

STATE OF NEVADA
NEVADA SILVER HAIRED LEGISLATIVE FORUM

LEGISLATIVE BUILDING
401 S. CARSON STREET
CARSON CITY, NEVADA 89701-4747

Tel. No.: (775) 684-6825
Fax No.: (775) 684-6400
Email: NVSilverForum@lcb.state.nv.us



FRAN ALMARAZ, *President*
MARILYN E. JORDAN, ED.D., *Vice President*
LUCILLE ADIN, *Northern Facilitator*
ROSIE TYLER, *Southern Facilitator*

November 7, 2024

VIA EMAIL

Kara Jenkins, Administrator
Nevada Equal Rights Commission
7220 Bermuda Road, Suite 100
Las Vegas, Nevada 89119-4320

Dear Administrator Jenkins:

The [Nevada Silver Haired Legislative Forum](#) was created by the Legislature under *Nevada Revised Statutes* (NRS) [427A.313 through 427A.400](#) to identify and act upon issues of importance to aging persons. During the 2023-2024 Legislative Interim, Forum members heard testimony from State agencies and expert witnesses regarding the impacts and growing trends of unretirement and age discrimination in the hiring process.

Testimony indicated approximately 20 percent of the workforce is 55 years of age or older. Many older adults are returning to work after retirement for various reasons, including financial necessity, a desire to stay active, or the pursuit of fulfilling work. The United States Equal Employment Opportunity Commission reports that age discrimination claims account for about 20 percent of all discrimination charges filed nationwide. Representatives from the Nevada Equal Rights Commission highlighted that legislation to protect older workers is limited, largely due to statutory requirements that create a high burden of proof for age discrimination claims—which is often very difficult for a complainant to meet. Such discrimination can lead to significant economic losses for older workers, jeopardizing their retirement savings and overall financial stability.

At its final meeting and work session on [August 7, 2024](#), the Forum voted to send this letter to various government entities to express its support for decreasing workplace discrimination against Nevadans 60 years of age or older. Further, the Forum encourages efforts to remove age-related questions from employment applications, while referencing that at least six other states—California, Colorado, Connecticut, Delaware, Minnesota, and Pennsylvania—have enacted legislation in recent years that prohibits employers from asking a prospective employee's age, date of birth, or graduation date.

Administrator Jenkins

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By supporting the elimination of age-related questions, we can help ensure that hiring decisions focus on a candidate's skills, experience, and qualifications, rather than their age. This change would not only promote age diversity and inclusivity in the workplace, but also harness the valuable contributions of older workers, who bring a wealth of experiential knowledge. It is vital for the economic health of our communities, as we know a diverse workforce drives innovation and growth.

I thank you for your time and consideration of this topic of concern for seniors in our State, and your dedication to serving all Nevadans. If you have any questions, please do not hesitate to contact me at NVSilverForum@lcb.state.nv.us or Ashlee Kalina, Forum Coordinator, Research Division, Legislative Counsel Bureau, at ashlee.kalina@lcb.state.nv.us.

Sincerely,

Fran Almaraz,
Forum President
Nevada Silver Haired Legislative Forum

FA/jj:G242231-1

cc: Administrator, Nevada Equal Rights Commission

Director, Department of Employment, Training and Rehabilitation

Incoming Chair, Senate Committee on Commerce and Labor

Incoming Chair, Assembly Committee on Commerce and Labor

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VIA EMAIL

Christopher Sewell
Department of Employment, Training and Rehabilitation
500 East Third Street
Carson City, Nevada 89713

Dear Director Sewell:

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VIA EMAIL

Incoming Chair
Nevada State Senate Committee on Commerce and Labor
401 South Carson Street
Carson City, Nevada 89701-4747

Dear Incoming Chair:

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401 South Carson Street
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