

**Arkansas Forestry Commission
Age Discrimination in Employment
Policy and Procedure Statement
§180**

Policy

1. According to Act 29 U.S.C. § 621-634, as amended, and Ark. Code Ann. § 21-3-203, the AFC does not have a mandatory retirement age. The AFC prohibits age discrimination in its employment practices.
2. It is unlawful for any supervisor of the AFC:
 - a. to fail or refuse to hire, to discharge any individual, or discriminate against any individual with respect to his or her compensation terms, conditions or privileges of employment, because of age;
 - b. to limit, segregate, or classify AFC employees in any way which would deprive any individual of employment opportunities, or otherwise adversely affect his or her status as an AFC employee because of age; or
 - c. to reduce the wage of any employee to comply with the provision of AFC Policy and Procedure § 180.
3. It is lawful for any supervisor of the AFC:
 - a. take any action otherwise prohibited by AFC Policy and Procedure § 180 where age is a bona fide occupational qualification, necessary to the normal operation of the AFC, or where the differentness is based on reasonable factors other than age; or
 - b. to discipline an AFC employee for good cause.

Repeal

This AFC Age Discrimination in Employment Policy § 180 supersedes all earlier AFC § 180 policies and interpretive memoranda, which are hereby repealed.