



Winter 2026

Prince William County Human Rights Office Newsletter

FOCUS

ON HUMAN RIGHTS

Age Discrimination in Employment

Age discrimination in employment remains a significant issue across many industries worldwide. It refers to unfair treatment of employees or job applicants based on their age, often disadvantaging older workers. This form of discrimination can manifest in various ways, including biased hiring practices, denial of promotions, unfair dismissal, or exclusion from training opportunities.

Many organizations perceive older employees as less adaptable, less tech-savvy, or more costly, leading to discriminatory attitudes and practices. Such biases not only harm individuals' careers but also deprive companies of valuable experience and expertise. Laws like the Age Discrimination in Employment Act (ADEA) in the United States aim to protect workers aged 40 and above from such unfair treatment.

Despite legal protections, age discrimination persists due to stereotypes and societal attitudes. Older workers often face challenges in finding new employment or advancing in their careers, which can impact their financial stability and mental health. To combat this issue, organizations are encouraged to implement inclusive policies, promote diversity, and challenge age-related biases. Creating an age-friendly workplace benefits both employees and employers by fostering a culture of respect, experience, and innovation.

If you feel you have been discriminated against you may contact [Prince William Human Rights](#) or [EEOC](#).

Working Wisdom: Challenging Age Discrimination Webinar

On March 16, 2026, a key discussion on workplace age discrimination occurred, highlighting challenges faced by older employees. The event shared strategies like skill development and networking to stay competitive and emphasized community resources supporting age diversity and career growth for all.

Human Rights Student Leadership Council CoHort 10 Graduation Invitation

Join us for graduation on April 28, 2026, at 6:30 PM at the Ferlazzo Building. We look forward to celebrating our students' achievements with you!

In the News

Federal Government- Below are executive orders signed by President Trump since January.

- [Affordable Housing](#)
- [Modernizing Mortgage Processes](#)
- [Combating Cybercrime](#)
- [Immigration](#)
- [Addressing Addiction](#)

State Government- There are a number of laws that went into effect since Gov. Spanberger was sworn in:

- [Minimum Wage Increase](#)
- [Social Media Limits for Minors](#)
- [Breast Cancer Testing](#)
- [Unemployment Compensation Increase](#)
- [Limit Cooperation with Immigration & Customs Enforcement](#)
- [Ban of Assault Weapons](#)

Key Strategies to Maintain a Competitive Edge in Your Career

Staying competitive at work demands ongoing growth and development. Focus on acquiring new skills, particularly in technology, to keep your expertise current. Highlight your experience and achievements to stand out. Maintain flexibility and stay open to change, as adaptability is key in a dynamic work environment. Networking actively can open doors to new opportunities and insights. A positive attitude and confidence boost your professional presence. Additionally, programs like the Senior Community Service Employment Program offer valuable experience and support for career advancement. Embracing continuous learning and staying proactive are essential for long-term success in today's competitive workplace.

Universal Human Rights Day Program

Thank you to all the volunteers, attendees, and staff who helped honor our [2025 Human Rights Awardees](#). Your support and dedication made this event a great success.

For more information on Anti-Discrimination laws and ordinances you may visit the **Prince William Human Rights** office at: [Human Rights - PWC Gov](#)

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