

# LEGAL UPDATE

# OREGON

## Oregon Expands Age Discrimination Protections

On May 22, 2025, Oregon [amended](#) its antidiscrimination law to expand age discrimination by prohibiting employers from making age-related inquiries during the hiring process and restricting the use of age limits in apprenticeships. The amended law takes effect on **Sept. 28, 2025**.

### Background

Oregon's antidiscrimination law prohibits employers from discriminating against an individual on the basis of certain protected characteristics, including age if the individual is 18 years of age or older.

### Prohibited Age-related Inquiries

The amended law expands Oregon's age-related discrimination protections during the hiring process. Specifically, the amendment prohibits employers from requesting or requiring disclosure of an applicant's age or date of birth or when the applicant attended or graduated from any educational institution:

- Prior to completing an initial interview; or
- Prior to making a conditional employment offer, if there is no initial interview.

However, employers may make an otherwise prohibited inquiry where such information is required to affirm that the applicant meets a bona fide occupational qualification or to comply with a federal, state or local law.

### No Age Limits for Apprenticeships

The amended law also removes a provision of the antidiscrimination law that allows apprenticeship programs to exclude applicants who could not complete the required apprenticeship training before attaining age 70.

### Employer Takeaways

In light of the amendments, employers may consider reviewing current hiring practices, including online applications, screening methods and interview protocols, to ensure they do not make any prohibited age-related inquiries. Employers may also review apprenticeship program admission procedures to ensure they do not exclude applicants on the basis of age.

Provided to you by **Employco USA, Inc.**

### Highlights

#### May 22, 2025

Oregon amended its antidiscrimination law to expand age discrimination protections in hiring and apprenticeships.

#### Sept. 28, 2025

The new law goes into effect.

***Effective Sept. 28, 2025, Oregon employers will be restricted from age-related inquiries and apprenticeship age limits.***