

#5.3

AGE DISCRIMINATION IN EMPLOYMENT

PURPOSE: To ensure compliance with Federal and State laws prohibiting discrimination against employees or applicants age 40 or older.

APPLICATION: This Policy shall apply to all employees and applicants at Chapel by the Sea.

PROVISION: Chapel by the Sea (although exempt because of having less than 20 employees) voluntarily submits to the Age Discrimination in Employment Act of 1967 (ADEA) which prohibits discrimination against anyone 40 or over, with limited exceptions such as when age is a bona fide occupational qualification.

RESPONSIBILITY: It shall be the responsibility of the Pastor, Personnel Committee and the Session to comply with Federal and State Laws pertaining to age discrimination in employment.