

● **GENERAL LABOR LAWS (*AGE DISCRIMINATION*)**

STATUTORY CITATION: Ga. Code § 34-1-2

GENERAL SUMMARY: Chapter 1 of the state labor laws includes a provision prohibiting any person, firm or other entity conducting business in Georgia from firing, or refusing to hire, employ or license, any individual between the ages of 40 and 70 solely on the basis of age, when the reasonable demands of the job do not require such an age distinction and the individual is qualified physically and mentally and by training and experience to satisfactorily perform the job. The law provides for exceptions in the case of executive and policy-making positions, and where compulsory retirement systems are not used as a subterfuge to evade the anti-discriminatory intent of the law.

PROVISIONS APPLICABLE TO AGRICULTURE: The age discrimination in employment law applies without distinction between agricultural and non-agricultural labor.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *None.*

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*

PRIVATE CIVIL ACTION — A person who has been subjected to age discrimination in violation of this law must seek redress through the state civil courts, using a private attorney or public legal service provider.