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Age Discrimination in Layoffs: Factors of Injustice

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Abstract

ABSTRACT. This paper considers two sets ethical obligations owed by a firm and its management to stockholders and employees with respect to layoffs. Literature and research from ethics and agency are used to frame ethical issues that pertain to age discrimination in layoffs. An actual court case provides an example for focus, analysis, and discussion. Points of discussion include management's obligations to employees and factors of injustice related to prejudice against age.

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