

# SB23-058: Job Application Fairness Act

## Addressing Age Discrimination to Make Colorado's Workplaces Fairer

**Workplace age discrimination is common throughout Colorado.** This is a serious problem that impacts all parts of our state. However, by passing SB58 and banning the use of age identifying information, like dates of birth and graduation dates, on applications, we can begin to tackle this problem head on and create an economy that works for everyone.



### Workplace Age Discrimination: A Prevalent, Systemic Problem

Because we don't talk enough about age discrimination, few realize how widespread the phenomenon is. But research shows:

- Nearly [80 percent](#) of older workers have either seen or experienced age discrimination in the workplace. These numbers have only increased during the pandemic.
- Older women—and particularly older women of color—are disproportionately impacted by age discrimination. A recent study by AARP finds [almost two-thirds](#) of women 50+ are regularly discriminated against because of their age. This number jumps to 70 percent for African American women.
- [Job applicants](#) between the ages of 64 and 66 are less likely to receive callbacks than similarly qualified younger or middle-aged individuals.
- AARP found [44 percent of survey respondents](#) who applied or interviewed for a job in the previous two years were asked age-related questions, such as birth and graduation dates, on applications.
- In a [survey of hiring managers](#), 38 percent admit to age bias, while 41 percent say including graduation dates on resumes make age bias more likely.

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## The Real Consequences of Age Discrimination

The impacts of age discrimination are broad and deep, felt by families, workplaces, and our economy.

### Impact on Individuals

- [Half of working older adults with household incomes](#) under \$50,000 feel unable to switch jobs due to the threat of age discrimination, imperiling the financial security of thousands of Coloradans.

### Impact on Workplaces

- By ignoring their talents, workplaces lose the tremendous expertise, knowledge, and skills of older Coloradans.

### Impact on the Economy

- [In 2018](#), the country lost \$850 billion in GDP due to age discrimination, a number projected to grow to \$3.9 trillion by 2050.
- [Colorado](#) is experiencing a significant skills gap in the workforce. When age discrimination pushes older workers with essential skills out of the workforce, our entire economy suffers.



## A Step Forward: Removing Graduation Dates on Job Applications

Workplace age discrimination is far too prevalent, but it doesn't have to be. Following the lead of states like Connecticut and New York, Colorado can pass SB58 and make meaningful progress on this issue.

SB58 simply prevents businesses from inquiring about a prospective employee's age, date of birth, or dates of attendance/graduation date on an initial job application. Employers are still able to inquire after this information later in the application process. However, removing these questions on initial applications will limit the prevalence of age discrimination early in the hiring process and allow older workers to be evaluated on their merits—not their age.

The law will go into effect in July of 2024 and be overseen by the Department of Labor and Employment.

### We Can Do This Together

Age discrimination in the workplace is a persistent and widespread problem. But change is possible. By eliminating questions about graduation dates on job applications, we can level the playing field for older workers, while fostering stronger, more inclusive workplaces.

#### Supporting Organizations:

**AARP  
Colorado**

**iAging**

**CU Anschutz  
Multidisciplinary  
Center on Aging**

**Colorado Center  
for Aging**

**PELA**

**Skills to  
Compete**

**The Bell  
Policy Center**