



Georgia Pay Equity

Statute

- Sex Discrimination in Employment, Ga. Code Ann. § 34-5-3 et seq.

Classes protected

- Sex

Key language on pay discrimination

- No employer “shall discriminate, within any establishment in which such employees are employed, between employees on the basis of sex by paying wages to employees in such establishment at a rate less than the rate at which he pays wages to employees of the opposite sex in such establishment for equal work in jobs which require equal skill, effort, and responsibility and which are performed under similar working conditions[.]”

Exceptions for pay disparities (including affirmative defenses)

- Seniority system
- Merit system
- System which measures earnings by quantity or quality of production
- Differential based on any other factor other than sex

Prohibition on Salary History Inquiry

- City employer ban only. Atlanta prohibits inquiries about a candidate's salary history during the application and interview process for City positions.

Anti-retaliation

- Prohibits retaliation for making a complaint, instituting a proceeding, or testifying in a proceeding.

Other key provisions

- Applies to employers with 10 or more employees.

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Pay Equity Team

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