Peyton Manning, Age Discrimination and Who Are You Counting Out on Your Team?


While the Broncos delivered a nail biter win after a late game drive by the Patriots, Peyton Manning showed that he still has what it takes to be a great leader. Given that he'll be 40 in March - a number that might as well be 100 in football years - it's hard not to focus on his age. While he's been coy about whether this will be his last season, choosing to focus instead on his perennial "one week at a time" philosophy, the sports press has not hesitated to speculate that he'll hang up his jersey after this season - Super Bowl win or not.

In case you missed your football history, Denver picked up Manning after he'd been sacked by the Indianapolis Colts. Evidently, they thought he was through, although the Broncos - led by manager and former Denver quarterback icon John Elway - did not.

Manning has proved Elway right, taking the Broncos to the Super Bowl one other time and coming back from injuries this year to lead them to victory yesterday.

Could you have a potential "Peyton Manning" in your employee base or your hiring pool that you're refusing to consider?

All of this football madness led me to wonder: what employee talent are you dismissing because of age? Could you have a potential Peyton Manning in your employee base or your hiring pool that you're refusing to consider? If so, you're not alone. Age discrimination cases are the fastest growing discrimination cases in the federal courts right now. Why? The obvious reason, of course, is all the baby boomers who are over forty and still quite feisty - so they're suing.
My advice: don’t mess with us. Don’t discriminate but also, go the extra mile to make sure that you’re not ignoring someone who still has a Super Bowl victory or two in them.

Did You Know?

You can receive a FREE assessment of your current discrimination and harassment prevention program. Just call or email us and we will help you determine if your efforts are adequate or if you need to step up your game in order to make sure that you don’t end up in court. For more information, visit our website www.workplacethatwork.com.

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