

# **Ageism Prevention at Higher Education Institutions: A Literature Review**

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## **Abstract**

Ageism is a form of age discrimination (prejudices and unequal behaviour based on age), and it is widely spread in our organizations (also working and educational institutions). Older and younger people are often confronted with stereotypes tied to their experiences, competencies, and productivity. Our paper analyses how institutional politics unintentionally sustains ageism. We search for reforms and practices that encourage inclusive practices for people of different ages. We research the influence of age-friendly workplaces on the reduction of systemic ageism, where higher education institutions play a key strategic role and are at the root of the problem. We aim to offer good practice examples of how different educational institutions around the globe prepare their students to be leaders who treat their staff and clients with dignity.

The study is based on a narrative review of scientific and professional literature addressing ageism in higher education, age-friendly educational practices, and institutional strategies aimed at fostering intergenerational inclusion. Special attention is given to examples of good practice from higher education institutions. These practices are analysed as potential tools for reducing systemic ageism and preparing students to become future leaders who treat colleagues, staff, and clients of all ages with dignity and respect. The paper contributes to a better understanding of how higher education can function as a key driver in the prevention of ageism through education and institutional change.

**Keywords:** ageism, dignity, youth, management, education

