



PREVENTION CORNER



We hope you're having a great start to 2024!

In a new year, remember ... change is possible!

As we embark on a new year, we've made a small change to the layout of our Prevention Corner Newsletter.

What changes are you making this year?

We want to continue to provide awareness and understanding about the importance of having a workplace free of discrimination and harassment; as well as how to identify, report, and prevent it from happening.

Thank you for your continued support.

May your New Year bring you endless possibilities and opportunities as well as personal and professional growth.

5 Generations in the Workplace



According to Pew Research Center, there are five generations in the workplace:

- **Traditionalists or Silent Generation** (born 1928-1945)
- **Baby boomers** (born 1946-1964)
- **Gen X** (born 1965-1980)
- **Millennials** (born 1981-1996)
- **Gen Z** (born 1997-2012)

3 Things to Keep in Mind

- 1. Don't make assumptions.** Generational labels can lead to stereotyping and discrimination.
- 2. Adjust your approach to accommodate each generation.** Knowing how to communicate with different generations is essential in the workplace.
- 3. Listen without judging.** Practice active listening and keep an open mind to best understand what people are communicating to you.

This is the first time there are five generations in the workplace, at the same time. This could be somewhat challenging for managers, therefore, it is very important to understand the generational differences that set them apart. We should also remember that people of different generations bring unique expectations, different characteristics and life experiences to the workplace. Focusing on the strengths of these experiences, as well as the different perspectives that employees have, when everyone is respected, can lead to a positive work environment.

U.S. Equal Employment Opportunity Commission

News & Notes

Press Release
12-14-2023

Exact Sciences to Pay \$90,000 to Settle EEOC Age Discrimination Lawsuit

Federal Agency Charged That Molecular Diagnostics Company and Its Recruiter Rejected Sales Job Applicant Because of His Age.

DENVER – Exact Sciences Corporation, a Madison, Wis.-based molecular diagnostics company, will pay \$90,000 and furnish other relief to settle an age discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

- According to the EEOC’s lawsuit, a third-party recruiter for Exact Sciences rejected a 49-year-old applicant for a sales position.
- The recruiter told the applicant that he was “overqualified,” and that the company was “looking for someone more junior that can ... stay with the company for years to come.”

The EEOC alleged that this conduct violates the Age Discrimination in Employment Act (ADEA), which prohibits discrimination based on age. The EEOC filed suit in U.S. District Court for the District of Colorado, Equal Employment Opportunity Commission v. Exact Sciences Corporation, Case No.1:23-cv-00817, after first attempting to reach a settlement through its pre-litigation conciliation process.

Read the entire article at: [Exact Sciences to Pay \\$90,000 to Settle EEOC Age Discrimination Lawsuit | U.S. Equal Employment Opportunity Commission](#)

Source: [Exact Sciences to Pay \\$90,000 to Settle EEOC Age Discrimination Lawsuit | U.S. Equal Employment Opportunity Commission](#)

ASK
SCHAC

Answers to your questions about Pregnancy Discrimination and Lactation Support Laws.

Is it illegal to be discriminated against or harassed at work because of pregnancy and some other prohibited reason, such as age?



Yes. It is illegal to be discriminated against at work because of the combination of pregnancy and some other protected characteristic, such as age.

Example: It is illegal for a company to fire women who are 40 or older who become pregnant.

Source: <https://www.eeoc.gov/youth/pregnancy-discrimination-faqs#>

****Please Note: This newsletter is not intended to be used as legal advice.**

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Resources & Tools

Age Discrimination in Employment Act of 1967 (ADEA)

- ADEA protects individuals who are 40 years of age or older from employment discrimination.
- Under ADEA it is **unlawful** to discriminate against any individual age 40 or older because of their age with respect to any term, condition, or privilege of employment, including but not limited to, recruitment, hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training.

Source: [The Age Discrimination in Employment Act of 1967 | U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#); [Age Discrimination | U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#)

EEO laws are designed to protect the rights of ALL individuals.

**If you feel like you have experienced discrimination,
contact us for help.**

(800) 521-0725, Relay 711 or 803-737-7800

**South Carolina Human Affairs Commission
1026 Sumter St., Suite 101
Columbia, SC 20201**

<https://schac.sc.gov/>



The mission of the South Carolina Human Affairs Commission is to Prevent and Eliminate Unlawful Discrimination in Employment, Housing, and Public Accommodations.

The South Carolina Human Affairs Commission strives to alleviate problems of discrimination through the enforcement of the SC Human Affairs Law (*including the SC Pregnancy Accommodations Act and the SC Lactation Support Act.*), the SC Fair Housing Law, and the SC Equal Enjoyment and Privileges to Public Accommodations Law.