The Equal Pay Act prohibits you from considering wage history in making an employment offer. This means:

1. You cannot request pay history from any candidate.
2. If you discover a candidate’s pay history, you cannot use that information to influence the wage offered to a candidate.

The act protects employees against pay discrimination based on sex, including gender identity, alone or in combination with other protected statuses, by ensuring employees are paid equitably for performing substantially similar work.

Substantially similar work is determined based on skill, effort and responsibility regardless of job title.

It allows for pay differences accounting for:
- Seniority
- Merit
- Education
- Training
- Job related experience
- Geographic location
- Travel
- Quantity or quality of production

When posting an open position, you must include:

- The pay rate and/or range
- A link to or description of all benefits and compensation

CU departments must post all vacant job opportunities for applications, including:

- Full-time positions
- Part-time positions
- Promotional opportunities

The Equal Pay Act prohibits you from considering wage history in making an employment offer.

The following sections are guidelines for posting jobs, reviewing applicants’ qualifications, and extending offers.

Website:
www.cu.edu/equal-pay