

# Safety and Respect at Work

Professionals face **systemic conditions that expose them to gender-based violence (GBV)** and other forms of harm, at times from within their own organization. Employers should have a comprehensive policy on workplace violence and harassment and HR policies that are regularly updated and filtered through a gender and intersectional lens that explicitly includes age protections.

Older female professionals face ongoing challenges regarding **job security**.

They are more susceptible to **involuntary termination** compared to their younger counterparts.

One study showed that nearly **half of the recruiters surveyed** consider 57 to be too old for a job.

Becoming **Equity Oriented** as an organization means that the Trauma – and Violence- Informed (TVI) principles are also applied to staff. Equity Oriented Care (EOC) is both outward facing in providing service to the public and inward looking, reflecting on the ways that institutional harms of systemic GBV and ageism are reproduced and perpetuated.

Review pay equity and benefits to ensure older women are not disadvantaged

Provide flexible work options and accommodations for health-related needs

Ensure succession planning and leadership development pathways include older women

Monitor workload and burnout risks, as older women often shoulder additional responsibilities

Actively seek feedback from older staff about their experiences