

1. Record Nr.	UNINA9910785362103321
Titolo	Disability and Aging Discrimination [[electronic resource] ] : Perspectives in Law and Psychology / / edited by Richard L. Wiener, Steven L. Willborn
Pubbl/distr/stampa	New York, NY : , : Springer New York : , : Imprint : Springer, , 2011
ISBN	1-282-97085-2 9786612970856 1-4419-6293-X
Edizione	[1st ed. 2011.]
Descrizione fisica	1 online resource (268 p.)
Disciplina	150 305.26 344.7301398 616.89
Soggetti	Psychology Aging Psychiatry Law and Psychology
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Finding the Assumptions in the Law: Social Analytic Jurisprudence, Disabled, and Aging Workers -- Part I: Aging and Discrimination -- Ageism: The Strange Case of Prejudice Against the Older You -- Disability and Aging: Historical and Contemporary Views -- The Aging Workforce and Paid Time Off -- Baby Boomers at Work: Growing Older and Working More -- Part II: Disability and Discrimination -- The Relationship Between Disability Discrimination and Age Discrimination in Workers' Compensation -- The Stigma of Disabilities and the Americans With Disabilities Act -- Age and Disability Within the Scope of American Discrimination Law -- Implicit Attitudes and Discrimination Against People with Physical Disabilities -- Cross Cultural Perspectives on Stigma -- Disability and Procedural Fairness in the Workplace -- Procedural Justice and the Structure of the Age and Disability Laws -- A Social Psychological Perspective of Disability

Prejudice.

---

## Sommario/riassunto

Two things are certain in the contemporary workplace: the aging of employees, and negative attitudes toward them—especially those with disabilities—by younger colleagues and supervisors. Yet related phenomena seem less clear: how do negative stereotypes contribute to discrimination on the job? And how are these stereotypes perceived in legal proceedings? Bringing theoretical organization to an often unfocused literature, *Disability and Aging Discrimination* offers research in these areas at the same level of rigor as research into racial and gender discrimination. The book applies Social Analytic Jurisprudence, a framework for testing legal assumptions regarding behavior, and identifies controversies and knowledge gaps in age-discrimination and disability law. Chapters provide historical background or present-day context for the prevalence of age and disability prejudices, and shed light on the psychosocial concepts that must be understood, in addition to medical considerations, to make improvements in legal standards and workplace policy. Among the topics covered: • Applying Social Analytic Jurisprudence to age and disability discrimination. • The psychological origins and social pervasiveness of ageism. • Growing older, working more: the boomer generation on the job. • Limitations of the Americans with Disabilities Act. • Disability and procedural fairness in the workplace. • Cross-cultural perspectives on stigma. The first volume of its kind, *Disability and Aging Discrimination* is essential reading for researchers, forensic and rehabilitation psychologists/psychiatrists, and those involved in the well-being of older and disabled workers.

---