



Testimony of William Marut, AARP CT Volunteer, in support of:
S.B. 56: AN ACT DETERRING AGE DISCRIMINATION IN EMPLOYMENT APPLICATIONS
Aging Committee, February 9, 2021

Thank you to the Aging Committee for raising Senate Bill 56 and the opportunity to testify. My background is that I am an AARP CT Volunteer. As such, I help people age 50+ to develop strategies for successful job searches.

One of the impediments such people face is age discrimination. Age discrimination has been illegal for over 50 years. However, there is an enabler in place that allows prospective employers to practice undetected age discrimination. Specifically, this enabler is the legality of employment applications being allowed to ask for date of birth, age, and dates of school attendance and graduation.

Senate Bill #56 seeks to deter age discrimination by prohibiting employers from asking for date of birth, age, and dates of school attendance and graduation on employment applications.

The purpose of my testimony is to encourage passage of this bill.

There are many reasons why this bill should be passed. The purpose of my testimony is to highlight the one reason most salient to me. It is as follows.

Most of the time, the "face" that a prospective employer presents to a prospective employee is some sort of employment application form. One of the functions of the application process is to apply "knock-out" factors, to narrow down the number of candidates for further consideration. It is easy to use "knock-out" factors on quantitative data, such as date of birth, age, and dates of school attendance and graduation. In fact, this sort of filtering is often done up front by software. As a result, many applications with excellent qualitative data may never proceed any further in the evaluation process.

The thought I would like to leave you with is this: Please move forward with CT Senate Bill #56. Its passage will not end age discrimination, but its passage will disable one of the enablers of age discrimination.

Thank you.

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