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MEDIATION BRIEFING

Age limit elimination in coffee shops company hiring ads

A specific complaint brought to the Ombudsman's attention the fact that a chain of coffee shops had set maximum and minimum age limito (between 20-35 years of age) in the hiring ads posted on its website.

The Ombudsman informed the company that, under the existing equality legislation, the above practice constitutes a breach of the principle of equal treatment on the grounds of age and called for a change in the company's hiring policy. The company fully complied with the Ombudsman's recommendations, removing the age criterion from all of its ads.

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