

**Title 29 U.S. Code Ch 14 Sec. 623
(Age Discrimination in Employment Act of 1967)**

Sec. 623. - Prohibition of age discrimination

(a) Employer practices

It shall be unlawful for an employer -

(1) to fail or refuse to hire or to discharge any individual or otherwise discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's age;

(f) Lawful practices; age an occupational qualification; other reasonable factors;

It shall not be unlawful for an employer, employment agency, or labor organization -

(1) to take any action otherwise prohibited under . . . this section where age is a bona fide occupational qualification reasonably necessary to the normal operation of the particular business, or where the differentiation is based on reasonable factors other than age,

Sec. 631. - Age limits

(a) Individuals at least 40 years of age

The prohibitions in this chapter shall be limited to individuals who are at least 40 years of age.

TITLE 43 (LABOR) PENNSYLVANIA STATUTES

§ 955. Unlawful Discriminatory Practices (Pennsylvania Human Relations Act of 1955)

It shall be an unlawful discriminatory practice, unless based upon a bona fide occupational qualification, . . .

(a) For any employer because of the race, color, religious creed, ancestry, age, sex, national origin or no-job related handicap or disability to refuse to hire or employ or contract with, or to bar or to discharge from employment such individual or independent contractor, or to otherwise discriminate against such individual or independent contractor with respect to compensation, hire, tenure, terms, conditions or privileges of employment or contract, if the individual or independent contractor is the best able and most competent to perform the services required.

§ 954. Definitions

h) The term "**age**" includes any person forty years of age or older