



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

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