

U. S. DEPARTMENT OF LABOR  
WORKPLACE STANDARDS ADMINISTRATION  
Washington, D. C. 20210

January 6, 1971

ADEA 201.6  
209

This is in further reference to your letter of December 2, 1970, in which you inquire whether, under the Age Discrimination in Employment Act, the use of the term Girl Friday is permitted in help-wanted advertisements.

Section 4(e) of the Age Discrimination in Employment Act prohibits covered employers, employment agencies and labor organizations from using printed or published notices or advertisements indicating any preference, limitation, specification, or discrimination, based on age. It is our opinion that the use of the term Girl Friday in a help-wanted advertisement would not appear to be a violation of the Act since, without other qualifying requirements, such a term does not generally indicate an age preference. For a further discussion on the application of the Act to help-wanted advertisements, see Interpretative Bulletin, Part 860, section 860.92.

It should be noted that Title VII of the Civil Rights Act prohibits the publishing of advertisements by employers, labor unions and employment agencies when such advertisements discriminate on the basis of sex. Use of the term Girl Friday may contravene Title VII. For further information on this point you may wish to get in touch with the Equal Employment Opportunity Commission, 1800 G Street, NW., Washington, D. C. 20506.

Sincerely,

/s/ Robert D. Moran

Administrator