



Wyoming Pay Equity

Statute

- Equal Pay, Wyo. Stat. § 27-4-301 et seq.
- Wyoming Fair Employment Practices Act of 1965 (WFEPA), Wyo. Stat. § 27-9-101, et seq.

Classes protected

- Sex, age, race, creed, color, national origin, ancestry or pregnancy

Key language on pay discrimination

- “No employer shall discriminate, within the same establishment in which the employees are employed, between employees 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[.]”
- Employment discrimination because of age, sex, race, creed, color, national origin, ancestry, or pregnancy includes discriminating against any individual in “matters of compensation”

Exceptions for pay disparities (including affirmative defenses)

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

Anti-retaliation

- Prohibits retaliation (implied by penalties).

Key Contacts

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Pay Equity Team

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