ASPETTANDO LA NOTTE EUROPEA DEI RICERCATORI





Workplace Age Microaggressions Scale:

Development and Validation

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Background **EXPLICIT IMPLICIT** DISCRIMINATION DISCRIMINATION **OVERT AND SUBTLE AND** INTENTIONAL **UNCONSCIOUS STEMS FROM** STEMS FROM **UNCOSCIOUS CONSCIOUS POLICIES AND BIASES AND PREJUDICES AND REGULATIONS IMPLICIT NORMS BIASES**

Several workplace expectations and thus, biases are associated with age

Age diversity is rapidly increasing in the workplace

And yet, age microaggressions in the workplace are rarely addressed

(Cadiz et al., 2022; Finkelstein et al., 2013)

Project Goals

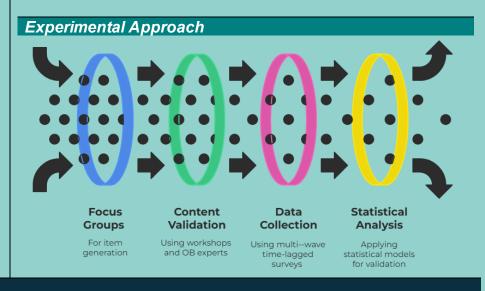
Pre-study: Test the effects of holding work-relevant age stereotypes on employees and job outcomes



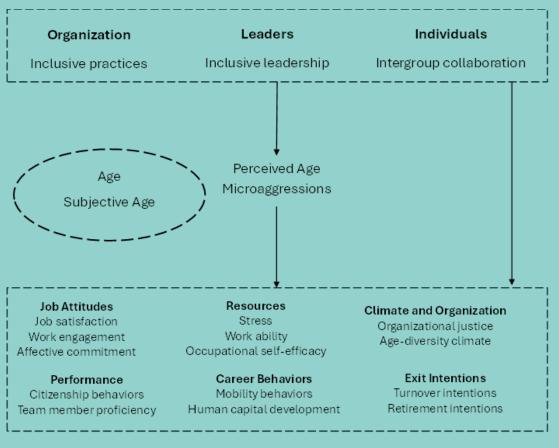
Goal 1: Develop and validate a new measure for Workplace Age Microaggressions

Goal 2: Test the nomological network of the Workplace Age Microaggressions Scale:

- Contextual and relational antecedents
- Health and work-related outcomes



Expected Outcomes





- Broader Impact: A reliable, validated scale for workplace age microaggressions
- Enhanced Safety and Policy
 Enforcement: Evidence for inclusive
 practices and HR policies
- Promoting Employees/Organizations Mutuality: Showing the impact of ambiguous age discrimination for work-related aspects



