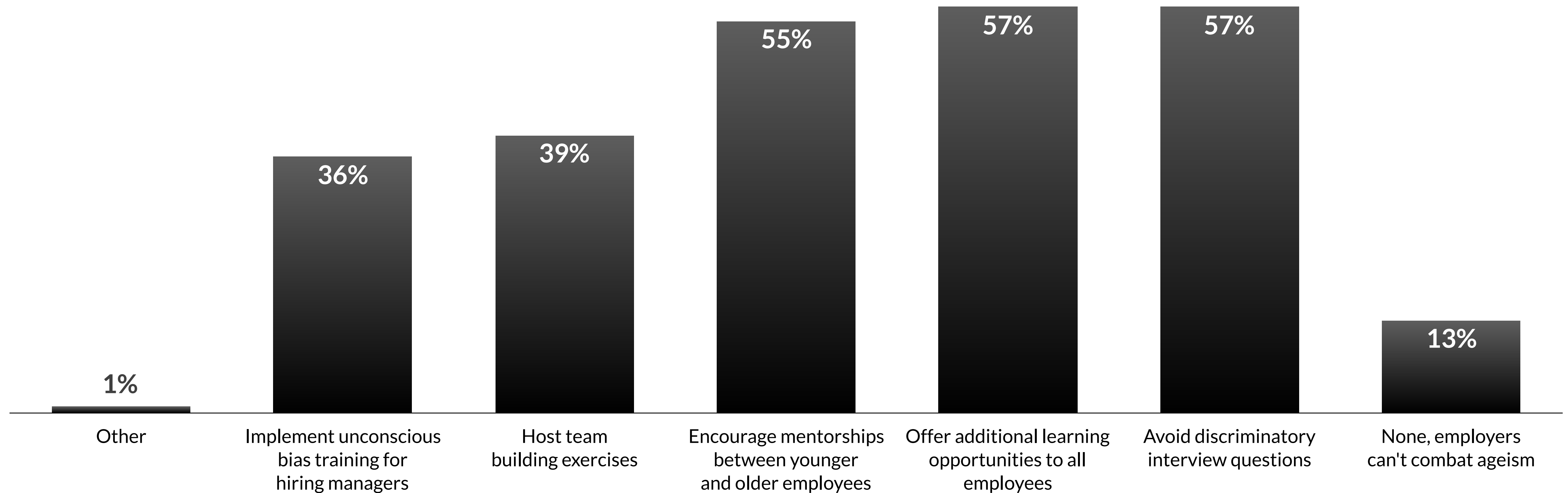
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WHAT DO YOU THINK EMPLOYERS COULD DO TO HELP COMBAT AGEIST STEREOTYPES IN THE WORKPLACE?

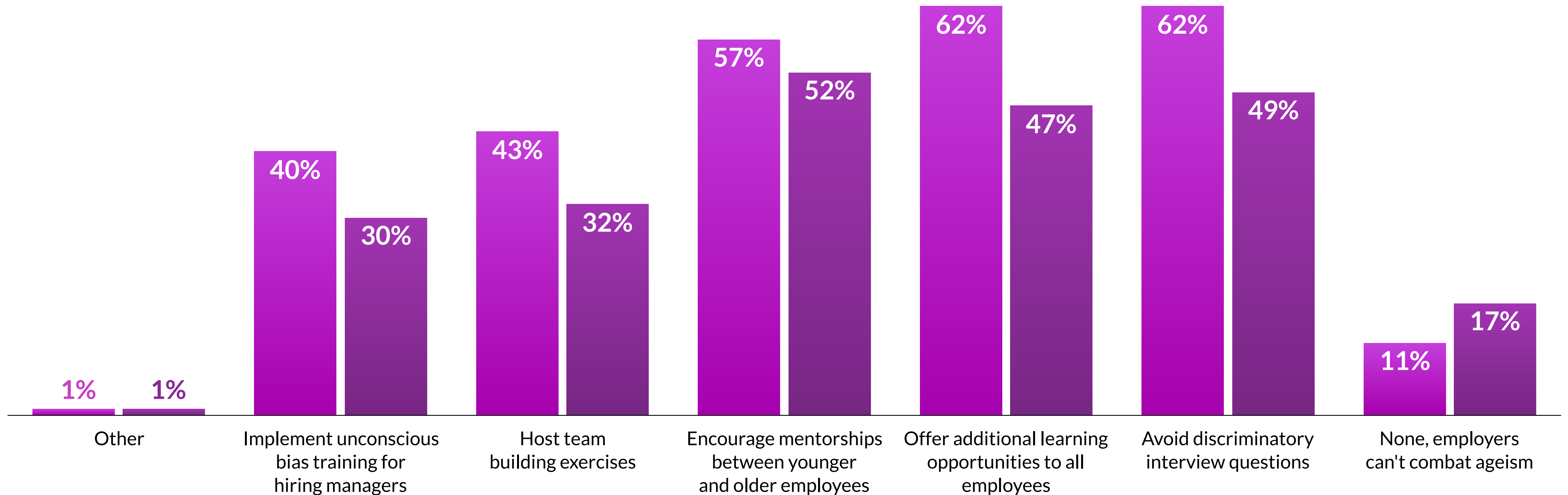
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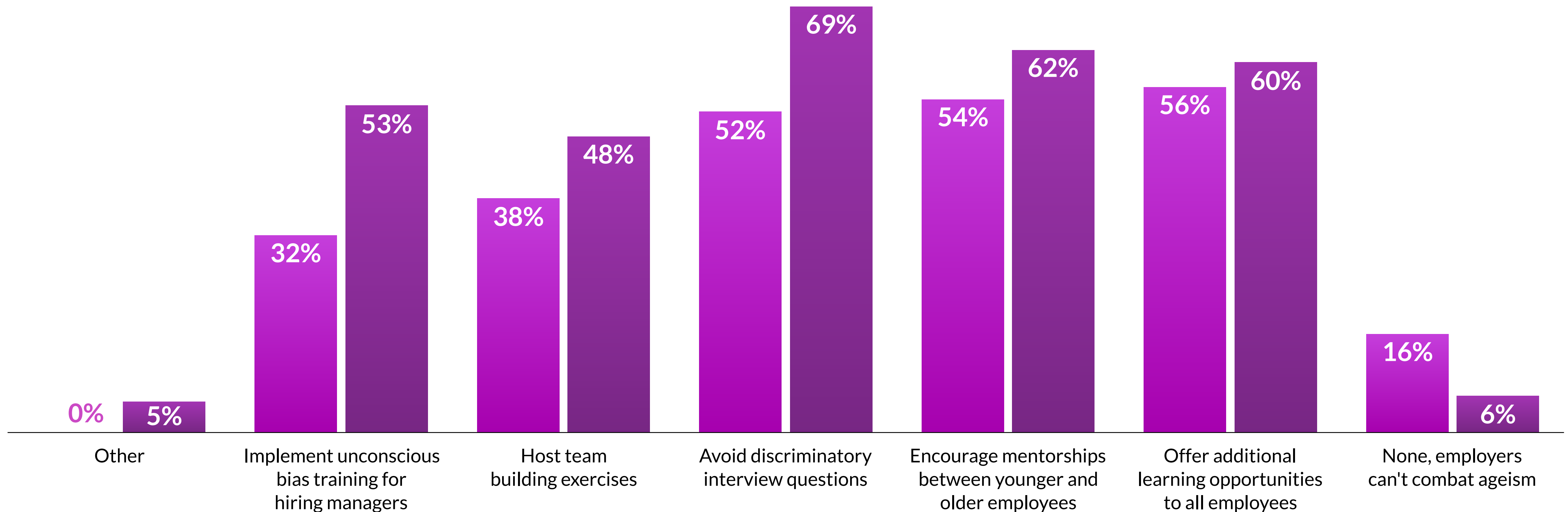
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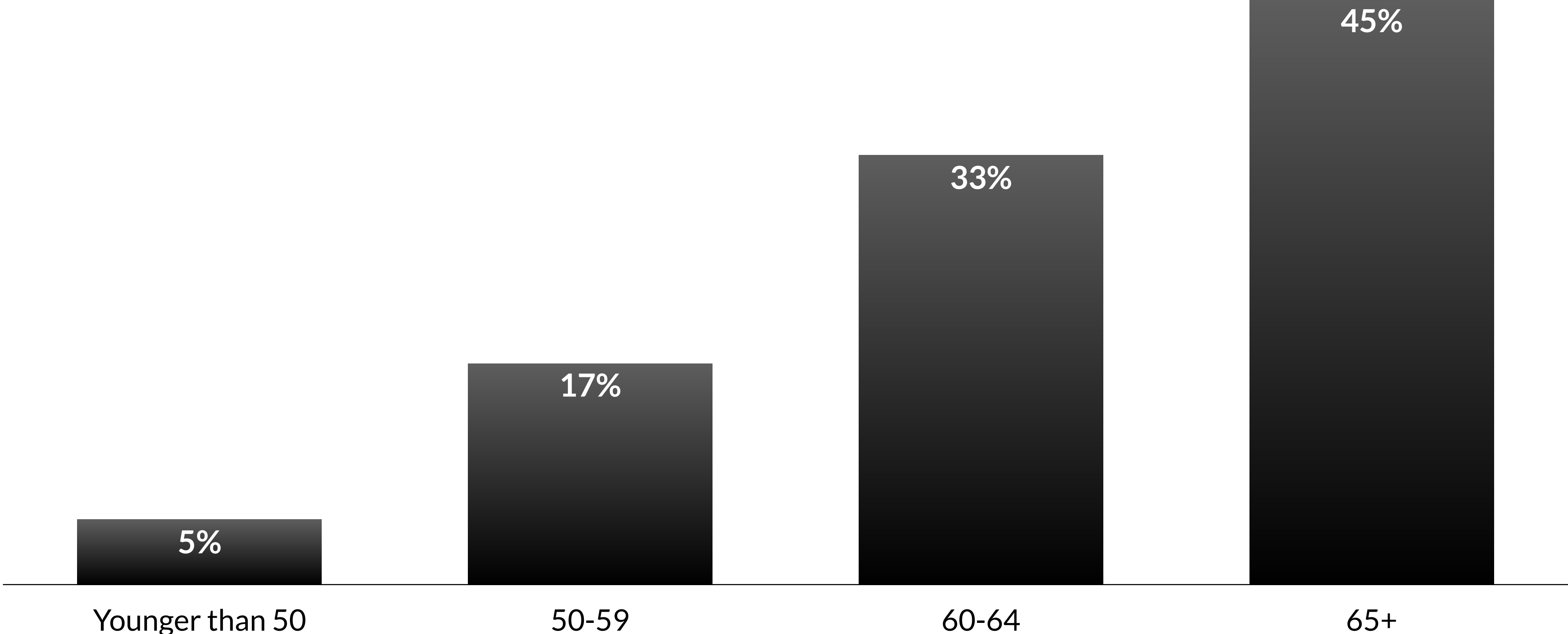
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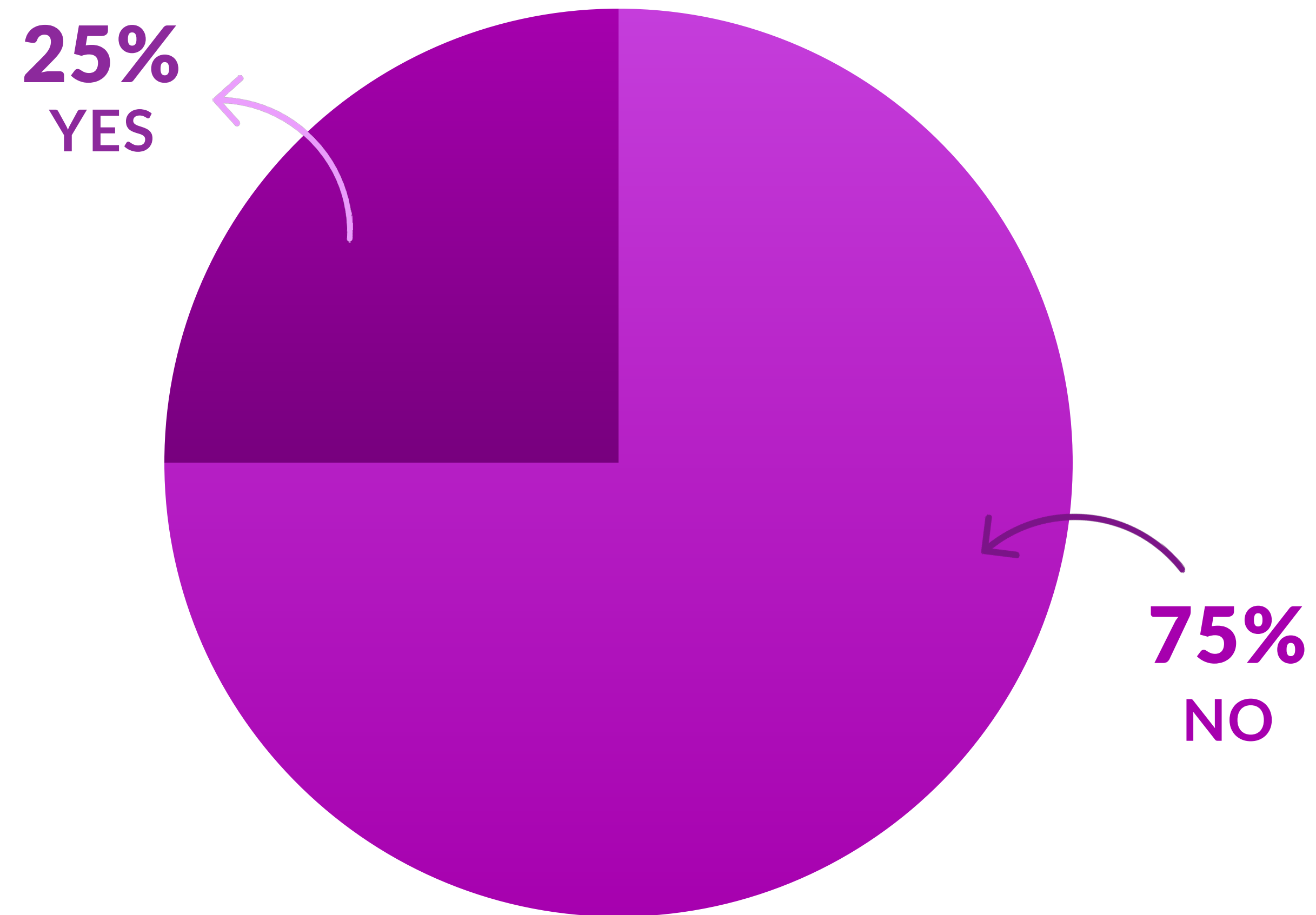
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WHAT AGE RANGE DO YOU WANT TO RETIRE?

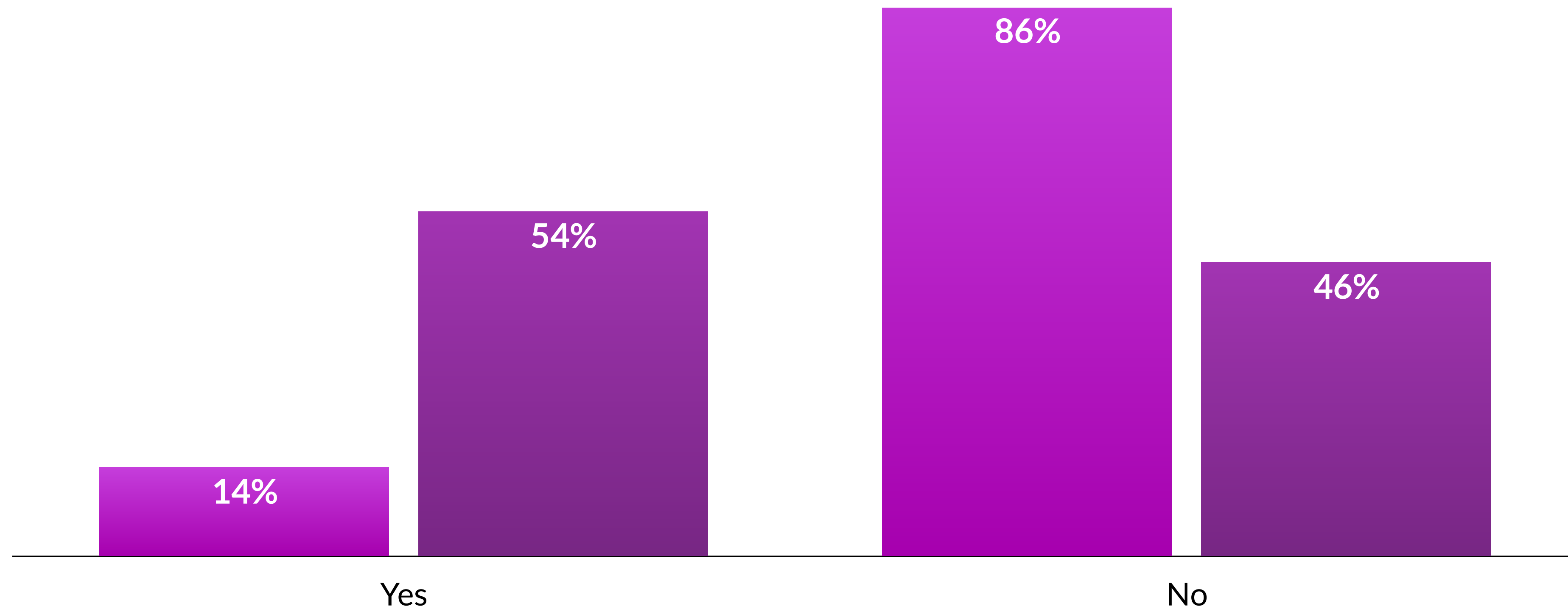


DO YOU FEAR BEING 'PUSHED OUT' AT WORK BECAUSE OF YOUR AGE?

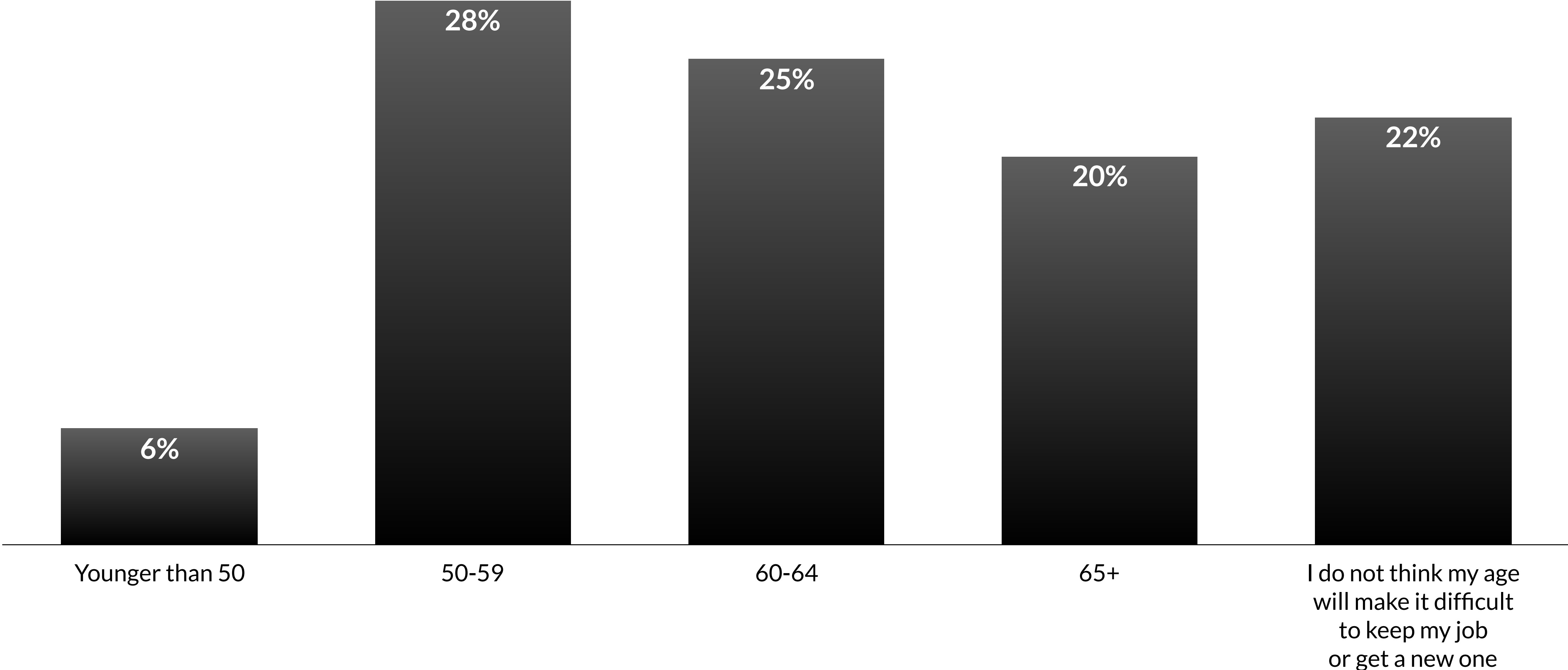


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WHEN DO YOU THINK YOUR AGE COULD MAKE IT DIFFICULT TO KEEP YOUR JOB OR GET A NEW ONE?



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