



## New Brunswick Human Rights Commission

**Dr. Patrick Malcolmson**

**The challenge of age discrimination**

Body I think it will be age discrimination and the issues of pensions, of the issue of whether health care provisions should be carried on for people by their insurance companies, by their employers and so on and so forth What does it mean to say you can discriminate on the basis of age, given the requirements of, quote, “a *bona fide* pension plan.” What constitutes *bona fide*? I think all of these issues will be put to the test, because, what remains in place is still, I think, you outlawing, sort of, discrimination on the basis of age, but at the same time, a number of kind of barriers that remain for people to stay in the workplace.