

# Connecticut

Testimony of Stacy Stableford in SUPPORT of  
SB 56: *An Act Deterring Age Discrimination in Employment Applications*  
Aging Committee, February 9, 2021

Esteemed Committee Members,

Thank you for accepting my testimony regarding age discrimination. This issue has impacted me personally, and I appreciate your consideration of legislation to address it.

**SB 56: *An Act Deterring Age Discrimination in Employment Applications***

I experienced age discrimination through a phone call interview with an employment agency. I was asked, "What year did you graduate high school?" My immediate reaction was one of confusion, so I answered honestly. Their response: Click! I was left holding the phone, wondering what had happened, and then I realized: they couldn't legally ask my age so they got around it by asking the year of my high school graduation. They thought I was too old to be a candidate for their job.

First, I was outraged and angry, then incredibly offended and, ultimately, humiliated. It was shocking. I was 60 when this occurred, being made to feel old and superfluous. I was perfectly capable of doing the very basic job for which I had applied: office assistance, phone, copying, and filing. I have an Ivy League degree, a Master's degree plus 48 credits beyond, speak two languages fluently, have excellent references, and a very successful career as a teacher. I am healthy and run 2-5 miles, six days per week. I possessed every skill needed and many beyond, yet that one age-related question disqualified me in their eyes.

Dismissing an older worker because of age and nothing else is damaging not only to the individual and to the workforce, but to society in general. How many other capable seniors are turned down every day because of this bias? The result: unable to obtain employment due solely to age discrimination, older applicants can experience depression, poverty, and ultimately, dependency on government programs. This creates a financial burden on the state, which must then support seniors who would have been gainfully employed and supporting themselves, but do not get the chance because of unscrupulous hiring practices that reject their applications once the applicant's senior status becomes apparent.

A person's experience, capabilities, and accomplishments should be the only factors considered when the prospective employer screens applicants, not the applicant's age. SB 56 is sensible legislation that will make this a reality and I hope you will support it.

Thank you for all your efforts on behalf of all Connecticut citizens.

Sincerely,

Stacy Stableford, AARP Volunteer, Trumbull