

# Age and Discrimination Tip Sheet

## Below are some examples of ageism:

- Losing your job. Mandatory retirement is not allowed in Ontario.
- Not hired because of your age.
- Refused club membership because of age.
- Refused a referral from your doctor because of your age.
- Being refused or discouraged to take workplace training because of your age.
- Service providers not allowing extra time to accommodate your needs in places like buses or subways.
- Being evicted because of your age.
- Landlords refusing to provide accessibility (i.e. ramps or visual fire alarms).

The Ontario Human Rights Code protects people from discrimination. People cannot discriminate against you when providing you services because of your age, where you work, or live.

To make a human rights complaint contact the **Human Rights Tribunal of Ontario**:

Toll Free: 1 866 598 0322

Website: [www.hrto.ca](http://www.hrto.ca)

## Take the Quiz: Is this Statement Ageist, Yes or No?

YES NO

You don't need this training at your age, there is no benefit.

 

Older people are so forgetful

 

You might be *too mature* for this position

 

Older people don't understand how the world is changing

 

You look better than most people your age.

 

Older people get so many benefits and discounts

 

Older people are too trusting and naïve.

 

As you get older you get more set in your ways

 

**All of these are ageist, they are generalized statements and all reflect ageist attitudes.**

# Speaking Out Against Ageism

## Common Myths

- Losing mental capacity is inevitable.
- Exercise is near impossible if you did not do it as a younger person.
- Sex ends as you age.
- Getting older is depressing and you will get depressed.

## Ways to Speak Out

- **Go beyond stereotypes**~ Highlight an older adult's individual and lifelong contributions to our society.
- **Learn more about aging**~ Take an active role in learning about aging and encourage people of all ages to do the same.
- **Listen**~ Be sure to listen to those around you who have experienced age discrimination and how it has affected their lives.
- **Build an intergenerational discussion**~ Encourage a better understanding by including younger generations in the discussion of age discrimination. This can help to reduce negative attitudes against old and young alike.
- **Speak up**~ Speak up against ageist language, images, jokes and comments. Engage others in the conversation of healthy attitudes toward aging.
- **Push for change**~ Write letters to your elected representative expressing your concerns.
- **Respond to ageism in the media**~ Write a letter or e-mail the Editor or Producer of the program where you saw or heard the ageist material.

## Who Do I Call if I Need Help?

### [Advocacy Centre for the Elderly \(ACE\)](#)

1-855-598-2656

[www.advocacycentreelderly.org](http://www.advocacycentreelderly.org)

### [Human Rights Tribunal of Ontario](#)

1 866 598 0322

[www.sjto.gov.on.ca/hrto](http://www.sjto.gov.on.ca/hrto)

### [Elder Abuse Ontario](#)

416 916 6728

[www.elderabuseontario](http://www.elderabuseontario)

### [Centre for Legal Education Ontario](#)

416 408 4420

[www.cleo.ca](http://www.cleo.ca)

## Get Involved!

Consider joining these organizations:

### [Canadian Association of Retired Persons](#)

1 800 363 9736

### [Older Adult Centre's Association of Ontario](#)

1 866 835 7693