



# District of Columbia Pay Equity

## **Statute**

- C. Code Ann. § 2-1401 et seq.
- C. Code Ann. § 32-1451 et seq.

## **Classes protected**

- Sex, sexual orientation, gender identity or expression

## **Key language on pay discrimination**

- Unlawful discriminatory practice for an employer to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, including promotion.

## **Exceptions for pay disparities (including affirmative defenses)**

- Not discriminatory for an employer to observe the conditions of a bona fide seniority system or a bona fide employee benefit system

## **Prohibition on salary history inquiry**

- Government agencies are prohibited from asking candidates for their salary history unless it is brought up by a candidate after an offer of employment is extended.

## **Anti-retaliation**

- Prohibits retaliation.

## **Pay Transparency**

- Employers cannot prohibit employees from inquiring about, disclosing, comparing, or discussing their wages or wages of another employee.

## ***Pay Equity Team***

Learn more about our services and team.

## ***Related Insights***

View our related Pay Equity Insights for District of Columbia

