



LABOR & EMPLOYMENT
Practice Area Committee

50 State Survey: Equal Pay Laws

2026

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Alabama

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Alabama - Yes	Ala. Code s. 25-1-30	09/01/19	Generally, employers cannot pay any employees at wage rates less than the rates given to employees of another sex or race for equal work within the same establishment. There are some exceptions for seniority or merit systems and the like.	Employers found to have violated the law, they are liable to give the employee an amount equal to the wages, and interest on those wages.	Sex and race.	The EPA only covers employers engaged in interstate commerce, while the AL law covers all employers in AL. the EPA also provides for lost wages, attorneys fees and liquidated damages for willful violations.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No Not a prohibition, but prohibition of discrimination if an employee/applicant does not want to provide prior-wage info.	Ala. Code s. 25-1-30	09/01/19	Employers cannot refuse to interview, hire, promote, employ or retaliate against an applicant because the applicant does not provide wage history info.	Employers found to have violated the law, they are liable to give the employee an amount equal to the wages, and interest on those wages.		
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Alaska

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	No	AS § 18.80.220(a)(5)	05/18/05	It is unlawful for an employer to discriminate "in the payment of wages as between the sexes, or to employ a female in an occupation in this state at a salary or wage rate less than that paid to a male employee for work of comparable character or work in the same operation, business, or type of work in the same locality."	An employer who violates this section shall be: 1. Guilty of a misdemeanor; and 2. Subjected to a fine not exceeding \$500 and/or imprisonment in jail not more than 30 days.	Women.	Alaska does not have an independent EPA law, but it is embedded in its Discriminatory Practices Prohibited Chapter, under "Unlawful employment practices." Alaska appears only to protect women and has significantly different penalties. Alaska also maintains a general anti-discrimination provision which prohibits discrimination in compensation against other protected characteristics such as age, race, religion, color, national origin, etc.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Arizona

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Arizona - Yes	Arizona Revised Statutes §§ 23-340 to 23-341	Added 1962, Amended 1973	Equal wage rates; variations; penalties; enforcement, prohibits employers from paying employees wage rates less than those paid to employees of the opposite sex in the same establishment for the same quantity and quality of the same classification of work.	Recovery of the actual wage balance owed plus litigation costs. (limited to wages due for thirty days prior to receiving written notice of the claim): AZ ST § 23-341.	Sex/gender only	
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No			Employers are free to ask job applicants about their current salary, previous wages, benefits, or other compensation history during the application and interview process.			
Does your state (or any counties/cities within it) have pay transparency laws?	No			Arizona employers have broad discretion in how much compensation information they choose to share with applicants and employees.			
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No			Arizona employers are not required to submit wage data, compensation reports, or pay equity information to any state or local government agencies	AZ's approach is individual complaint-driven enforcement under the Equal Pay Act		

Arkansas

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Arkansas - Yes	Ark. Stat. 11-4-601 and Ark. Stat. 11-4-610	1955 and 1977	Employers shall not discriminate against any employee in the matter of wages or compensation solely on the basis of the sex of the employee. Employers shall not pay any female a salary or wage rate less than the rate paid to male employees for comparable work. Variations in rate based upon a difference in seniority, experience, training, skill, ability, differences in duties and service performed, differences in the shift or time of day worked, or any other reasonable differentiation are not prohibited.	The Director of the Division of Labor has enforcement power. Employees may also bring suit in civil court to recover the amount of unpaid wages. Liquidated damages are also available. Ark. Stat. 11-4-611. Violation of Ark. Stat. 11-4-601 is also a misdemeanor.	Sex under 11-4-601; women only under 11-4-610.	Cases have not compared the two laws but they appear to be substantially the same in terms of protections and affirmative defenses.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

California

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	California - Yes	Cal. Lab. Code § 1197.5 (2015) (expanded CA Equal Pay Act enacted in 1949)	01/01/16	Prohibits employers from paying employees of the opposite sex, or of another race, or ethnicity, for substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions.	Private right of action; CA Labor Commission/Division of Labor Standards Enforcement (DLSE) may investigate and prosecute violations. Available remedies include back pay, interest on unpaid wages, 100% liquidated damages, attorneys' fee and costs.	Employees of the opposite sex, different race, and/or ethnicity.	California's Equal Pay Act offers even greater protection for workers than the federal Equal Pay Act, including covering a broader range of protected classes and disparities in pay for substantially similar work (not equal work) and eliminating the requirement for job comparisons to be limited to the "same establishment." Further it prevents employers from relying on an employee's prior salary history to justify the sex-, race-, or ethnicity-based pay different and protects employees' right to discuss wages (the EPA only protects equal pay in equal work based on sex). California's law also protects employees against retaliation for invoking or assisting in the enforcement of this law. In addition to the first three affirmative defenses in the EPA, California's EPA requires that the fourth affirmative defense, the "other factor," must be a "bona fide factor" such as education, training, or experience.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	California - Yes	Cal. Lab. Code § 432.3 (2021)	01/01/18	All employers, including state and local governments and the Legislature are prohibited from seeking applicants' salary history information and from using the salary history information in determining whether to offer employment or a certain salary to an applicant.	Enforced by CA Labor Commissioner. For a first violation, no penalty is issued upon demonstration by the employer that all job postings for open positions have been updated to include the pay scale as required by this section. After the first violation, the employer may be ordered to pay \$100 to \$10,000 per violation. If an employer fails to keep records in violation of this section, there shall be a rebuttable presumption in favor of the employee's claim.		

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California

Does your state (or any counties/cities within it) have pay transparency laws?	California - Yes	Cal. Lab. Code § 432.3	01/01/23	Employers are required to supply pay scales upon the request of an applicant and employers with 15 or more employees shall include the pay scale for a position in any job posting.	For a first violation, no penalty shall be assessed upon demonstration by the employer that all job postings for open positions have been updated to include the pay scale as required by this section. After the first violation, the employer may be ordered to pay \$100 to \$10,000 per violation. If an employer fails to keep records in violation of this section, there shall be a rebuttable presumption in favor of the employee's claim.	
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	California - Yes	Cal. Gov. Code § 12999 (2024)	01/01/23	Private employers that have 100 or more employees hired through labor contractors within the prior year shall disclose pay data to the department covering those employees. The pay data report should include the number of employees by race, ethnicity, and sex in ten different job categories, the number of hours worked by each employee in each pay band, as well as clarifying remarks if needed.	The department may seek an order requiring the employer to comply with these requirements and is entitled to recover the costs associated with seeking the order for compliance. A court may also impose a civil penalty up to \$100 per employee upon any employer who fails to file the required report and up to \$200 per employee upon any employer for a subsequent failure to file the required report.	

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Colorado

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Colorado - Yes Statewide Equal Pay for Equal Work Act (SB 19-085). Colorado does not have separate county, city, or municipal-level versions of an Equal Pay Act distinct from the statewide law.	C.R.S. § 8-5-101 <i>et seq.</i>	The Colorado Equal Pay for Equal Work Act was enacted in 2019 and effective January 1, 2021. In 2023, the Colorado legislature passed further amendments (e.g., Senate Bill 23-105), and Governor Polis signed them into law. These amendments took effect on January 1, 2024 and clarified, and in some cases expanded, employers' pay transparency and notice obligations.	Colorado's Equal Pay for Equal Work Act requires employers to provide equal pay for substantially similar work regardless of sex, with only limited lawful exceptions such as seniority, merit, or job-related experience. C.R.S. § 8-5-102(1)(a)(I)–(IV). Employers must include pay ranges and benefits in all job postings, notify employees of promotion opportunities, and maintain wage and job description records for a set retention period. See C.R.S. §§ 8-5-201–202. The law also prohibits asking about or relying on a candidate's salary history and protects employees who discuss their compensation from retaliation. See C.R.S. § 8-5-102.	C.R.S. §§ 8-5-103–104 and C.R.S. § 8-5-203	Yes	Under federal law, the EPA prohibits wage discrimination based solely on sex for employees performing equal work under similar conditions. In contrast, Colorado's Equal Pay for Equal Work Act is broader: it prohibits wage discrimination based on sex or sex combined with another protected status and imposes additional requirements, including pay transparency in job postings and notice of promotional opportunities. Moreover, Colorado's Equal Pay for Equal Work Act does not include the catch-all "factors other than sex" exception available under the federal EPA.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Colorado - Yes	C.R.S. § 8-5-102(2)(a)	C.R.S. § 8-5-102 was enacted by S.B. 19-085 in 2019, effective January 1, 2021.	"An employer shall not seek the wage rate history of a prospective employee or rely on the wage rate history of a prospective employee to determine a wage rate." C.R.S. § 8-5-102(2)(a).	C.R.S. § 8-5-103		

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Colorado

Does your state (or any counties/cities within it) have pay transparency laws?	Colorado - Yes	C.R.S. § 8-5-201	C.R.S. § 8-5-201 was enacted by S.B. 19-085 in 2019, effective January 1, 2021, and later amended by S.B. 23-105 in 2023, effective January 1, 2024.	"An employer must in good faith disclose the following in the notification of each job opportunity: (a) The hourly or salary compensation or the range of the hourly or salary compensation; (b) A general description of the benefits and other compensation applicable to the job opportunity; and (c) The date the application window is anticipated to close." C.R.S. § 8-5-201(2)(a)–(c).	C.R.S. § 8-5-203		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No. Colorado does not currently require employers to submit pay data reports to a government agency. Although, in Coloado, employers must maintain records of job descriptions and wage rate histories for each employee for the duration of their employment and for two years after employment ends. C.R.S. § 8-5-202. These records are subject to inspection by the Colorado Department of Labor and Employment in the event of a complaint or investigation.						

Connecticut

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Connecticut - Yes	Connecticut General Statutes §§ 31-75 and 31-76.	10/01/21	In Connecticut employers must pay employees of one sex the same as those of the opposite sex for equal work requiring equal skill, effort, and responsibility under similar working conditions. Permissible Pay Differentials: Allowed only if based on: A seniority system, A merit system, A system measuring earnings by quantity or quality of production, A bona fide factor other than sex (e.g., education, training, or experience), provided it is job-related and consistent with business necessity.	Employees can file complaints with the Connecticut Department of Labor or pursue a civil lawsuit. Civil action, back pay, compensatory damages, attorney's fees.	All genders.	Prohibits inquiries before an offer is made. Intent to discriminate not required.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Connecticut - Yes	See above	See above	Prohibits inquiries before an offer is made	see above		
Does your state (or any counties/cities within it) have pay transparency laws?	Connecticut - Yes	Conn. Gen. Stat. § 31-40z	10/01/21	Employers must disclose the wage range for a position: At the applicant's request, Before or at the time an offer of compensation is made, or When an employee is hired, changes roles, or upon request.	The Connecticut Department of Labor may issue civil fines against employers who violate the law.		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Delaware

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Delaware - Yes	19 DE Code § 1107A	Amended 2016	Prohibits wage discrimination on the basis of sex. Applies to employers and labor organizations (with individual liability for corporate officers/agents). Defenses: seniority, merit, production, or other bona fide factor. Notice & posting requirements also apply.	Enforced by Delaware DOL; civil penalties \$1,000-\$5,000 per violation; private right of action for unpaid wages, liquidated damages, attorneys' fees. 1-year statute of limitations.	Sex (gender)	Similar to federal EPA, but Delaware provides broader enforcement: individual liability, civil penalties, required postings, and recordkeeping obligations.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Delaware - Yes	19 DE Code § 709B	Dec. 14, 2017	Employers may not ask about or rely on wage history before an offer. Can discuss salary expectations.	Civil penalties: \$1,000-\$5,000 for first offense; \$5,000-\$10,000 for subsequent violations.		
Does your state (or any counties/cities within it) have pay transparency laws?	Delaware - Yes	N/A	N/A	Delaware does not require salary range disclosure in job postings. Retaliation protections may still apply under other statutes.	N/A		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	Delaware - Yes	N/A	N/A	Delaware does not mandate pay data reporting.	N/A		

Florida

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Florida - Yes	FLA. STAT. §448.07	7/1/1997 (originally enacted in 1969 but amended in 1984 and 1997)	Prohibits sex-based wage discrimination for equal work under similar working conditions. Employers may justify a pay difference based on a seniority system, a merit system, a system that measures earnings by quantity or quality of production, or a reasonable factor other than sex exercised in good faith. The statute does not apply to employers with less than 2 employees or to employers covered by FLSA. Florida defines wages broadly to include all compensation paid by an employer for work performed, including the cash value of compensation paid in any medium other than cash.	Employee may bring a civil action within six months after termination of employment. Recovery is limited to the difference between the amount paid and the amount that should have been paid while so employed for the one year before filing. A court may award reasonable costs and attorney's fees to the prevailing party.	Sex	It does not apply to employers covered by FLSA. In addition, it is narrower than Federal Law in that it limits recovery to one year of unpaid wages and requires filing within six (6) months of termination.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Florida - Yes	FLA. STAT. §725.07	05/26/05	Prohibits discrimination against any person based on sex, marital status, or race in the areas of among other things providing equal pay for equal services performed. Does not apply to employers covered by FLSA.	Employee may bring a civil action to recover compensatory damages, punitive damages and reasonable attorney's fee.		
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Georgia

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Georgia - Yes	Ga. Code s. 34-5-3 Ga. Code s. 34-6A-4	1966 07/01/2025	Employers cannot discriminate against employees on the basis of sex by paying employees of different sex different wages for the same job, but provides exceptions for seniority and merit systems and the like. Employers cannot discriminate against individuals with disabilities with respect to wages and rates of pay.	Employer who violates the statute is liable to the employee for the amount of unpaid wages, costs, and reasonable attorneys' fees (fees cannot exceed 25% of the wage award) Backpay, costs, and reasonable attorneys' fees.	Sex Disability	The EPA provides for liquidated damages for willful violations and does not include disability status but does include race.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Atlanta - Yes Only applies to the government's hiring practices.	Unable to Locate	02/18/19	The city will not ask salary history questions on employment applications.			
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	Georgia - Yes	Ga Comp. R. & Regs. 300-2-2-.02	11/18/24	Employers must file tax and wage reports that include, in part, the quarterly wages paid to each individual employee.	A delinquent tax and wage report may result in an employer becoming ineligible for an experience-rated tax rate. Additionally an improperly submitted or missing report will subject employers to monetary late filing penalties.		

Hawaii

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Hawaii - Yes	Hawaii Revised Statutes (HRS) § 378-2.3	06/27/05	Prohibits employers from discriminating between employees by paying different rates for "substantially similar work" based on any protected category.	Employees can file a Complaint with the Civil Rights Commission pursuant to HRS. § 378-2.3 and § 378-2.4. If the HCRC authorize the employee to bring a lawsuit, the employee can recover the following available remedies: Back pay; Compensatory damages; Equitable relief; Injunctive relief; Attorney's fees and costs; and Civil penalties.	Race, Sex (including gender identity or expression), Sexual orientation, Age, Religion, Color, Ancestry, Disability, Marital status, Arrest and court record, Reproductive health decision, Domestic or sexual violence victim status (if the victim provides notice to the employer).	More expansive than the federal Equal Pay Act, which only protects against sex-based discrimination.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Hawaii - Yes	HRS § 378-2.4	07/11/05	Employers are prohibited from inquiring about an applicant's salary history or relying on it to determine compensation.	Could be subject to enforcement under the powers of the Civil Rights Commission which has the following remedies available: Civil Penalties; Back pay; Compensatory damages; Injunctive relief; Attorney's fees		
Does your state (or any counties/cities within it) have pay transparency laws?	Hawaii - Yes	HRS § 378-2.8	01/01/24	Requires employers with 50 or more employees to disclose an hourly rate or salary range in job listings.	Could be subject to enforcement under the powers of the Civil Rights Commission which has the following remedies available: Civil Penalties; Back pay; Compensatory damages; Injunctive relief; Attorney's fees.		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Idaho

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Idaho - Yes	Id. Stat. s. 44-1702	05/22/05	Employers cannot discriminate amongst employees at the same establishment on the basis of sex by paying different wages to different genders for comparable work.	Employer who violates the law is liable to employee for unpaid wages, and if the violation is willful, upto an equal amount of wages as liquidated damages. Court can also award attorney's fees and costs.	Sex	No difference - The Idaho law tracks the EPA closely in it's requirement for equal wages, the penalties available, and the statuses covered.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	Idaho - Yes Tax reporting requirements	Id. Stat. s. 472-1337	Current Version, 07/01/20	Employers liable to pay tax contributions must submit quarterly contribution reports, those reports shall include all wages paid for services in covered employment each calendar quarter.	failure to comply permits the department to start an administrative proceeding. Additionally, failing to make the report will result in the greater \$75 or 25% of the payment that would be due--\$150 or 50% for a second offense, and \$250 or 100% for a third offense. Willful false reports will result in te greater of \$250 or 100% of the payment due.		

Illinois

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Illinois - Yes	820 ILCS 112, section 10	01/01/04	No employer may discriminate between employees on the basis of sex or or African-American race by paying wages to an employee at a less rate for the same or substantially similar work on jobs the performance of which requires substantially similar skill, effort, and responsibility, and which are performed under similar working conditions.	Section 15 of the code states that any person may file a complaint with the Director of Labor alleging a violation of this Act by submitting a signed complaint form to the Department of Labor within one year from the date of the relevant violation. The DOL has the power to conduct investigations, and may refer a complaint alleging a violation of this Act to the Department of Human Rights for investigation if the subject matter of the complaint also alleges a violation of the Illinois Human Rights Act. The employee may recover in a civil action the entire amount of any underpayment together with interest, compensatory damages if the employee demonstrates that the employer acted with malice or reckless indifference, punitive damages as may be appropriate, injunctive relief as may be appropriate, and the costs and reasonable attorney's fees as may be allowed by the court and as necessary to make the employee whole.	Sex, African-American race	Protects members of the African-American race, not just sex.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Illinois - Yes	820 ILCS 112, section 10	01/01/25	It is unlawful for an employer or employment agency, or employee or agent thereof, to (1) screen job applicants based on their current or prior wages or salary histories, including benefits or other compensation, by requiring that the wage or salary history of an applicant satisfy minimum or maximum criteria, (2) request or require a wage or salary history as a condition of being considered for employment, as a condition of continuing to be considered for an offer of employment, as a condition of an offer of employment or an offer of compensation, or (3) request or require that an applicant disclose wage or salary history as a condition of employment. Exception if applicant's prior salary is public record or previously employed by the same hiring employer.	the employee may recover in a civil action any damages incurred, special damages not to exceed \$10,000, injunctive relief as may be appropriate, and costs and reasonable attorney's fees as may be allowed by the court and as necessary to make the employee whole. If special damages are available, an employee may recover compensatory damages only to the extent such damages exceed the amount of special damages. Such action shall be brought within 5 years from the date of the violation.		

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Illinois

Does your state (or any counties/cities within it) have pay transparency laws?	Illinois - Yes	820 ILCS 112, section 10	01/01/25	It is unlawful for an employer with 15 or more employees to fail to include the pay scale and benefits for a position in any specific job posting.	For a first offense, a fine not to exceed \$250. For a second offense, a fine not to exceed \$2,500. For a third or subsequent offense, a fine not to exceed \$10,000.		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	Illinois - Yes	820 ILCS 112, section 11	01/01/24	private businesses with 100 or more employees to submit an application to obtain an Equal Pay Registration Certificate (EPRC) by providing certain pay, demographic, and other data to the Illinois Department of Labor (IDOL). Must recertify every two years.	IDOL may reject an EPRC initial or recertification application, suspend or revoke an existing EPRC certificate, and/or impose a civil penalty or fine of up to \$10,000. Before any fine is imposed for a failure to initially register in EPRC, or recertify, IDOL will send a Notice of Delinquency to the employer and provide them 30 calendar days to submit the missing application or recertification. If the situation is not remedied, IDOL will send the employer a Notice of Violation that contains a sliding penalty scale based on the number of days it takes the business to cure the deficiencies and pay the penalty.		

Indiana

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Indiana - Yes	Ind. Code §22-2-2-4	1977 (amended periodically with most recent amendment effective 4/1/2020)	Prohibits sex-based wage discrimination for equal work involving equal skill, effort, and responsibility under similar working conditions within the same establishment. Employers may justify difference in compensation based on a seniority system, a merit system, a system that measures earnings by quantity or quality of production, or another factor other than sex. An employer may not reduce any employee's wage rate in order to comply with the law. The statute does not apply to employers with less than 2 employees or to employers covered by the FLSA.	An employee may bring a private action to recover unpaid wages and an equal amount as liquidated damages. Reasonable attorney's fees and costs are available. The statute of limitations for wage claims is 3 years.	Sex	It is largely similar to the Federal law. It operates within Indiana's minimum wage law and applies where the employer is not covered by FLSA.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Iowa

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Iowa - Yes	Iowa Code Ann. 216.6A	7/1/2025 The Iowa Equal Pay Act was enacted in 2009	It shall be an unfair or discriminatory practice for any employer or agent of any employer to discriminate against any employee because of the age, race, creed, color, sex, sexual orientation, national origin, religion, or disability of such employee by paying wages to such employee at a rate less than the rate paid to other employees who are employed within the same establishment for equal work on jobs, the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions. Iowa Code § 216.6A applies to employers who regularly employ more than 4 individuals who are not members of the employer's family.	For an unfair or discriminatory practice relating to wage discrimination pursuant to section 216.6A, payment to the complainant of damages for an injury caused by the discriminatory or unfair practice which damages shall include but are not limited to court costs, reasonable attorney fees, and either an amount equal to two times the wage differential paid to another employee compared to the complainant for the period of time for which the complainant has been discriminated against and in instances of willful violation, an amount equal to three times the wage differential. Any person claiming to be aggrieved by a discriminatory or unfair practice may, in person or by an attorney, make, sign, and file with the Iowa office of civil rights, a verified, written complaint which shall state the name and address of the person, employer, employment agency, or labor organization alleged to have committed the discriminatory or unfair practice of which complained, shall set forth the particulars thereof, and shall contain such other information as may be required by the agency. Agency staff, a commissioner, or the attorney general may in like manner make, sign, and file such complaint.	Age, race, creed, color, sex, sexual orientation, national origin, religion, or disability.	Applies to employers with 4 or more employees in Iowa, not just employers covered under the FLSA and employees engaged in interstate commerce. Shorter statute of limitations (300 days compared to 2 years). Provides protections for a broader group on age, race, creed, color, sex, sexual orientation, national origin, religion, or disability.
counties/cities within it) have a prohibition on employers gathering prior salary information?							
counties/cities within it) have pay transparency laws?	IA SF187 is In Committee						
counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?							

Kansas

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	No						
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No. For Kansas City, MO, see Missouri on prohibition on gathering prior salary information transparency law.						

Kentucky

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Kentucky - Yes	KY Rev Stat §§ 337.420 - 337.433	05/19/05	Prohibits employers from paying employees of one sex less than the opposite sex for comparable work requiring equal skill, effort, and responsibility under similar conditions. Permits differentials based on seniority, merit, or any other factor other than sex.	Enforced by Kentucky Labor Cabinet. Employees may file complaints; remedies include back pay, reinstatement, and equitable relief.	Sex (gender)	Largely mirrors the federal Equal Pay Act. Does not extend protections to other protected classes beyond sex.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Kentucky - Yes	N/A	N/A	Kentucky does not prohibit employers from asking applicants about prior salary history.	N/A		
Does your state (or any counties/cities within it) have pay transparency laws?	Kentucky - Yes	N/A	N/A	Kentucky does not require employers to disclose salary ranges in job postings. Employees may still discuss wages under federal NLRA protections.	N/A		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	Kentucky - Yes	N/A	N/A	No state-level requirement to submit pay data reporting to any government agency.	N/A		

Louisiana

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Louisiana, No However, there is a sub-category mentioning equal pay under "Intentional Discrimination in Employment" Revised Statute.	La. R.S. 23:332(A)(3) &(H)(3)	08/01/22	It shall be unlawful discrimination for an employer to engage in intentionally conduct because of an individual's race, color, religion, sex, national origin, or natural, protective, or cultural hairstyle.			
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	New Orleans - Yes - Affects only City Departments	Chapter 2 Article I Sec. 2-14. - Prohibited salary history inquiry and use.	07/31/25	Public agencies cannot ask about or use a candidate's salary history when making their decision to hire them.			
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Maine

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Maine - Yes	Me. Rev. Stat. tit. 26, § 628	01/01/23	Prohibits wage discrimination based on sex or race for comparable work within the same establishment. Defines comparable work as requiring similar skill, effort, and responsibility. Allows wage differentials only if based on: A seniority system, A merit system, Shift differentials (e.g., night vs. day shifts).	Employees may file a complaint with the Maine Department of Labor if they believe they are being paid less than a coworker of a different sex or race for comparable work. Civil Enforcement may result in Back pay, Reinstatement, Other equitable relief as determined through administrative or court proceedings.	All races and genders	No intent to discriminate required for claim.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Maine - Yes	Me. Rev. Stat. tit. 26, § 628-A	09/17/19	The law prohibits employers from inquiring about or using a job applicant's compensation history before making a job offer that includes all terms of compensation.	Civil actions by affected individuals or the Maine Department of Labor, Compensatory damages for violations		
Does your state (or any counties/cities within it) have pay transparency laws?	Maine - Yes	Me. Rev. Stat. tit. 26, § 622-A	01/01/25	This law requires employers with 10 or more employees to: Include the anticipated pay range in job postings, Disclose pay ranges to current employees upon request, Maintain pay history records for each employee during employment and for 3 years after termination.	Civil penalties imposed by the Department of Labor, Investigations and potential administrative orders to comply, Legal action if the employer retaliates against an employee for asserting their rights under the law.		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Maryland

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Maryland - Yes	Equal Pay for Equal Work laws (MEPEW), Md. Code Ann., Lab. & Empl. §§ 3-301 to 3-309		Maryland prohibits employers from paying employees at a rate less than other employees based on the race, religious beliefs, sex, gender identity, or sexual orientation of the employees, or from providing less favorable employment opportunities based on sex, race, religious beliefs, sexual orientation, disability, or gender identity. Md. Code Ann., Lab. & Empl. § 3-304.		Race, religious beliefs, sex, gender identity, or sexual orientation	Requires bona fide factor other than sex.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Maryland - Yes (for work physically performed, at least in part, in the state)	Md. Code Ann., Lab. Empl. §§ 3-301, 3-304.2, 3-305	10/01/20	Employers are prohibited from seeking or relying upon wage history in hiring or setting wages. (d)(1) An employer may not:(i) retaliate . . . because the applicant or employee:1. did not provide wage history;2. requested the wage range in accordance with this section; or 3. exercised any rights under this section; and (ii) except as provided in paragraph (2) of this subsection:1. rely on the wage history of an applicant for employment in screening or considering the applicant for employment or in determining the wages for the applicant; or2. seek the wage history for an applicant for employment orally, in writing, or through an employee or an agent or from a current or former employer. (2) After an employer makes an initial offer of employment with an offer of compensation to an applicant for employment, an employer may:(i) . . .rely on the wage history voluntarily provided by the applicant for employment to support a wage offer higher than the initial wage offered by the employer; or(ii) seek to confirm the wage history voluntarily provided by the applicant for employment to support a wage offer higher than the initial wage offered by the employer. (3) An employer may rely on wage history under paragraph (2) of this subsection only if the higher wage does not create an unlawful pay differential based on protected characteristics under § 3-304 of this subtitle...."	Administrative enforcement. The Maryland Commissioner of Labor and Industry (Commissioner) has the authority to enforce the law. See Md. Code Ann., Lab. & Empl. § 3-308(d). Remedies: First violation--letter from commissioner. Second violation--a civil penalty of up to \$300 for each employee or applicant for who the employer is not in compliance. Susequent violations--a civil penalty of up to \$600 for each (within 3 years). No statutory private right of action.		

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Maryland

Does your state (or any counties/cities within it) have pay transparency laws?	Maryland - Yes	Md. Code Ann., Lab. Empl. §§ 3-301, 3-304.2, 3-305	10/01/24	For any public or internal posting, employer must provide the wage range, description of benefits and other compensation offered. (2) An employer shall: (i) disclose in each public or internal posting for each position the wage range and a general description of benefits and any other compensation offered for the position; and (ii) if a public or internal posting for a position was not made available to an applicant for the position, disclose to the applicant the information required to be disclosed in a public or internal posting under item (i) of this paragraph: 1. before a discussion of compensation is held with the applicant; and 2. at any other time on request of the applicant. (b) An employer shall set the wage range disclosed under subsection (a)(2) of this section in good faith...."	See above		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Massachusetts

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Massachusetts - Yes	M.G.L., c. 146, s105A	Revised 7/1/2018	Massachusetts Equal Pay Act (MEPA) says that employers cannot discriminate against employees because of their gender when deciding and paying wages. Employers cannot pay workers a salary or wage less than what they pay employees of a different gender for comparable work. The law defines “comparable work” as work that requires substantially similar skill, effort, and responsibility, and is performed under similar working conditions. Importantly, MEPA makes clear that employees’ salary histories are not relevant or a defense to an employer’s liability.	Employers do not need to intend to discriminate based on gender in order to be liable under the law. an employer who violates the law must pay double the amount of unpaid wages due to an employee who was paid less than an employee of a different gender for comparable work. The employer must also cover reasonable attorneys’ fees and costs. However, employers can avoid liability if they conducted a good-faith, reasonable self-evaluation of their pay practices within the past three years and before any legal action is filed. This evaluation must be thorough and show that the employer is making reasonable progress toward fixing any gender-based wage gaps found.	Protects all employees in Massachusetts, including full-time, part-time, seasonal, and temporary workers. Applies to nearly all employers, regardless of size or industry. Protects employees of all genders, though it was originally designed to address gender-based wage disparities.	MA uses ‘comparable work’ — jobs that require substantially similar skill, effort, and responsibility. MA limits defenses to six specific factors including seniority, merit, production, location, education/experience, and travel. MA prohibits employers from asking about or using salary history before making a job offer. MA no intent required — liability exists even without intent. MA Applies to nearly all employers in Massachusetts. Ma double damages, attorney’s fees, and a good faith self-evaluation defense.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Massachusetts - Yes	M.G.L. c. 149, § 105A	See above.	Employers may not seek the wage or salary history of a prospective employee before extending a job offer with compensation terms. This includes both direct inquiries and indirect methods (like asking previous employers). Applicants may voluntarily disclose their salary history, but employers still cannot use that information to justify a pay disparity.	The law is enforced by the Massachusetts Attorney General’s Office. Employers who violate the salary history ban may be subject to: Civil penalties, Lawsuits brought by affected employees, Back pay, liquidated damages, and attorney’s fees if found liable in court. Private Right of Action Employees have the right to file a civil lawsuit within three years of the violation. No need to file a complaint with the Attorney General before suing.		

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Massachusetts

Does your state (or any counties/cities within it) have pay transparency laws?	Massachusetts - Yes	No citation. Waiting for formal codification. An Act Relative to Salary Range Transparency	2/1/25 and 10/29/25	February 1, 2025: Large employers must submit EEO-1 demographic data. October 29, 2025: Employers with 25+ employees must disclose salary ranges in job postings and upon request	First Offense: Written warning. Second Offense: Fine of up to \$500. Third Offense: Fine of up to \$1,000. Fourth or Subsequent Offenses: Subject to civil penalties under M.G.L. c. 149, § 27C(b), which may include: Higher fines, Possible injunctive relief, Additional enforcement actions by the Attorney General.		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	Massachusetts - Yes See Above						

Michigan

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Michigan - Yes	Workforce Opportunity Wage Act - MCL 408.423	05/27/14	An employer may not pay lower wages to a group based on their sex for equal work requiring equal skill, effort and responsibility under equal conditions. Pay disparity is permissible, however, when based on (a) a seniority system, (b) a merit system, (c) a system that measures earnings by quantity or quality of production, or (d) a differential based on a factor other than sex. An employer may not reduce an employee's wages to comply with the law.	MCL 408.423 - Any amount withheld from an employee in violation of this section is considered unpaid minimum wages. MCL 408.421- An employer that discharges or discriminates against an employee serving on or testifying before the wage deviation board is guilty of a misdemeanor. MCL 408.419(1)(a) - an employee affected by a violation of the act may bring a civil suit within 3 years. MCL 408.419(2) - affected employee may file a claim with the Director of Licensing and Regulatory Affairs. MCL 408.419(3) - civil fine up to \$1,000	Sex	Criminal penalty, civil suit, LARA claim, fine.
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Michigan - Yes	Elliot Larsen Civil Rights Act - MCL 37.2202	03/31/77	An employer may not discriminate against an employee based on their protected status with respect to employment, compensation, or a term, condition, or privilege of employment.	MCL 37.2801 - Affected employee may bring a civil suit within 3 years. MCL 37.2605 - administrative hearing and penalties, including civil fines and damages.	Religion, race, color, national origin, age, sex, sexual orientation, gender identity or expression, height, weight, or marital status.	Additional protected statuses, requires to equality in the workplace beyond pay.
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Michigan - Yes	Discrimination between sexes in payment of wages - MCL 750.556	09/18/31	An employer may not discriminate against employees based on sex with respect to wages. Females may not be assigned tasks disproportionate to their strength, or be employed in any place detrimental to their morals, health or potential capacity for motherhood.	MCL 750.556 - criminal prosecution for a misdemeanor	Sex	Criminal prosecution, moral and health considerations.

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Michigan

Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Detroit - Yes	Sec 23-4-11 Provisions required in City contracts.	03/22/08	Businesses bidding for city contracts must not discriminate against an employee or applicant on the basis of race, color, religious beliefs, national origin, age, height, weight, familial status, marital status, disability, public benefit status, sex, sexual orientation, or gender identity or expression..	Breach of the provision is a breach of the contract.	Race, color, religious beliefs, national origin, age, height, weight, familial status, marital status, disability, public benefit status, sex, sexual orientation, or gender identity or expression.	Expands beyond equal pay and sex.
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Ann Arbor - Yes Government	Ann Arbor Human Resources Policies and Procedures 5.2 FLSA 6.3	09/13/10	The Equal Pay Act applies to City employees and prohibits gender-based wage differentials for jobs requiring equal skill, effort and responsibility under similar conditions. Differences based on factors other than sex are permitted.	None.	Gender	None.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No.	Local Government Labor Regulatory Limitation Act - MCL 123.1384	06/30/15	Local governments may not regulate the information an employer must or must not request during the interview process. Ban on prior salary inquiry bans.			
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Yes, Michigan - Government	Executive Directive 2019-10: Equal Pay for Equal Work	01/07/19	State departments and autonomous agencies supervised by the Governor may not ask or search for an applicant's salary history until a conditional job offer (including salary) is made.			

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Michigan

Does your state (or any counties/cities within it) have pay transparency laws?	No. Note: two bills are being considered in Michigan. SB 142 would require employers to provide salary ranges on job postings, while HB 4406 would require employers to disclose wage information of similar employees upon request.						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No.						

Minnesota

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Minnesota - Yes	Minn. State. Ann. § 181.67	06/08/05	Prohibits employers from discriminating between employees on the basis of sex by paying wages to employees at a rate less than the rate the employer pays to employees of the opposite sex for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where such payment is made pursuant to a seniority system, a merit system, a system which measures earnings by quantity or quality of production, or a differential based on any other factor other than sex.	Any employee whose compensation is at a rate that is in violation of section 181.67 has a right of action against an employer for the recovery of the amount of the unpaid wages to which the employee is entitled for the one year period preceding the commencement of the action, and an amount up to the amount of these unpaid wages may be levied at the discretion of the court as exemplary damages. In addition to any judgment awarded to the plaintiff, the court shall allow reasonable attorney fees to be taxes as costs. A violation of this section is a misdemeanor.	Sex	The Minnesota Equal Pay Act largely mirrors the Federal Equal Pay Act.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Minnesota - Yes	Minn. State. Ann. § 363A.08.8	01/01/24	An employer, employment agency, or labor organization shall not inquire into, consider, or require disclosure from any source the pay history of an applicant for employment for the purpose of determining wages, salary, earnings, benefits, or other compensation for that applicant. The general prohibition against inquiring into the pay history of an applicant does not apply if the job applicant's pay history is a matter of public record under federal or state law, unless the employer, employment agency, or labor organization sought access to those public records with the intent of obtaining pay history of the applicant for the purpose of determining wages, salary, earnings, benefits, or other compensation for that applicant.	Any person aggrieved by a violation of this chapter may bring a civil action or may file a verified charge with the commissioner or the commissioner's designated agent. The court shall order any person found to be in violation of this provision, to pay a civil penalty to the state.		

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Minnesota

Does your state (or any counties/cities within it) have pay transparency laws?	Minnesota - Yes	Minn. State. Ann. § 181.173	01/01/25	An employer must disclose in each posting for each job opening with the employer the starting salary range, and a general description of all of the benefits and other compensation, including but not limited to any health or retirement benefits, to be offered to a hired job applicant. An employer that does not plan to offer a salary range for a position must list a fixed pay rate. A salary range may not be open ended.	The enforcement of this provision may be enforced through the attorney general as well as the department of labor. Penalties are not specified.		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	Minnesota - Yes	Minn. State. Ann. §363A.44; Minn. State. Ann. §471.701	8/1/2014; 2005	Employers with contracts for goods and services exceeding \$500,000 with the State of Minnesota (including its departments, agencies, colleges, and universities), and various metropolitan agencies, with forty or more full-time employees in Minnesota or in the state of their primary place of business, must obtain an equal pay certificate. A city or county with a population of more than 15,000 must annually notify its residents of the positions and base salaries of its three highest-paid employees. This notice may be provided on the home page of the primary website maintained by the political subdivision for a period of not less than 90 consecutive days, in a publication of the political subdivision that is distributed to all residents in the political subdivision, or as part of the annual notice of proposed property taxes prepared under section 275.065.	The Minnesota Department of Human Rights conducts compliance reviews of contractors holding equal pay certificates to ensure adherence to equal pay laws, with potential penalties for noncompliance including fines and revocation of the certificate.		

Mississippi

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Mississippi - Yes	Miss. Code Ann. § 71-17-1 et. seq.	07/01/22	"No employer may pay an employee a wage at a rate less than the rate at which an employee of the opposite sex in the same establishment is paid for equal work on a job, the performance of which requires equal skill, education, effort and responsibility, and which is performed under similar working conditions, except where payment is based on: 1. A seniority system; 2. A merit system; 3. A system which measures earnings by quantity or quality of production; or 4. Any other factor other than sex.	If a violation is found, the employer may be subject to: 1. Attorneys' fees; 2. Back pay; 3. Liquidated damages; 4. 100% of the difference in unpaid wages for a two-year time period; and 5. Pre-judgment interest.	Sex	Mississippi Equal Pay for Equal Work law defines employees only as those working over 40 hours per week, and an employer as an entity that employs five or more employees. Mississippi also defines the factors other than sex which may make the wage gap permissible: 1. salary history or continuity of employment history between men and women in the same establishment; 2. competition with other employees for the employee's services as compared to employees of the opposite sex in the same establishment; and 3. extent to which an employee negotiates for higher wages as compared to an employee of the opposite sex. Mississippi only permits employees to go back two years instead of three. Notably, an employee cannot seek redress under both Mississippi's Equal Pay Act and the federal counterpart.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No Only a single ban in Jackson, Mississippi <i>city</i> offices.						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Missouri

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Missouri - Yes	Missouri Revised Statutes Sections 290.400 - 290.460	05/16/05	Employers must not pay employees of one sex less than employees of the opposite sex for the same quantity and quality of the same classification of work in the same establishment. Prohibits any retaliatory behavior from the employer against an employee who: makes a complaint, institutes a proceeding, or testifies in a proceeding.	Employees may file a complaint with the Missouri Department of Labor and Industrial Relations. Violations can result in civil penalties and back pay awards.	Differences in pay are allowed if they are based on: seniority, merit, differences in duties or services performed, shift or time of day worked, any other factor other than sex.	
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Kansas City - Yes	Ordinance No. 190380	10/31/19	Prohibits employers with six or more employees from asking job applicants about their salary history	A fine of up to \$500 per violation and/or imprisonment up to 180 days.		
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	St. Louis - Yes	Ordinance 71095	03/11/20	Only applies to city departments and prohibits them from asking applicants about salary history.	Dependent upon city government policies, as this ordinance does not apply to public employers..		
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Yes, Only in St. Louis and Kansas City						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Montana

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Montana - Yes	Mont. Code Ann. 39-3-104	1919, with current chapter effective through 07/01/25	"Unlawful to employ women in any occupation within the state for compensation less than that paid to men for equivalent service or for the same amount of class of work or labor in the same industry, school, establishment, office, or place of employment of any kind or description."	Any employer who violates Montana's EPA shall be: 1. Guilty of a misdemeanor; and 2. Fine not less than \$25 or more than \$500 for each offense.	Women	Federal EPA accounts for "differences between sexes" whereas Montana solely focuses on women. Federal focuses on "substantially equal skill, effort, and responsibility" and "similar working conditions within the same establishment," but Montana also identifies "industry" or "place of employment of any kind" Montana does not specify conditions under which a pay differential may be defensible.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Nebraska

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Nebraska - Yes	Neb. Rev. Stat. §§ 48-1219, et seq.	05/22/05	(1) No employer shall discriminate between employees in the same establishment on the basis of sex, by paying wages to any employee in such establishment at a wage rate less than the rate at which the employer pays any employee of the opposite sex in such establishment for equal work on jobs which require equal skill, effort and responsibility under similar working conditions. Wage differentials are not within this prohibition where such payments are made pursuant to: (a) An established seniority system; (b) a merit increase system; or (c) a system which measures earning by quantity or quality of production or any factor other than sex.	For willful violations, liquidated damages in an amount equal to the amount of unpaid wages; reasonable attorney fees and costs of the action shall also be awarded.	Gender	The Nebraska Equal Pay Act largely mirrors the Federal Equal Pay Act.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Nevada

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Nevada - Yes	NRS 608.017	05/28/05	Unlawful for employer to discriminate between employees, employed within the same establishment, on the basis of sex by paying lower wages to one employee than the wages paid to an employee of the opposite sex who performs equal work which requires equal skill, effort and responsibility and which is performed under similar working conditions.	No specific enforcement mechanisms or penalties, but The Labor Commissioner has comprehensive enforcement authority under NRS 607.160 for all labor law violations, including equal pay violations.	Sex/gender only	N/A (Broader for non-sex protections)
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Nevada - Yes	NV ST 613.133 Counties - NV ST 245.0465 Incorporated cities - NRS 268.4067 Unincorporated towns - NRS 269.084 State employees - NRS 284.286	October 1, 2021	Prohibits employers and employment agencies from seeking an applicant's wage or salary history	Labor Commissioner can impose administrative penalties of up to \$5,000 per violation		
Does your state (or any counties/cities within it) have pay transparency laws?	Nevada - Yes	NV ST 613.133	October 1, 2021	Employers must provide to an applicant for employment who has completed an interview for a position: (a) the wage or salary range or rate for the position; and (b) The wage or salary range or rate for a promotion or transfer to a new position if an employee has: (1) Applied for the promotion or transfer; (2) Completed an interview for the promotion or transfer or been offered the promotion or transfer; and (3) Requested the wage or salary range or rate for the promotion or transfer	Labor Commissioner can impose administrative penalties of up to \$5,000 per violation		

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Nevada

Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No				There are no provisions requiring submission of pay data to state agencies, the Labor Commissioner, or other governmental bodies for compliance monitoring, statistical analysis, or otherwise.		

New Hampshire

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	New Hampshire - Yes	NH Rev Stat § 275:37 Equal Pay	01/01/15	An employer may not discriminate against employees by paying lower wages to one sex for work requiring equal skill, effort and responsibility under similar conditions. Pay disparity is permissible when based on a seniority system, merit or performance system, system that measures quantity or quality of production, expertise, shift differentials, or a factor other than sex. An employer may not reduce an employee's wages to comply with this section.	NH Rev Stat § 275:39 - An employer in violation will be liable to the employee for their unpaid wages and liquidated damages. An employee may bring a civil suit. NH Rev Stat § 275:40 - Criminal prosecution for a misdemeanor and fine up to \$2,500.	Sex.	Criminal prosecution, fine.
	New Hampshire -Yes	NH Rev Stat § 354-A:7 Unlawful Discriminatory Practices.	10/15/19	An employer may not discriminate on the basis of age, sex, gender identity, race, color, marital status, physical or mental disability, religious creed, or national origin with respect to compensation or in terms, conditions or privileges of employment.	NH Rev Stat § 354-A:21 - An affected employee may make a complaint with the State Commission for Human Rights, which will investigate and hold a hearing if needed. May order compensatory damages or an administrative fine up to \$50,000.	Age, sex, gender identity, race, color, marital status, physical or mental disability, religious creed, or national origin.	Adjudicated before a commission. Additional protected statuses. Applies to discrimination outside employment.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No			A salary history ban was proposed in 2019 but did not pass.			
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

New Jersey

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	New Jersey - Yes	N.J.S.A. § 34:11-56.13 (2018)	07/01/18	Prohibits employers from paying employees who are a member of a protected class less than others who perform substantially similar work, unless justified by legitimate business factors.	Employee Remedies: Employees may either file a lawsuit in court or file a complaint with the Division on Civil Rights to recover unpaid wages and benefits, liquidated damages (up to 200%); emotional distress damages, punitives damages, reasonable attorneys' fees and costs. Civil Penalties: Administrative fines, restitution of unpaid wages, and liquidated damages up to 200% of wages. Criminal Penalties: Willful violations can be treated as disorderly persons offenses or crimes.	race, creed, color, national origin, nationality, ancestry, age, marital status, civil union status, domestic partnership status, affectional or sexual orientation, genetic information, pregnancy, sex, gender identity or expression, disability or atypical hereditary cellular or blood trait of any individual, or liability for service in the armed forces.	New Jersey's Diane B. Allen Equal Pay Act (NJEPa) is stronger than the federal Equal Pay Act (EPA). It covers a broader swath of protected classes, covers substantially similar work (not equal work as in the EPA), has a longer statute of limitations at six years, includes a deeper analysis of the wage or salary differential, has an anti-retaliation provision, and includes treble damages for violations. Job comparisons are to be made across all of the employer's operations or facilities. In addition to the first three affirmative defenses in the EPA, the NJEPa requires that the fourth affirmative defense, the "other factor," must be a "bona fide factor" such as education, training, or experience.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	New Jersey - Yes	N.J.S.A. § 34:6B-20 (2019)	01/01/20	Employers may not ask job applicants about past wages or salaries and may not screen applicants based on wage or salary history	\$1,000 for the first violation, \$5,000 for the second, and \$10,000 per violation for subsequent violations.		

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New Jersey

Does your state (or any counties/cities within it) have pay transparency laws?	New Jersey - Yes	N.J.S.A. § 34:6B-23 (2024)	06/01/25	Employers with 10 or more employees are required to disclose hourly wage or salary (or salary range) and general description of benefits and other compensation for each new job posting, as well as transfer opportunities advertised externally or internally. These employers must make reasonable efforts to announce or post the opportunities to all current employees in the affected departments prior to making a promotion decision, unless the decision is based on years of experience or performance. Temporary help service firms and consulting firms are only required to provide pay and benefit information to an applicant for temporary employment during the interview or when they are hired for a specific job opening and are not required to provide this information in a job posting that is meant to identify qualified applicants for potential future job openings.	\$300 for the first violation and \$600 for each subsequent violation.		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	New Jersey - Yes	N.J.S.A. § 34:11-56.14 (2024)	07/01/18	Any employer entering into a contract with the State of New Jersey or an instrumentality of the State for “qualifying services” or “public works” must provide to the Department of Labor and Workforce Development—upon commencement of the contract—wage and demographic data for all employees who are employed in connection with the contract (for public works) and for all employees (for qualifying services). The employer shall update the report for the duration of the contract. This requirement does not apply to employers contracting with local governments.	None.		

New Mexico

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	New Mexico - Yes [There are also gender pay initiatives that apply to public contractors; see, e.g., https://www.cabq.gov/gender-pay-equity-initiative]	"Fair Pay for Women Act," 1978 NMSA, Sec. 28-23-1 to 28-23-6	06/14/13	Proscribes discrimination with regard to wage payments based upon sex. (Notably, the language itself speaks in terms of cisgendered employees; proof of discrimination is that members of "the opposite sex" are paid more). There are exceptions for seniority systems, merit systems, or systems that measure earnings based on production.	Equitable relief; damages based on unpaid wages, actual damages, treble damages; punitive damages are also available.	Sex.	There is no exhaustion requirement (an employee can but is not required to file a charge); good faith defense is available; more extensive damages; claim must be brought within 2 years but recovery of unpaid wages can reach back 6 years.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

New York

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	New York - Yes	N.Y. Lab. § 194 (McKinney 2019)	10/8/2019 (originally enacted in 1966 but amended in 2015 and 2019)	Prohibits employers from paying employees in a protected class than other employees for equal work or substantially similar work.	Employees may bring private lawsuits in court and NYDOL can also enforce violations. Remedies and penalties include back pay, benefits, or wage supplements found to be due, liquidated damages in the amount of 300% unpaid wages for willful violations, attorneys' fees and costs, and punitive damages. \$1000 for a first violation, \$2000 for a second violation, or \$3000 for a third or subsequent violation.	Age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, disability, predisposing genetic characteristics, familial status, marital status, or domestic violence victim status and employees of laundries and interns protected from discrimination under New York law.	New York's Equal Pay Act (NYEPA) covers more protected classes (all class protected by NYHRL) and protects against unequal pay for substantially similar work. The EPA only covers pay differentials based on sex for equal work. The NYEPA expands the "same establishment" to include the employer's other workplaces located in the same county. In addition to the first three affirmative defenses in the EPA, the NYEPA requires that the fourth affirmative defense, the "other factor," must be a "bona fide factor" such as education, training, or experience.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	New York - Yes	N.Y. Lab. § 194-a (McKinney 2020)	01/06/20	Employers may not request the wage or salary history of an applicant, refuse to interview, hire, or promote an applicant based on prior wage or salary history, and they may not seek the wage and salary information history of an applicant.	An applicant or current or former employee bringing a civil action under this paragraph may be awarded injunctive relief as well as reasonable attorneys' fees. Employers may be ordered to pay \$1000 for a first violation, \$2000 for a second violation, or \$3000 for a third or subsequent violation.		
Does your state (or any counties/cities within it) have pay transparency laws?	New York - Yes	N.Y. Lab. § 194-b (McKinney 2023)	09/17/23	Employers and employment agencies shall disclose the compensation range and job description of any job posting, promotion, or transfer opportunity that will be physically performed in New York or reporting to an office in New York.	Employers may be ordered to pay \$1000 for a first violation, \$2000 for a second violation, or \$3000 for a third or subsequent violation.		

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New York

Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	New York, Yes	N.Y. Lab. § 195 (McKinney 2020)	10/01/20	Not required to report to the government or to their employees but employers shall maintain and preserve for not less than six years payroll records showing for each week worked the hours worked, the rate or rates of pay, whether paid by the hour, shift, day, week, salary, or commission, gross wages, deductions, allowances claimed as part of the minimum wage, amount of sick leave provided to each employee, and the benefit portion of the minimum rate of home care aide total compensation.	None.		

North Carolina

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	No						
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	North Carolina - Yes	Executive Order 93	04/22/19	Removes the wage history question from State Agency employment actions. State agencies may not solicit this information or rely on it in setting wages.			
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

North Dakota

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	North Dakota - Yes	ND Century Code 34-06.1-03	08/01/15	An employer may not discriminate between employees in the same establishment on the basis of gender, by paying wages to any employee in any occupation in this state at a rate less than the rate at which the employer pays any employee of the opposite gender for comparable work on jobs that have comparable requirements relating to skill, effort, and responsibility. Differentials that are paid pursuant to established seniority systems, systems that measure earnings by quantity or quality of production, merit systems, or a bona fide factor other than gender, such as education, training, or experience, and which do not discriminate on the basis of gender, are not within this prohibition.	An employer that violates this provision is liable to the employee or employees affected in the amount of their unpaid wages, and in instances of willful violation in employee suits up to an additional equal amount as liquidated damages. Any person who violates any provision of this chapter, or who discharges or in any other manner discriminates against any employee because such employee has made any complaint relating to a violation of any provision of this chapter, or has instituted, or caused to be instituted any proceeding under or related to this chapter, or has testified or is about to testify in any such proceedings, is guilty of a class B misdemeanor.	Gender	The North Dakota Equal Pay Act largely mirrors the Federal Equal Pay Act.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Ohio

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Ohio - Yes	R.C. 4111.17	7/1/2000	Prohibits employers from paying employees less for "equal work" based on sex and allows claims for discrimination.	An employee discriminated against may sue in any court of competent jurisdiction to recover two times the amount of difference between the wages actually received and the wages received by a person performing equal work for the employer.	Sex, race, color, religion, age, national origin or ancestry.	R.C. 4111.17 bans discrimination against a broader range of statuses and requires the lawsuit to be commenced within one year of the discriminatory act.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Cleveland - Yes	Ordinance No. 104 - 2025	10/27/25	Prohibits an employer from inquiring about the salary history of an applicant, screening applicants based on their current or prior wages, relying on salary history of an applicant in deciding whether to offer employment, and refusing to hire or disfavor an applicant for not disclosing the applicant's salary history to an employer. Employers are also required to provide the salary range or scale in any advertisement for employment.	Violations of the ordinance will be administered by the Fair Employment Wage Board, a board created by the City. Employers who violate the Ordinance can be fined from \$1,000 to \$5,000 based on the number of prior violations.		
Continued on next page.	Cincinnati - Yes	Ordinance No. 83 - 2019	03/13/20	Prohibits an employer from inquiring about the salary history of an applicant, screening applicants based on their current or prior wages, relying on salary history of an applicant in deciding whether to offer employment, and refusing to hire or disfavor an applicant for not disclosing the applicant's salary history to an employer.	An applicant has a private cause of action to enforce this provision against the employer for compensatory damages, reasonable attorney fees, the cost of the action, and other equitable reliefs. A complaint must be commenced within two years after the cause of action accrued.		

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Ohio

	Columbus - Yes	Ordinance No. 0709 - 2023	03/01/24	Prohibits an employer from inquiring about the salary history of an applicant, screening applicants based on their current or prior wages, relying on salary history of an applicant in deciding whether to offer employment, and refusing to hire or disfavor an applicant for not disclosing the applicant's salary history to an employer.	Applicant must file a complaint with the Community Relations Commission within six months after the cause of action accrued. Violations of the ordinance range from \$1,000 to \$5,000 based on the number of prior violations.		
	Toledo - Yes	Toledo Municipal Code Chapter 768	06/25/20	Prohibits an employer from inquiring about the salary history of an applicant, screening applicants based on their current or prior wages, relying on salary history of an applicant in deciding whether to offer employment, and refusing to hire or disfavor an applicant for not disclosing the applicant's salary history to an employer.	An applicant has a private cause of action to enforce this provision against the employer for compensatory damages, reasonable attorney fees, the cost of the action, and other equitable reliefs. A complaint must be commenced within two years after the cause of action accrued.		
Does your state (or any counties/cities within it) have pay transparency laws?	Ohio - Yes	R.C. 4113.14	04/09/25	Employers must supply employees with a pay stub that includes total earnings for pay period, itemized deductions such as taxes, benefits, garnishments, net pay after deductions are applied, and hours worked, among other things.	Violations of the ordinance will be administered by the Director of Commerce for the State of Ohio. Failure to compile with statute can require the employer to post the written notice on the employer's premise for ten days.		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Oklahoma

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Oklahoma - Yes	40 Okla. Stat. Ann. Section 198.1	July 15, 1965.	Prohibits willfully paying women at a rate less than the rate at which men are paid for comparable jobs which have comparable requirements relating to skill, effort and responsibility, unless the payment is pursuant to a seniority system, merit system, a system measuring earnings based on quantity or quality of production, or another factor other than sex.	Enforced by the Commissioner of Labor. 40 Okla. Stat. Ann. Section 198.2	Women only.	The provisions are substantially the same, as are the affirmative defenses. However, some courts have interpreted Oklahoma's law to require discriminatory intent based on the use of "willfully" in the statute.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Oregon

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Oregon - Yes	Or. Rev. Stat. §§ 652.220 to 652.230	07/11/05	Extends pay equity protections to various protected classes, prohibits employers from seeking applicants' salary history, and provides expanded remedies.	May file a complaint to Bureau of Labor and Industries or file a civil lawsuit. Remedies include unpaid wages, liquidated damages, reasonable attorneys' fees.	Race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, veteran status, disability, age.	Under Oregon law, there are protections from discrimination based on a broad range of protected classes, a different standard for similar work, and prohibitions on inquiries into salary history.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Oregon - Yes	Or. Rev. Stat. § 652.220(1)	07/11/05	An employer may not screen job applicants based on current or past compensation.	May file a complaint to Bureau of Labor and Industries or file a civil lawsuit. Remedies include unpaid wages, liquidated damages, reasonable attorneys' fees.		
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Pennsylvania

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Pennsylvania - Yes	Pennsylvania Equal Pay Law, 43 Pa. Stat. Ann. § 336.1 et seq.		Protects employees from gender discrimination in the payment of compensation. 43 Pa. Stat. Ann. § 336.3(a)	Damages and Attorneys Fees	Gender	
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Philadelphia - Yes	Fair Practices Ordinance, Phila., Pa., Code § 9-1131 (a/k/a The Wage Equity Ordinance)	5/23/2017; 9/1/2020	Employers may not: Inquire into or require the disclosure of a prospective employee's wage history as a condition of employment or for consideration for an interview or employment; Rely on the wage history of a prospective employee from any current or former employer in determining the wages for the prospective employee at any stage of the hiring process unless the prospective employee knowingly and willingly disclosed their wage history –or; Retaliate against a prospective employee for failing to comply with any wage history inquiry or opposing any act made unlawful by the ordinance.	Agrieved parties may seek administrative enforcement (Philadelphia Commission on Human Relations) and, thereafter, a private right of action.		
Does your state (or any counties/cities within it) have pay transparency laws?	Lehigh County - Yes	Lehigh County Human Relations Ordinance, § 302.1.	06/01/24	Employers in Lehigh County must not ask a prospective employee for their salary history from their current or previous employment.	The Lehigh County Human Relations Commission administers and enforces the ordinance and investigates complaints.		
Does your state (or any counties/cities within it) have pay transparency laws?	Pennsylvania - Yes	Pennsylvania	PA H.B. 560	Pending legislation	Proposed: Employers must disclose pay ranges in job postings or the minimum compensation when a pay range does not exist.		

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Pennsylvania

Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Rhode Island

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Rhode Island - Yes	Rhode Island General Law § 28-6-18	01/01/23	In RI it is unlawful for an employer to pay a differential wage based on race, color, religion, sexual orientation, gender, gender identity or expression, disability, age, and country of ancestral origin for comparable work	Enforced by: Rhode Island Department of Labor and Training (DLT) Private Right of Action: Employees may file a lawsuit within 2 years of a violation (3 years if the violation is willful). Penalties Include: Back pay for wage differentials, Liquidated damages equal to unpaid wages, Attorney's fees and costs, Reinstatement or other equitable relief.	Covers gender, race, age, sexual orientation, and disability.	Requires equal pay for comparable work (substantially similar skill, effort, responsibility). Employers cannot ask about or rely on salary history before making an offer. Employers must disclose wage ranges upon request and during hiring, promotion, or transfer. Burden shifts to employer to prove wage differences are based on legitimate, non-discriminatory factors.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Rhode Island - Yes	Rhode Island General Laws § 28-6.6-2	01/01/23	Employers may not: Rely on an applicant's wage history to determine their wage. Seek an applicant's wage history from the applicant or their current/former employer. Retaliate against an applicant for not disclosing wage history.	Enforced by the Rhode Island Department of Labor and Training (DLT). Employees may also bring a private right of action in court. Penalties Employers may be liable for: Back pay Liquidated damages (equal to unpaid wages) Civil penalties Attorneys' fees and costs.		

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Rhode Island

Does your state (or any counties/cities within it) have pay transparency laws?	Rhode Island - Yes	Rhode Island General Laws § 28-6-22	01/01/23	Employers are encouraged (but not strictly required) to: Provide wage ranges for positions to applicants and employees. Share wage ranges during hiring, promotion, or transfer processes. Employers must not prohibit employees from discussing their wages with others.	Enforcement Administered by the Rhode Island Department of Labor and Training (DLT). Employees may: File a complaint with the DLT. Pursue a private right of action in court. Penalties Civil penalties for violations: Up to \$500 for failure to post required notices liability for:Unpaid wages Compensatory damages Liquidated damages (up to 2x unpaid wages) Punitive damages may apply if malice or reckless indifference is proven.		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

South Carolina

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	No						
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Richland County - Yes	None - adopted by the County Council.	05/23/19	The County will remove the salary history question from employment applications, verbal interviews and employment screenings.			
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Columbia - Yes	ORDINANCE NO.: 2019-022	08/16/19	Employers with more than five employees may not ask about wage history on job applications. The City will not inquire about wage history and will not use it in setting an employee's wage.			
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

South Dakota

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	South Dakota - Yes	SDCL § 60-12-15	06/30/05	Prohibits employers from discriminating between employees on the basis of sex, by paying wages to any employee in any occupation in this state at a rate less than the rate at which the employer pays any employee of the opposite sex for comparable work on jobs which have comparable requirements relating to skill, effort, and responsibility, but not to physical strength.	An employer who violates the provisions of § 60-12-15 is liable to an employee affected in the amount of the employee's unpaid wages. Action to recover the liability may be maintained in a court of competent jurisdiction by one or more employees for themselves and other employees similarly situated. The court in the action may in addition to a judgment awarded to the plaintiff, allow a reasonable attorney fee to be paid by the defendant and costs.	Under SDCL § 20-13-10, it is a discriminatory practice for any person, because of race, color, creed, religion, sex, ancestry, disability, or national origin to accord adverse or unequal treatment to any person with respect to compensation of employment.	South Dakota has further protections for workers under the South Dakota Human Relations Act of 1972, including protections against compensation discrimination based on race, color, creed, religion, sex, ancestry, disability, or national origin.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Tennessee

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Tennessee - Yes	The Tennessee Equal Pay Act (TEPA), Tenn. Code Ann. § 50-2-201 et seq.,		Prohibits an employer from paying an employee at a rate less than the rate paid to employees of the opposite sex for equal work requiring equal skill, effort, and responsibility, performed under similar conditions. Tenn. Code Ann. § 50-2-202(a)		Sex	
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Texas

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Texas - Yes Although Texas does not have a per se equal pay act, Texas's antidiscrimination statute covers wage discrimination.	Texas Labor Code §§ 21.051	09/01/93	Texas employers with 15 or more employees are prohibited from discriminatng in connection with compensation based on certain protected categories. Different compensation standards are however permitted where employees work in different locations, based on bona fide seniority systems, bona fide merit systems, bona fide benefit plans, and systems that measure earnings by quantity or quality of production.	Employee must first file an administrative claim before proceeding to court. Available remedies include equitable relief, back pay, and compensatory and punitive damages subject to statutory caps, as well as reasonable attorney's fees	race, color, disability, religion, sex, national origin or age	Texas employees are limited to pursuing claims based on discrimination rather than a stand alone equal pay statute.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Utah

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	No			Utah addresses wage equality through the Utah Antidiscrimination Act (Utah Code § 34A-5-106)			
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No			Utah relies on its general antidiscrimination framework rather than enacting specific equal pay legislation			
Does your state (or any counties/cities within it) have pay transparency laws?	No			Utah employers are not required to disclose salary ranges in job postings, provide pay scale information to employees, or meet other disclosure obligations.			
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Vermont

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Vermont - Yes	21 V.S.A. § 495(a)(1)	1/1/2023 revised	Prohibits wage discrimination based on sex, race, color, religion, national origin, sexual orientation, gender identity, ancestry, place of birth, age, or disability. Requires equal pay for equal work. Protects employees who: Inquire about, discuss, or disclose their wages. Request flexible work arrangements. File complaints or participate in investigations.	Enforced by the Vermont Human Rights Commission and the Vermont Dept. of Labor. Employees may also file a private lawsuit in state court. Employers found in violation may be liable for: Back pay, Compensatory damages, Punitive damages, Attorney's fees and costs.	Sex, race, age, disability, etc.	Protects employees discussing wages.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Vermont - Yes	21 V.S.A. § 495m	01/01/18	Employers may not inquire about or seek an applicant's salary history or require disclosure of prior compensation as a condition of employment. Employers may confirm salary history only: After an offer of employment with compensation has been made, and if the applicant voluntarily discloses it.	Enforced by the Vermont Human Rights Commission and Vermont Attorney General's Civil Rights Unit and employees may receive back pay, compensatory damages, and attorney's fees may apply.		
Does your state (or any counties/cities within it) have pay transparency laws?	Vermont - Yes	21 V.S.A. § 495o	01/01/25	Employers with 5 or more employees must: Include salary ranges in all written job advertisements for jobs located in Vermont or remote jobs tied to Vermont offices. Disclose salary ranges to current employees upon request. Not retaliate against employees for discussing or inquiring about wages.	Specific penalties are not yet detailed in the statute,		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Virginia

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Virginia - Yes	Virginia Code § 40.1-28.6	07/01/74	The "Equal pay irrespective of sex," Act prohibits employers from discriminating on the basis of sex by paying unequal wages for equal work. This law applies only to employers not covered by the federal Fair Labor Standards Act.	If an employer is found to be in violation, the unpaid amount is treated as wages owed. The employee is entitled to the difference between the two wages, plus liquidated damages equal to the amount of the underpayment (i.e. double the lost wages), and attorneys fees and costs.	Sex. However the Virginia Human Rights Act prohibits discrimination in employment (including compensation) on the basis of: Race, Color, Religion, National origin, Sex (including pregnancy, childbirth, or related medical conditions), Age (40 and over), Marital status, Sexual orientation, Gender identity, Disability, Military status.	The law specifically states that it does not apply to employers already covered by the federal Fair Labor Standards Act (FLSA)
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No.						
Does your state (or any counties/cities within it) have pay transparency laws?	Virginia - Yes	Va. Code § 40.1-28.7:9	07/12/05	Prohibits employers from discharging or otherwise retaliating against an employee for: Inquiring about, Discussing, or Disclosing their own wages or the wages of another employee. An exception is that employee with access to wage information as part of their essential job duties, are not protected if they disclose wage information to anyone who otherwise wouldn't have access, unless its repeated to a complaint, investigation or legal matter.	The Commission of labor and Industry may impose a civil fine up to \$100 per violation. However, there's no private right of action for employees.		
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Washington

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Washington - Yes	Equal Pay and Opportunities Act: RCW 49.58.005 to 49.58.090	07/10/05	According to the Washington Department of Labor and Industries: "The Equal Pay and Opportunities Act promotes fairness among workers by prohibiting pay and career advancement discrimination based on an employee's gender or membership in one or more protected classes. The law also addresses business practices that contribute to income disparities." https://www.lni.wa.gov/workers-rights/wages/equal-pay-opportunities-act/	Private right of action with ability to recover actual damages, statutory damages, attorneys' fees and costs, reinstatement, and injunctive relief. Can also file complaint with Department of Labor & Industries and employers are subject to civil penalties.	Protected classes are defined as: age (40 and older), sex, marital status, sexual orientation, race, creed, color, national origin, citizenship or immigration status, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability.	Under Washington EPOA, there are protections from discrimination based on a broad range of protected classes, there are specific provisions for transparency in job postings, and more extensive damages.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	Washington - Yes	RCW 49.58.100	07/11/05	An employer may not seek wage or salary history of an applicant. An employer may confirm wage or salary history if the applicant has voluntarily disclosed it, or after the employer has negotiated and made an offer with compensation.	Private right of action with ability to recover actual damages, statutory damages, attorneys' fees and costs, reinstatement, and injunctive relief. Can also file complaint with Department of Labor & Industries and employers are subject to civil penalties.		
Does your state (or any counties/cities within it) have pay transparency laws?	Washington - Yes	RCW 49.58.040; RCW 49.58.110	2018; 2023	Employers may not require nondisclosure of wages or retaliate against an employee for inquiring about, disclosing, comparing, or discussing wages. Employers with at least one employee in Washington and 15 employees nationwide must include in job postings the wage or salary and a general description of the benefits that will likely be offered to the successful applicant.	Administrative and private right of action penalties outlined in RCW 49.58.110 for job posting violations. Until July 25, 2027, employers are entitled to written notice and five days to cure a deficient job posting before administrative or legal penalties can be sought. Civil penalties and damages described above are the remedies available for requiring nondisclosure.		

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Washington

Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No , Except as related to other taxes and state benefits programs.						

West Virginia

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	West Virginia - Yes	WV Code § 21-5B-3	03/12/65	An employer may not discriminate against an employee based on sex with respect to wages for work of a comparable character, requiring comparable skills. Pay disparities are permitted when based on (a) a seniority or merit system or (b) factors other than sex in good faith. An employee's wages may not be reduced to comply.	WV Code § 21-5B-4 - An employee whose wage does not comply may bring a civil suit against the employer. WV Code § 21-5B-5 - Criminal prosecution for a misdemeanor and fine of \$25-100.	Sex	Different language describing equal skill, effort and responsibility under equal conditions. Criminal prosecution.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No			Note: Proposed House Bill 2308 The Katherine Johnson Fair Pay Act of 2019 failed. It would have prohibited employers from inquiring about an applicant's salary history, though an employer may seek confirmation of a salary voluntarily disclosed by the applicant after an offer is extended.			
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Wisconsin

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Wisconsin - Yes	Wis. Stat. Ann. § 111.31 (LexisNexis, Lexis Advance through Act 14 of the 2025-2026 Legislative Session ***)	04/28/05	WFEA covers employers with one or more employees	Wisconsin Department of Workforce Development Enforces WFEA. Penalty Provisions Wis. Stat. Ann. § 111.39 allows for back pay (lost wages), attorney fees and costs, and out of pocket expenses, reinstatement; WFEA allows for front pay for claims of retaliation 111.322(2m). Whether front pay instead of reinstatement can be awarded for retaliation claims under section 111.322 (3), Wisconsin Statutes and/or for other. Discrimination claims under the WFEA is not yet settled by case law.	Age, race, creed, color, disability, marital status, sex, national origin, ancestry, sexual orientation, arrest record, conviction record, military service, use or nonuse of lawful products off the employer's premises during nonworking hours, or declining to attend a meeting or to participate in any communication about religious matters or political matters, substantially and adversely affects the general welfare of the state.	WFEA covers Arrest Record Discrimination Conviction Record Discrimination Honesty Testing Discrimination Marital Status Discrimination Sexual Orientation Discrimination and Harassment Use/Nonuse of Lawful Products Discrimination which Title VII/EPA does not. Cannot be awarded compensatory damages or punitive damages under WFEA.

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Wisconsin

Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Milwaukee - Yes	CHAPTER 109-9 EQUAL RIGHTS	02/11/25	109-9. Discrimination Prohibited. No person may engage in any act of discrimination with respect to housing, employment or public place of accommodation or amusement against any protected person. No person, employer, or public place of accommodation or amusement may: 3. EMPLOYMENT AND CONTRACT PROVISIONS (3) Discharge, fail or refuse to hire, or harass any individual, or otherwise discriminate against any individual with respect to the individual's compensation, terms, conditions, or privileges of employment, because of the individual's protected class membership	Equal Rights Commission consisting of 11 members, appointed by the mayor, subject to confirmation by the common council, among other duties may receive complaints alleging violation of this chapter and pursue remedies by means of mediation, conciliation, litigation or other appropriate means supported by findings of fact and conclusions of law. 109-25. Forfeiture. 1. Any person who willfully violates this chapter or any lawful order of the commission under this chapter shall, for the first violation, forfeit not less than \$500 nor more than \$5,000. 2. For each successive violation within 5 years of having been adjudged to be in violation of this chapter or any lawful order of the commission under this chapter, the person shall forfeit not less than \$1,000 nor more than \$10,000.	sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status, sexual orientation, gender identity or expression, victimhood of domestic abuse or sexual assault, past or present membership in the military service, HIV status, domestic partnership, genetic identity, homelessness, familial status, or an individual's affiliation or perceived affiliation with any of these categories	
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Wisconsin

Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Madison - Yes	Madison General Ordinances sec. 3.23(7)(a)	(Am. by ORD-13-00211, 12-10-13)	Sec. 39.03(8) Employment Practices. It shall be an unfair discrimination practice and unlawful and hereby prohibited: (a) For any person or employer individually or in concert with others to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to her/his compensation, terms, conditions, or privileges of employment, because of such individual's protected class membership, unemployment or credit history or the fact that a person declines to disclose their Social Security Number when such disclosure is not compelled by state or federal law. Provided, that an employer who is discriminating with respect to compensation in violation of this subsection, shall not, in order to comply with this subsection, reduce the wage rate of any employee. (Am. by ORD-13-00211, 12-10-13)	Equal Opportunities Commission, consisting of thirteen (13) members, appointed by the Mayor and approved by Common Council, one of whom shall be designated President by the members of the Commission. Commission shall have the power to to receive and initiate complaints alleging violation of this ordinance and to attempt to eliminate or remedy any violation by means of conciliation, persuasion, education, litigation, or any other means, to make the complainant whole again.Sec. 39.03(10)(c)2. Such remedies may include, but are not limited to, out of pocket expenses, economic and noneconomic damages including damages for emotional injuries and, both front and back pay.	sex, race, religion, color, national origin or ancestry, citizenship status, age, handicap/disability, marital status, source of income, arrest record, conviction record, less than honorable discharge, physical appearance, sexual orientation, gender identity, genetic identity, political beliefs, familial status, student status, domestic partnership status, receipt of assistance, unemployment or status as a victim of domestic abuse, sexual assault, or stalking	Claims under the federal EPA (Equal Pay Act) ordinarily involve a wage differential. However, the EPA also has a retaliation prohibition, and reinstatement or front pay are possible remedies for unlawful retaliation where a discharge is involved. WFEA offers no punitive or compensatory damages for emotional harm
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No	103.36 Employer right to solicit salary information of prospective employees; statewide concern; uniformity.					

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Wisconsin

Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						

Wyoming

Survey Question	If yes, specify Jurisdiction (state, city, county)	Code / Statutory Cite	Effective Date	General Description of Requirements	Enforcement / Penalty Provisions	For EPA only, what protected statuses are covered?	For EPA only, how does it differ (if at all) from Federal Law?
Does your state (or any counties/cities within it) have its own version of the Equal Pay Act?	Wyoming - Yes	Wyo. Stat. § 27-4-301, et. seq.	1965, amended January 2024	<u>Equal Pay</u> : "No employer shall discriminate, within the same establishment in which the employees are employed, between employees on the basis of gender by paying wages to employees at a rate less than the rate at which the employer pays wages to employees of the opposite gender for equal work on the jobs the performance of which requires equal skill, effort and responsibility and which are performed under similar working conditions , except pursuant to: 1. A seniority system; 2. A merit system; 3. A system which measures earning by quantity or quality of production; or 4. A differential based on any other factor other than gender." <u>Fair Employment Practices</u> : It shall be unlawful for an employer to "discriminate in matters of compensation . . . against a disabled person . . . or because of age, sex, creed, color, national origin, ancestry, or pregnancy."	An employer who violates Wyoming's Equal Pay Act shall be liable for: 1. Unpaid wages; 2. Liquidated damages in an equal amount For a willful violation, or for an employer who discriminates or retaliates against an employee for making a complaint, may be subject to: 1. A fine not exceeding \$500.00; and/or 2. imprisonment not to exceed six months. An employer who violates the Fair Employment Practices may be subject to: 1. Pay back or front pay; 2. A declaration ordering the employer cease from the discriminatory practice.	EPA: Gender	Federal EPA uses the term "sex" and Wyoming uses "gender." While not specifically coined an "equal pay" law, Wyoming maintains Fair Employment Practices statute expands notion of equal "compensation" to other protected characteristics such as Disability, Age, Sex, Creed, Color, National Origin, Ancestry, or Pregnancy. ;Wyo. Stat. § 27-9-101 et. seq.
Does your state (or any counties/cities within it) have a prohibition on employers gathering prior salary information?	No						
Does your state (or any counties/cities within it) have pay transparency laws?	No						
Does your state (or any counties/cities within it) have pay disclosure laws (requiring pay data reporting to a government agency)?	No						