



<i>Title</i>	Age Discrimination Policy
<i>Summary</i>	Outlines the College's commitment to prohibiting employment discrimination based on age. Also gives the College's procedures for implementation and enforcement of this policy as well as the procedure to pursue any grievances concerning age discrimination.
<i>Legal Acts</i>	Federal Age Discrimination Employment act of 1967/1975 http://www.hhs.gov/ocr/civilrights/resources/factsheets/age.pdf Iowa State Laws for filing claim: http://www.workplacefairness.org/age_minimum?agree=yes#IA
<i>Policy Statement</i>	In keeping with federal and state laws, as well as the College's institutional and community values, Grinnell College prohibits discrimination on the basis of age, both in employment and admission decisions. The College also prohibits age discrimination in terms of individuals access to programs, events, educational opportunities and College facilities.
<i>Implementation</i>	Grinnell College does not allow the consideration of age during any point in the employment process, including advertising, recruitment or the hiring of new staff or faculty. Grinnell College does not offer any positions with job-related requirements based on age, including positions with physical requirements that may exist (for example, the ability to lift a specific number of pounds). Such physical requirements are not intended to be age-based and will not be exploited as a basis for age discrimination.
<i>Enforcement</i>	The Office of Human Resources ensures that the College adheres to its non-discrimination policy on the basis of age during the hiring process for all employees, including faculty.
<i>Grievance Procedures</i>	Any individual who feels he/she/zi has been a victim of age discrimination should follow the procedure outlined in the Discrimination and Harassment Grievance Procedure .