

Policies of the University of North Texas Health Science Center	Chapter 05 Human Resources
05.202 Age Discrimination	

Policy Statement: The University of North Texas Health Science Center does not discriminate on the basis of age in admission or access to, or treatment of employment in its programs and activities. No qualified person shall, on the basis of age, be excluded from participation in, denied the benefits of, or be subjected to discrimination in any of the health science center’s programs or activities. All decisions concerning employment will be made in a manner which ensures that discrimination on the basis of age does not occur and may not limit, segregate or classify applicants or employees in any way that adversely affects their opportunities or status because of age.

Application of Policy.
Faculty and Staff

Definitions.

1. **Age Limitations:** It is the policy of the health science center that no person shall be denied the right to work solely because of age.¹ The center will conform to Federal regulations and restrictions regarding the employment and work of minors,² and the Federal nondiscrimination regulations regarding the employment of persons over 40 years of age.³

2. **Minors 14 or 15 Years Old:** Under Federal law, a minor younger than 14 years may not be employed. A minor who is 14 or 15 years old may be employed in any occupation except those declared hazardous by the Secretary of Labor, such as driver or helper on a motor vehicle or those prohibited by regulation. But he or she may not be employed during school hours; between 7:00 p.m. and 7:00 a.m.; more than 3 hours a day on school days; more than 18 hours a week during school weeks; more than 8 hours a day on non-school days; or more than 40 hours a week during non-school weeks.⁴

3. **Minors 16 or 17 Years Old:** Minors who are 16 or 17 years old may be employed during school hours for any number of hours and during any period of time, except in occupations which have been declared hazardous by the Secretary of Labor.⁵

4. **Employee Retirement Age:** There is no mandatory retirement age.

5. **Age Discrimination:** Under the Age Discrimination in Employment Act, persons over 40 years of age are protected from age discrimination in such matters as hiring, discharge, leave, compensation, promotions, and other areas of employment.⁶

Procedures and Responsibilities.

Procedure / Duty

1. **Enforcement Responsibility:** The Department of Human Resource Services will ascertain that all staff personnel transactions comply with this policy. The President makes this determination for faculty. Questions concerning state, federal, and health science center regulations on age limitations or "hazardous occupations" should be referred to Human Resource Services.

Responsible Party

Human
Resources/President

References and Cross-References.

¹ Texas Labor Code, § 21.119

² Fair Labor Standards Act, Child Labor Provisions.

³ Age Discrimination Employment Act of 1967 as amended.

⁴ Fair Labor Standards Act, Child Labor Provisions.

⁵ Ibid.

⁶ Age Discrimination Act, As Amended and HB 684, 71st Legislature.

Forms and Tools. None

Approved: 9/1/2006

Effective: 9/1/2006

Revised: