



# Indiana Pay Equity

## **Statute**

- Minimum Wage Law of 1965, Ind. Code. Ann. § 22-2-2-1 et seq.

## **Classes protected**

- Sex

## **Key language on pay discrimination**

- “No employer having employees subject to any provisions of this section shall discriminate, within any establishment in which employees are employed, between employees on the basis of sex by paying to employees in such establishment a rate less than the rate at which the employer pays to employees of the opposite sex in such establishment for equal work on jobs the performance of which requires 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

## **Other key provisions**

- Applies to employers with 2 or more employees.

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## ***Pay Equity Team***

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