



Arkansas Pay Equity

Statute

- [Arkansas Equal Pay Law, A.C.A. § 11-4-601 et seq. Wage Discrimination – Sex Discrimination](#)
- [Arkansas Equal Pay Law, A.C.A. § 11-4-610 Wage Discrimination – Additional Sex Discrimination](#)

Classes protected

- Sex

Key language on pay discrimination

- “Every employer in the state shall pay employees equal compensation for equal services, and no employer shall discriminate against any employee in the matter of wages or compensation solely on the basis of the sex of the employee”
- “No employer shall discriminate in the payment of wages as between the sexes or shall pay any female in his or her employ salary or wage rates less than the rates paid to male employees for comparable work”
- The law applies to all employers in the state, regardless of size. It does not apply to those engaged in domestic service in the home of the employer, agricultural service, temporary or seasonal employment, or employees of any nonprofit social club or charitable organization.

Exceptions for pay disparities (including affirmative defenses)

- Seniority
- Experience
- Training
- Skill
- Ability
- Differences in duties and services performed
- Differences in the shift or time of the day worked
- Any other reasonable differentiation except difference in sex

Anti-retaliation

- An employer is prohibited from discharging or discriminating against an employee for making a complaint about pay, instituting any proceedings, or testifying in a proceeding.

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Pay Equity Team

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