

**Office of Personnel Management**

**Policy**

<b>Policy Title:</b> Age Discrimination	<b>Policy Number:</b> 30.02
<b>Citation:</b> Arkansas Code Annotated § 21-3-203	<b>Forms:</b> None

Purpose

Arkansas law protects employees against discrimination based on their age. This law protects those individuals who are at least forty (40) years of age or older.

Specific Provisions

No state agency or institution shall fail or refuse to hire or to discharge an employee or otherwise discriminate against the employee with respect to compensation, terms, conditions, or privileges of employment because of the employee's age.

No state agency or institution shall limit, segregate, or classify employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his or her status as an employee because of the individual's age. An agency or institution cannot reduce the wage rate of any employee because of age in accordance with this policy.

Agencies and institutions may take adverse personnel actions if age is a bona fide occupational qualification, reasonably necessary to the normal operations of a particular job, or where the differentiation is based on factors other than age.

Agencies and institutions may discipline an employee or discharge an employee for good cause and not be restricted by the intent of this law.

January 13, 2011