

## How to File A Complaint

If you think you have been discriminated against, call or visit the Howard County Office of Human Rights to discuss your concern. The staff will explain its role, its process and determine if your concern is covered by law.

Complaints must be filed within six months of the alleged act of discrimination. In Housing discrimination, you have one year to file.

The image shows a portion of an 'EMPLOYEE RECORD' form. The form is titled 'SECTION 1 - STAFF MEMBER'S DETAILS' and contains various fields for personal and professional information. A large red stamp with the words 'Hired Too Old' is superimposed over the form, indicating age discrimination.

## Office of Human Rights

Howard County, Maryland

Calvin Ball, County Executive  
Yolanda Sonnier, Administrator

9820 Patuxent Woods Drive  
Suite 237

Columbia, MD 21046

410-313-6430

410-313-6468 (Fax)

Voice/Relay

[https://www.howardcountymd.gov/  
Departments/County-Administration/  
Human-Rights](https://www.howardcountymd.gov/Departments/County-Administration/Human-Rights)

Office Hours:

8:00 a.m. - 5:00 p.m.

Monday-Friday

(Upon request, this brochure can be produced in an alternative format.)

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Howard County  
Office of Human Rights

# AGE DISCRIMINATION

## IS UNLAWFUL IN HOWARD COUNTY



## Howard County Office of Human Rights

Do you believe you have been discriminated against? Have you been told:

“You are too old or too young for the position”

“HR is afraid you would make a disability claim and retire”

“You are too old to be doing this kind of work and you should allow younger employees to make the money they need”

“You do not fit in because of your age”

Or, if there is a pattern of getting rid of older workers

Age discrimination involves treating someone (applicant or employee) less favorably because of age.

- If you or a co-worker or loved one has been demoted, fired, harassed or discriminated against on the basis of age, you may be able to file a complaint.

- Companies cannot fire or refuse to hire qualified older workers because of age. It violates federal, state and Howard County laws.
- If you believe you have been discriminated against in hiring, firing, promotions, training, job assignments, benefits, pension or any other condition of employment, contact the Howard County Office of Human Rights.
- Harassment because of age may include:
  - Remarks about a person’s age
  - Offhand comments
  - Isolated incidents
- Harassment is illegal if frequent or severe and creates a hostile or offensive work environment or results in negative employment decisions such as firing or demotion.

## AREAS COVERED

In Howard County, age discrimination covers not only employment but:

- Housing
- Public Accommodation
- Law Enforcement
- Finance - Consumer & Mortgage Loans

