February 14, 2023

The Honorable Charlotte A. Burrows  
Chair  
U.S. Equal Employment Opportunity Commission  
131 M Street, NE  
Washington, DC 20507

Dear Chair Burrows:

On behalf of our nearly 38 million members and all older Americans nationwide, we would like to thank you and your fellow Commissioners for including a significantly increased emphasis on the protection of older workers in the draft Strategic Enforcement Plan (SEP) priorities for fiscal years 2023-2027.

As we said when we testified before the EEOC last Fall, age discrimination in the workforce is a serious problem that urgently needs to be addressed. A recent AARP survey found that 62% of people age 50-plus working or seeking work had seen or experienced age discrimination. That is why we were so encouraged to see the Commission focus extensively on age discrimination as part of your strategic plan for the next four years.

By including a stronger focus than in the past on age discrimination, especially the use of algorithms that intentionally or unintentionally weed out older job applicants, the Commission has shown a powerful commitment towards eliminating unlawful bias in the workplace and creating equal opportunities for all.

We look forward to continuing to work with the Commission to ensure the enforcement of laws to protect older adults in the workplace. If we can provide any information in support of your efforts, please feel free to contact me or Holly Biglow on our Government Affairs team at hbiglow@aarp.org or (202) 570-3760.

Sincerely,

Bill Sweeney  
Senior Vice President  
Government Affairs

Cc: The Honorable Jocelyn Samuels, Vice Chair  
The Honorable Keith E. Sonderling, Commissioner  
The Honorable Andrea R. Lucas, Commissioner