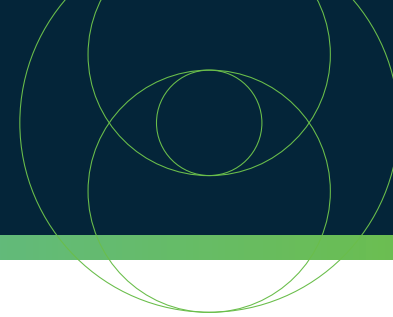


50-State Pay Equity Chart



This chart summarizes U.S. state laws that prohibit employers from discriminating in compensation on the basis of sex and other protected classifications. These laws may be a traditional equal pay law (most of which are modeled on the federal Equal Pay Act) or a pay equity law, which prohibits unequal pay for “comparable” work as opposed to “equal” work and may broaden the pay discrimination requirements beyond sex and include additional protected classes. A state’s antidiscrimination statute may also prohibit pay discrimination.

In addition, the chart describes:

- Salary history inquiry restrictions: laws that restrict employers’ ability to seek salary or wage history information from prospective employees.
- Pay transparency laws: laws that require an employer to provide a wage or salary range for a position to an applicant or current employee and/or include the pay or pay range in each job posting.
- Wage disclosure laws: laws prohibiting employers from barring employees from disclosing their wages or inquiring about other employees’ wages.
- Pay data reporting: laws requiring an employer to report employee pay data to a government agency.

Note that some cities may also have pay equity-related ordinances in effect, though these are not included here.

Jurisdiction	Equal Pay/Pay Equity Law	Salary History Law	Pay Transparency Law	Wage Disclosure Law	Pay Data Reporting Law
Federal	✓				✓*
	<p>The Equal Pay Act is the federal equal pay law. The Act prohibits employers from discriminating between employees within the same establishment on the basis of sex by paying wages to employees at a rate less than the rate at which the employer pays wages 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.</p> <p><i>*Federal law requires private employers with at least 100 employees to submit a report organizing employee demographic data by employee job category, as well as gender and race/ethnicity, and submit that data to the EEOC on an annual basis (the EEO-1 report). In 2017 and 2018, covered employers were also required to submit Component 2 data, which includes information on W-2 income earnings (aggregated into pay bands) by race/ethnicity, sex, and job category. Component 2 data was collected for 2017 and 2018 but not in subsequent years, and it is unclear whether this requirement will be revived in future years.</i></p>				
Alabama	✓	✓			
	<p>Alabama has an equal pay statute that includes salary history inquiry restrictions. An employer may not pay any of its employees at wage rates less than the rates paid to employees of another sex or race for equal work within the same establishment on jobs the performance of which requires equal skill, effort, education, experience, and responsibility, and performance under similar working conditions. An employer cannot refuse to interview, hire, promote, or employ an applicant for employment, or retaliate against an applicant for employment because the applicant does not provide wage history.</p>				
Alaska	✓				
	<p>Alaska’s antidiscrimination statute covers wage discrimination. The Alaska Human Rights Law prohibits (1) discrimination in compensation on the basis of a protected classification; and (2) discrimination in wage payment on the basis of gender, or to employ a female in an occupation 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.</p>				

Jurisdiction	Equal Pay/Pay Equity Law	Salary History Law	Pay Transparency Law	Wage Disclosure Law	Pay Data Reporting Law
Arizona	✓				
	Arizona has an equal pay statute. An employer cannot pay any employee at wage rates less than the rates paid to employees of the opposite sex in the same establishment for the same quantity and quality of the same classification of work.				
Arkansas	✓				
	Arkansas has an equal pay statute. An employer is required to pay employees equal compensation for equal service, and is prohibited from discriminating against any employee in the matter of wages or compensation solely on the basis of sex. An employer is further prohibited from discriminating in the payment of wages “as between the sexes” and from paying any female employee a salary or wage rate less than the rate paid to male employees for comparable work.				
California	✓	✓	✓	✓	✓
	<p>California has a pay equity statute, the California Equal Pay Act. An employer is prohibited from paying an employee at a wage rate less than the rate paid to 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.</p> <p>The California Labor Code contains pay transparency, wage disclosure, and salary history provisions. All employers must provide a pay scale for a current employee’s current job position upon the employee’s request. In addition, employers of 15 or more employees must include the pay scale for a position in any job posting. An employer cannot prohibit an employee from disclosing the employee’s own wages, discussing the wages of others, or inquiring about another employee’s wages. An employer cannot (1) rely on an applicant’s salary history information as a factor in determining whether to offer employment to an applicant or what salary to offer an applicant; or (2) seek an applicant’s salary history information, including compensation and benefits.</p> <p>The state also requires pay data reporting. Employers with 100 or more employees must submit an annual pay data report to the California Civil Rights Department providing demographic and pay information for specified job categories.</p>				
Colorado	✓	✓	✓	✓	
	<p>The Colorado Equal Pay for Equal Work Act is the state’s pay equity law. An employer is prohibited from discriminating between employees on the basis of sex, or on the basis of sex in combination with another protected class, by paying an employee of one sex a wage rate less than the rate paid to an employee of a different sex for substantially similar work, regardless of job title, based on a composite of skill, effort, and responsibility.</p> <p>The Act also includes pay transparency, wage disclosure, and salary history provisions. An employer must disclose to applicants the following information in each posting for each job opening: (1) the hourly rate or salary compensation (or a range thereof) that the employer is offering for the position, including a general description of any other forms of compensation that are being offered for the job; and (2) a general description of all employment benefits the employer is offering for the position. An employer is prohibited from: (1) seeking an applicant’s wage history; (2) relying on an applicant’s wage history to determine a wage rate; (3) discriminating or retaliating against an applicant for failing to disclose wage history; and (4) using wage history to justify a disparity in current wage rates. An employer is further prohibited from prohibiting, as a condition of employment, an employee from disclosing the employee’s wage rate, or taking adverse action against an employee for disclosing their wages.</p>				

Jurisdiction	Equal Pay/Pay Equity Law	Salary History Law	Pay Transparency Law	Wage Disclosure Law	Pay Data Reporting Law
Connecticut	✓	✓	✓	✓	
	<p>Connecticut's equal pay law prohibits an employer from discriminating in the amount of compensation paid to any employee on the basis of sex by paying wages to employees at a rate less than the rate at which the employer pays wages to employees of the opposite sex for comparable work on a job, when viewed as a composite of skill, effort and responsibility, and performed under similar working conditions.</p> <p>Connecticut law also includes pay transparency, wage disclosure, and salary history provisions. An employer cannot refuse to provide a job applicant with the wage range for the position for which the applicant is applying or refuse to provide an employee the wage range for the employee's position. An employer cannot inquire about an applicant's wage and salary history unless the applicant has voluntarily disclosed the information. An employer cannot prohibit an employee from discussing the amount of his or her wages or prohibit an employee from inquiring about another employee's wages.</p>				
Delaware	✓	✓		✓	
	<p>Delaware has an equal pay statute. An employer cannot pay an employee at a wage rate less than the rate at which an employee of the opposite sex in the same establishment is paid for equal work for a job the performance of which requires equal skill, effort and responsibility, and which is performed under similar working conditions.</p> <p>Delaware law also includes wage disclosure and salary history provisions. An employer cannot require, as a condition of employment, that an employee refrain from inquiring about, discussing, or disclosing his or her wages or the wages of another employee. It is an unlawful employment practice for an employer to screen applicants based on their compensation histories or seek an applicant's compensation history.</p>				
District of Columbia	✓	✓	✓	✓	
	<p>The District of Columbia's antidiscrimination statute covers wage discrimination. The District of Columbia Human Rights Act makes it unlawful for an employer to discriminate against any individual with respect to the individual's compensation on the basis of a protected classification.</p> <p>District law also includes pay transparency, wage disclosure, and salary history provisions. An employer is prohibited from requiring, as a condition of employment, that an employee refrain from inquiring about, disclosing, comparing, or otherwise discussing his or her compensation or the compensation of another employee. An employer cannot request or require, as a condition of being interviewed or as a condition of continuing to be considered for an offer of employment, that a prospective employee disclose their wage history. An employer is required to provide the minimum and maximum projected salary or hourly pay in all job listings and position descriptions advertised, and disclose to applicants the existence of healthcare benefits that employees may receive.</p>				
Florida	✓				
	<p>Florida has an equal pay statute. Employers are prohibited from discriminating on the basis of sex by paying wages to employees at a rate less than the rate at which he or she pays wages 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.</p>				
Georgia	✓				
	<p>Georgia has an equal pay statute. Employers are prohibited from discriminating between employees in the same establishment on the basis of sex by paying wages to employees at a rate less than the rate at which the employer pays wages to employees of the opposite sex for equal work in jobs which require equal skill, effort, and responsibility and which are performed under similar working conditions.</p>				

Jurisdiction	Equal Pay/Pay Equity Law	Salary History Law	Pay Transparency Law	Wage Disclosure Law	Pay Data Reporting Law
Hawaii	✓	✓	✓	✓	
	<p>Hawaii has a pay equity statute. Employers cannot discriminate between employees in the same establishment because of an employee’s protected classification by paying wages at a rate less than the rate at which the employer pays wages to other employees for substantially similar work on jobs the performance of which requires equal skill, effort, and responsibility, and that are performed under similar working conditions.</p> <p>Hawaii law also includes pay transparency, wage disclosure, and salary history provisions. An employer cannot retaliate or discriminate against an employee for, nor prohibit an employee from, disclosing the employee’s wages, and discussing and inquiring about the wages of other employees. Job listings must disclose an hourly rate or salary range that reasonably reflects the actual expected compensation for the listed position. An employer is prohibited from inquiring about an applicant’s salary history or relying on an applicant’s salary history in determining the salary, benefits, or other compensation for the applicant during the hiring process.</p>				
Idaho	✓				
	<p>Idaho’s equal pay law prohibits an employer from discriminating among employees in the same establishment on the basis of sex by paying wages to any employee in any occupation at a rate less than the rate at which the employer pays any employee of the opposite sex for comparable work on jobs that have comparable requirements relating to skill, effort and responsibility.</p>				
Illinois	✓	✓	✓	✓	✓
	<p>Illinois has a pay equity law. The Illinois Equal Pay Act prohibits an employer from discriminating on the basis of sex by paying wages to an employee at a rate less than the rate at which the employer pays wages to another employee of the opposite sex 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. The Act also prohibits an employer from discriminating between employees by paying wages to an African-American employee at a lower wage rate than that paid to non-African-American employees 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.</p> <p>Illinois law also includes pay transparency, wage disclosure, and salary history provisions. The Illinois Equal Pay Act makes it unlawful for an employer to discharge or in any other manner discriminate against an employee for inquiring about, disclosing, comparing, or otherwise discussing the employee’s wages or the wages of any other employee. An employer must include the pay scale and benefits for a position in any specific job posting, and must notify all current employees about opportunities for promotion after the employer makes an external job posting for the position. An employer cannot request or require a wage or salary history as a condition of being considered for employment, as a condition of being interviewed, as a condition of continuing to be considered for an offer of employment, or as a condition of an offer of employment or an offer of compensation, or as a condition of employment.</p> <p>The state also requires pay data reporting. Private sector employers with more than 100 employees in Illinois must obtain an equal pay registration certificate (EPRC) and must recertify every two years thereafter. In order to obtain the EPRC, the employer must provide specified information about its pay practices. In addition, any business that is required to file an annual EEO-1 must also submit a copy of the business’s most recently filed EEO-1 for each county in which the business has a facility or employees. The business must also compile a list of all employees during the past calendar year, separated by gender and the race and ethnicity categories as reported in the business’s most recently filed EEO-1, and report the total wages paid to each employee during the past calendar year.</p>				
Indiana	✓				
	<p>Indiana has an equal pay law. An employer is prohibited from discriminating between employees within any establishment on the basis of sex by paying an employee a rate less than the rate at which the employer pays wages 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.</p>				

Jurisdiction	Equal Pay/Pay Equity Law	Salary History Law	Pay Transparency Law	Wage Disclosure Law	Pay Data Reporting Law
Iowa	✓				
	Iowa has an equal pay statute. The Iowa Civil Rights Law makes it an unfair or discriminatory practice for an employer to discriminate against an employee on the basis of a protected classification 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.				
Kansas	✓				
	Kansas has an equal pay law that prohibits employers from discriminating between employees within any establishment on the basis of sex by paying wages at a rate less than the rate of wages paid 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.				
Kentucky	✓				
	Kentucky has an equal pay law. An employer is prohibited from discriminating between employees in the same establishment on the basis of sex by paying wages to any employee in any occupation at a rate less than the rate at which he or she pays any employee of the opposite sex for comparable work on jobs that have comparable requirements relating to skill, effort and responsibility.				
Louisiana	✓				
	Louisiana has an equal pay law that makes it unlawful discrimination for an employer to intentionally pay wages to an employee at a rate less than that of another employee of the opposite sex for equal work on jobs in which their performance requires equal skill, effort, and responsibility and which are performed under similar working conditions.				
Maine	✓	✓		✓	
	Maine has a pay equity statute. An employer is prohibited from discriminating between employees in the same establishment on the basis of sex or race by paying wages to any employee in any occupation at a rate less than the rate at which the employer pays any employee of the opposite sex or of another race for comparable work on jobs that have comparable requirements relating to skill, effort and responsibility. Maine law also includes wage disclosure and salary history provisions. An employer cannot prohibit an employee from disclosing the employee's own wages or from inquiring about or disclosing another employee's wages if the purpose of the disclosure or inquiry is to enforce the employee's right to equal pay. An employer may not use or inquire about a prospective employee's compensation history from the prospective employee or a current or former employer of the prospective employee unless an offer of employment that includes all terms of compensation has been negotiated and made to the prospective employee.				
Maryland	✓	✓	✓	✓	
	Maryland has a pay equity law. An employer may not discriminate between employees in any occupation by paying a wage to employees of one sex, sexual orientation, or gender identity at a rate less than the rate paid to employees of another sex, sexual orientation, or gender identity if both employees work in the same establishment and perform work of comparable character or work on the same operation, in the same business, or of the same type; or providing less favorable employment opportunities based on sex, sexual orientation, or gender identity. Maryland law also includes wage disclosure, pay transparency, and salary history provisions. An employer cannot prohibit an employee from inquiring about, discussing, or disclosing the wages of the employee or another employee, or requesting that the employer provide a reason for why the employee's wages are a condition of employment. An employer is required to disclose, in each public or internal job posting for each position, the wage range and a general description of the benefits and any other compensation offered for the position. An employer cannot seek an applicant's wage history, refuse to interview, hire, or employ the applicant for not providing wage history, or refuse to promote or transfer an employee because the employee did not provide wage history.				

Jurisdiction	Equal Pay/Pay Equity Law	Salary History Law	Pay Transparency Law	Wage Disclosure Law	Pay Data Reporting Law
Massachusetts	✓	✓	✓	✓	✓
	<p>Massachusetts has a pay equity statute. The Massachusetts Act to Establish Pay Equity prohibits an employer from discriminating on the basis of gender in the payment of wages, or from paying an employee a salary or wage rate less than the rates paid to employees of a different gender for comparable work.</p> <p>Massachusetts law also includes wage disclosure, pay transparency, and salary history provisions. It is unlawful for an employer to require, as a condition of employment, that an employee refrain from inquiring about, discussing or disclosing information about either the employee's own wages or about any other employee's wages. Beginning October 29, 2025, an employer must disclose the pay range for a particular and specific employment position in the posting of the position. An employer is prohibited from seeking a job applicant's wage or salary history from the applicant or from the applicant's current or former employer.</p> <p>The state also requires pay data reporting. Employers with 100 or more employees in Massachusetts and subject to federal EEO-1 data report filing requirements must submit a copy of its federal EEO-1 data report for the prior year to the state secretary each year by February 1st. Employers are not required to submit Component 2 data to the state as it is not currently required for the federal filing.</p>				
Michigan	✓			✓	
	<p>Michigan has an equal pay statute. An employer is prohibited from discriminating between employees on the basis of sex by paying wages to employees within the establishment at a rate less than the rate at which the employer pays wages to employees of the opposite sex for equal work on jobs, the performance of which requires equal skill, effort, and responsibility and that is performed under similar working conditions.</p> <p>Michigan law also includes a wage disclosure provision. An employer is prohibited from requiring, as a condition of employment, that an employee agree not to disclose their wages.</p>				
Minnesota	✓	✓	✓	✓	
	<p>The Minnesota Equal Pay for Equal Work Law 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.</p> <p>Minnesota law also includes wage disclosure, pay transparency, and salary history provisions. An employer is prohibited from requiring, as a condition of employment, that an employee agree not to disclose their wages. An employer must disclose in each posting for each job opening 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 cannot inquire into, consider, or require disclosure of a job applicant's pay history from any source for the purpose of determining wages, salary, earnings, benefits, or other compensation for that applicant.</p>				
Mississippi	✓				
	<p>The Mississippi Equal Pay for Equal Work Act prohibits an employer from paying 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.</p>				
Missouri	✓				
	<p>Missouri has an equal pay law. An employer is prohibited from paying any female employee at wage rates less than the wage rates paid to male employees in the same establishment for the same quantity and quality of the same classification of work.</p>				
Montana	✓				
	<p>Montana has an equal pay law. It is unlawful for an employer 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 or class of work or labor in the same industry, establishment, office, or place of employment of any kind or description.</p>				

Jurisdiction	Equal Pay/Pay Equity Law	Salary History Law	Pay Transparency Law	Wage Disclosure Law	Pay Data Reporting Law
Nebraska	✓			✓	
	<p>Nebraska has an equal pay law. An employer is prohibited from discriminating between employees in the same establishment on the basis of sex by paying wages to an employee at a wage rate less than the rate at which the employer pays any employee of the opposite sex for equal work on jobs which require equal skill, effort and responsibility under similar working conditions.</p> <p>Nebraska law also includes wage disclosure provisions. It is an unlawful employment practice for an employer to discriminate or retaliate against an employee who has inquired about, discussed, or disclosed information regarding employee wages, benefits, or other compensation.</p>				
Nevada	✓	✓	✓	✓	
	<p>Nevada has an equal pay statute. It is unlawful for an employer to discriminate on the basis of sex between employees at the same establishment 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.</p> <p>Nevada law also includes wage disclosure, pay transparency, and salary history provisions. An employer is prohibited from discriminating against any employee because the employee has inquired about, discussed or voluntarily disclosed his or her wages or the wages of another employee. An employer must provide the wage or salary range or rate for a position to an applicant for employment who has completed an interview for the position. An employer must also provide the wage or salary range or rate for a promotion or transfer to a new position to an employee under certain conditions. An employer cannot seek an applicant's wage or salary history, rely on an applicant's wage or salary history to determine whether to offer employment to an applicant or the applicant's rate of pay, or discriminate or retaliate against an applicant if the applicant does not provide wage or salary history.</p>				
New Hampshire	✓			✓	
	<p>New Hampshire has an equal pay law. An employer is prohibited from discriminating between employees on the basis of sex by paying employees of one sex at a rate less than the rate paid to employees of the other sex for equal work that requires equal skill, effort, and responsibility and is performed under similar working conditions.</p> <p>New Hampshire law also includes a wage disclosure provision. An employer cannot require, as a condition of employment, that an employee refrain from disclosing the amount of his or her wages. An employer is prohibited retaliating or discriminating against an employee because the employee discloses the amount of their wages, salary, or paid benefits.</p>				
New Jersey	✓	✓	✓	✓	
	<p>New Jersey has a pay equity law. The New Jersey Law Against Discrimination prohibits an employer from paying any employee who is a member of a protected class at a rate of compensation, including benefits, that is less than the rate paid by the employer to employees who are not members of the protected class for substantially similar work, when viewed as a composite of skill, effort and responsibility.</p> <p>New Jersey law also includes wage disclosure, pay transparency, and salary history provisions. It is an unlawful employment practice for any employer to take reprisals against an employee for discussing with, disclosing to, or requesting from another employee or former employee information regarding the job title, occupational category, or rate of compensation, including benefits, of any employee or former employee. Beginning June 1, 2025, for all new jobs and transfer opportunities that are advertised by an employer either externally or internally, the employer must disclose the hourly wage or salary, or a range of the hourly wage or salary, and a general description of benefits and other compensation programs for which the applicant would be eligible. It is an unlawful employment practice for an employer to screen a job applicant based on the applicant's salary history, including, but not limited to, the applicant's prior wages, salaries or benefits.</p>				
New Mexico	✓				
	<p>New Mexico has an equal pay law. The New Mexico Fair Pay for Women Act prohibits an employer from discriminating within any establishment between employees on the basis of sex by paying wages to employees in the establishment at a rate less than the rate that the employer pays wages to employees of the opposite sex for equal work on jobs the performance of which requires equal skill, effort and responsibility and that are performed under similar working conditions.</p>				

Jurisdiction	Equal Pay/Pay Equity Law	Salary History Law	Pay Transparency Law	Wage Disclosure Law	Pay Data Reporting Law
New York	✓	✓	✓	✓	
	<p>New York has a pay equity law. An employer is prohibited from paying an employee with status within one or more protected class or classes a wage at a rate less than the rate at which an employee without status within the same protected class or classes in the same establishment is paid for (1) equal work on a job the performance of which requires equal skill, effort and responsibility, and which is performed under similar working conditions, or (2) substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions.</p> <p>New York law also includes wage disclosure, pay transparency, and salary history provisions. An employer cannot prohibit an employee from inquiring about, discussing, or disclosing his or her own wages or those of another employee. An employer that advertises a job, promotion, or transfer opportunity must disclose the compensation or a range of compensation for the advertised job, promotion, or transfer opportunity; and the job description for the advertised job, promotion, or transfer opportunity, if a description exists. An employer cannot seek, request, or require an applicant's or employee's wage history or retaliate against an applicant or employee for declining to provide their wage history.</p>				
North Carolina	✓				
	<p>North Carolina prohibits wage discrimination based on disability. It is an unlawful employment practice for an employer to discriminate against a qualified person with a disability on the basis of a disabling condition with respect to compensation or the terms, conditions, or privileges of employment.</p>				
North Dakota	✓				
	<p>North Dakota's equal pay law prohibits an employer from discriminating between employees in the same establishment on the basis of gender by paying wages to any employee in any occupation 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.</p>				
Ohio	✓				
	<p>Ohio has an equal pay law. An employer is prohibited from discriminating in the payment of wages on the basis of race, color, religion, sex, age, national origin, or ancestry by paying wages to any employee at a rate less than the rate at which the employer pays wages to another employee for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar conditions.</p>				
Oklahoma	✓				
	<p>Oklahoma's equal pay law prohibits an employer from willfully paying wages to women employees 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.</p>				
Oregon	✓	✓		✓	
	<p>Oregon has a pay equity statute. It is an unlawful employment practice for an employer to in any manner discriminate between employees on the basis of a protected class in the payment of wages or other compensation for work of comparable character; or pay wages or other compensation to any employee at a rate greater than that at which the employer pays wages or other compensation to employees of a protected class for work of comparable character.</p> <p>Oregon law also includes wage disclosure and pay transparency provisions. It is an unlawful employment practice for an employer to retaliate against an employee because the employee has inquired about, discussed or disclosed in any manner the wages of the employee or of another employee. An employer cannot seek the salary history of an applicant or employee from the applicant or employee or a current or former employer of the applicant or employee before the employer makes an offer of employment to the applicant that includes an amount of compensation.</p>				

Jurisdiction	Equal Pay/Pay Equity Law	Salary History Law	Pay Transparency Law	Wage Disclosure Law	Pay Data Reporting Law
Pennsylvania	✓				
	Pennsylvania has an equal pay statute. The Pennsylvania Equal Pay Law prohibits employers from discriminating within any establishment between employees on the basis of sex by paying wages to employees in the establishment at a rate less than the rate at which the employer pays wages 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.				
Rhode Island	✓	✓	✓	✓	
	Rhode Island has a pay equity law. An employer is prohibited from paying any of its employees at a wage rate less than the rate paid to employees of another race, or color, or religion, sex, sexual orientation, gender identity or expression, disability, age, or country of ancestral origin for comparable work. Rhode Island law also includes wage disclosure, pay transparency, and salary history provisions. An employer cannot prohibit an employee from inquiring about, discussing, or disclosing the employee's own wages or the wages of another employee, or retaliate against an employee who engages in such activities. Upon an applicant's request, an employer must provide the wage range for the position for which the applicant is applying. The employer should provide a wage range for the position for which the applicant is applying prior to discussing compensation. An employer must provide an employee the wage range for the employee's position at the time of hire, when the employee moves into a new position, and at any time during the course of employment, upon an employee's request. An employer cannot seek an applicant's wage history or rely on an applicant's wage history when deciding whether to consider the applicant for employment or set compensation for a hired applicant.				
South Carolina	✓				
	South Carolina's antidiscrimination statute covers wage discrimination. The South Carolina Human Affairs Law makes it an unlawful employment practice for employers to discriminate against an individual with respect to the individual's compensation on the basis of a protected classification.				
South Dakota	✓				
	South Dakota's equal pay law prohibits an employer 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.				
Tennessee	✓				
	Tennessee's equal pay law prohibits an employer from discriminating between employees in the same establishment on the basis of sex by paying any employee salary or wage rates less than the rates the employer pays to any employee of the opposite sex for comparable work on jobs the performance of which require comparable skill, effort and responsibility, and that are performed under similar working conditions.				
Texas	✓				
	Texas's antidiscrimination statute covers wage discrimination. Under the law, an employer cannot discriminate against an individual in connection with compensation on the basis of a protected classification.				
Utah	✓				
	Utah's antidiscrimination statute covers wage discrimination. The Utah Anti-Discrimination Act prohibits employers from discriminating in matters of compensation on the basis of a protected classification.				

Jurisdiction	Equal Pay/Pay Equity Law	Salary History Law	Pay Transparency Law	Wage Disclosure Law	Pay Data Reporting Law
Vermont	✓	✓	✓	✓	
	<p>Vermont has an equal pay law. The Vermont Fair Employment Practices Act makes it an unlawful employment practice for an employer to discriminate in the payment of wages based on an employee's sex, race, national origin, sexual orientation, gender identity, or physical or mental condition by paying wages to the employee at a rate less than the rate paid to other employees for equal work that requires equal skill, effort, and responsibility and is performed under similar working conditions.</p> <p>State law also includes wage disclosure, pay transparency, and salary history provisions. An employer cannot require, as a condition of employment, that an employee refrain from disclosing the amount of his or her wages or from inquiring about or discussing the wages of other employees. Beginning July 1, 2025, any advertisement for a Vermont job opening includes the compensation or range of compensation for the job opening. An employer is prohibited from inquiring about or seeking information regarding an applicant's current or past compensation, or use current or past compensation in deciding whether to interview an applicant.</p>				
Virginia	✓			✓	
	<p>Virginia has an equal pay law. An employer is prohibited from discriminating between employees on the basis of sex by paying wages to employees in the same establishment at a rate less than the rate at which the employer pays wages 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.</p> <p>Virginia law also includes wage disclosure provisions. An employer cannot retaliate against an employee because the employee inquired about or discussed with, or disclosed to, another employee any information about either the employee's own wages or other compensation or about any other employee's wages or other compensation.</p>				
Washington	✓	✓	✓	✓	
	<p>Washington State has a pay equity statute. The state prohibits an employer from discriminating in any way in providing compensation among similarly situated employees based on any protected class.</p> <p>State law also includes wage disclosure, pay transparency, and salary history provisions. An employer of 15 or more employees must disclose in each posting for each job opening the wage scale or salary range for the position and a general description of all the benefits and other compensation to be offered to the hired candidate. An employer may not seek an applicant's wage or salary history from the applicant or a current or former employer or require that an applicant's prior wage or salary history meet certain criteria. An employer cannot retaliate against an employee for inquiring about, disclosing, comparing, or otherwise discussing the employee's wages or the wages of any other employee; or asking the employer to provide a reason for the employee's wages or lack of opportunity for advancement.</p>				
West Virginia	✓				
	<p>West Virginia's equal pay law prohibits an employer from (1) discriminating in any manner between the sexes in the payment of wages for work of comparable character, the performance of which requires comparable skills; and (2) paying wages to any employee at a rate less than that at which the employer pays wages to employees of the opposite sex for work of comparable character, the performance of which requires comparable skills.</p>				
Wisconsin	✓				
	<p>Wisconsin's antidiscrimination statute covers wage discrimination. The Wisconsin Fair Employment Act makes it an unlawful employment practice to discriminate against any individual in compensation paid for equal or substantially similar work on the basis of sex where sex is not a bona fide occupational qualification.</p>				
Wyoming	✓				
	<p>Wyoming has an equal pay law. Employers are prohibited from discriminating between employees in the same establishment 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 jobs the performance of which requires equal skill, effort and responsibility and which are performed under similar working conditions.</p>				