



Wisconsin Pay Equity

Statute

- Wisconsin Fair Employment Act, Wis. Stat. Ann. § 111.31 et seq.

Classes protected

- Sex, age, race, creed, color, disability, marital status, national origin, ancestry, sexual orientation, arrest record, conviction record, military service

Key language on pay discrimination

- Act of employment discrimination to discriminate against any individual in compensation based on any protected characteristic
- Employment discrimination because of sex includes discriminating against any individual in “compensation”

Exceptions for pay disparities (including affirmative defenses)

- Sex is a bona fide occupational qualification.

No prohibition against salary history inquiry.

- Under Wisconsin law, local government may not prohibit employers from soliciting the salary history of prospective employees.

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Pay Equity Team

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