

- ▶ It is illegal for an employer to have a policy because of gender, race, ethnicity, disability, age, color, religion, marital status, pregnancy, national origin, or ancestry.
- ▶ Different pay may be allowed if there is a system based on specific factors named in the law including one or more of the following: seniority, merit, a system that measures earnings by quantity or quality of production, workplace location, travel, education, training, or experience.
- ▶ **Salary history disclosure:**
 - » Employers cannot ask for your salary/pay history before they make an offer of employment
 - » Employers cannot screen job applicants based on current or past salary/pay history
 - » Employers cannot determine compensation for a job based on the pay history