



Age Discrimination in the Workplace:

2019 AARP Survey of Oregon Hispanic/Latino Older Workers

KEY FINDINGS

This survey of 505 Hispanic/Latino older workers in Oregon shows that they have commonly seen or experienced age discrimination in the workforce, yet historically reporting rates are low. Nearly two-thirds of older Hispanic/Latino workers in Oregon say they would report age discrimination if they experienced it at work in the next year. The most common entities to which they would report are 'in-house': human resources departments or supervisors/managers. More than four in 10 are not aware that the Oregon Bureau of Labor and Industries (BOLI) exists to investigate complaints of age discrimination at work. Hispanic/Latino older workers in Oregon support strengthening the state's existing age discrimination laws and support a new law that would prohibit employers from asking about age-related information in the job application process.

DETAILED FINDINGS

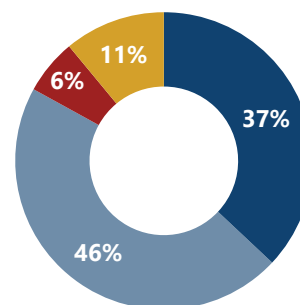
63% of Hispanic/Latino older job seekers in Oregon were asked for age-related dates on a job application.

In the past two years, 33 percent of older Hispanic/Latino workers in Oregon applied for a job.

Of those, nearly two-thirds (63%) were asked to provide their birth date, graduation date(s) or other age-identifying information during the application process. Overall, 93 percent of those simply provided the information and continued the application.

A similar proportion of older Hispanic/Latino workers in Oregon went on a job interview in the past two years (32%). Of those, **32 percent were asked for age-identifying dates during the job interview.**

How common is age discrimination against older workers today?



■ Very common ■ Somewhat common
■ Not too common ■ Don't know

83% of Hispanic/Latino older workers who have seen or experienced age discrimination say it is common.

About three in five (62%) have seen or experienced age discrimination in the workplace. Eighty-three percent of those say age discrimination is common, comprised of 37 percent who say it is very common and an additional 46 percent who indicate it is somewhat common.

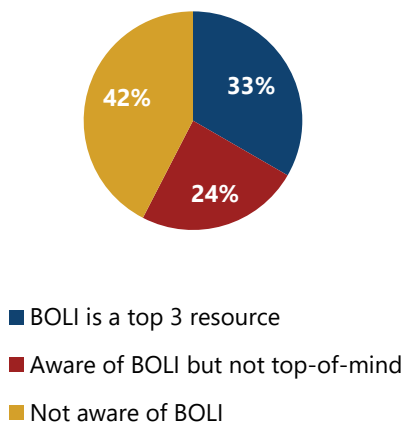
A large majority (71%) say they would report age discrimination if it happened to them at work in the coming year.

Although 62 percent have seen or experienced age discrimination, just 14 percent have ever reported it. By contrast **71 percent of Hispanic/Latino older workers in Oregon say they would report age discrimination** if they were to experience it at work in the next year.

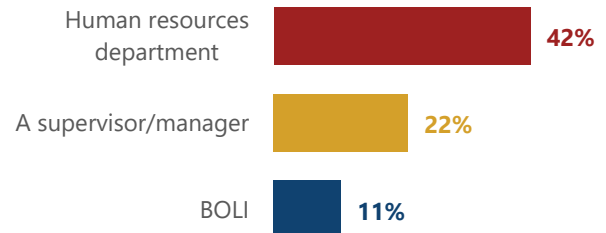
Of those who would report, the **initial top-of-mind reporting authorities** are the employer’s human resources department (42%), a supervisor or manager (22%), and the Oregon Bureau of Labor and Industries (BOLI; 11%).

Overall awareness of BOLI is mixed, with 33 percent of Hispanic/Latino older workers in Oregon identifying it as one of three top-of-mind resources to turn to about age discrimination. About one-quarter (24%) are aware of BOLI, but did not identify them as a resource, and 42 percent are not aware of BOLI as a resource.

Awareness of BOLI for complaints of age discrimination



Top-of-mind entities where Hispanic/Latinos in Oregon would turn if they experience age discrimination in the workplace



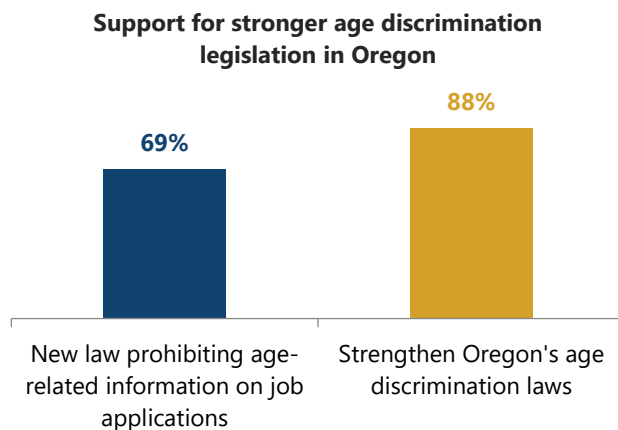
Concerns about job loss or making the situation worse top the list of reasons why Hispanics/Latinos would not report.

Of those who would not report age discrimination if it happened to them in the coming year, **top reasons for not reporting** include “would lose my job/would make the situation at work worse” (22%), it is “not worth the trouble/wouldn’t do any good” (18%), it “won’t happen to me” (13%), and “it’s too hard to prove” (10%).

Hispanic/Latino older workers in Oregon want stronger protections from age discrimination at work. Nearly 9 in 10 (88%) say they would support Oregon strengthening their age discrimination laws. Nearly 7 in 10 (69%) would support a new law in Oregon that would prohibit employers from asking about birth dates, graduation date(s), or other age-related information on a job application.

Older Hispanic/Latino workers in Oregon support stronger laws to fight age discrimination in the workplace.

Nearly 9 in 10 Hispanic/Latino older workers in Oregon (88%) support efforts to strengthen Oregon's age discrimination laws. Specifically, 69 percent would support a new Oregon law that would prohibit employers from asking about birth dates, graduation dates, or other age-related information on a job application.



METHODOLOGY

This AARP Oregon state survey was an oversample of 505 Hispanic/Latino older workers and was conducted from December 13 to December 26, 2019 via both landline and cellular telephone. Interviews were randomly collected from a purchased list of Oregon residents. Respondents were ages 40+, identified as Hispanic/Latino, and were in the workforce (working or looking for work). Interviews were offered to respondents in either English or Spanish. Data were weighted by Hispanic/Latino civilian workforce age and gender according to 2018 CPS Census Bureau statistics. The margin of error for Hispanic/Latino oversample study is $\pm 4.4\%$. For more information on the methodology or the survey, contact Rebecca Perron at rperron@aarp.org. For media inquiries, please contact Joyce DeMonnin at jdemonnin@aarp.org.