

	Includes equal pay or employment discrimination provision																								
	Covers all or most employees																								
	Includes protected classes in addition to sex																								
	Prohibits retaliation/discrimination for taking legal action to secure equal pay																								
	Prohibits retaliation/discrimination for discussing/disclosing wages																								
	Prohibits using salary history in hiring																								
	Makes salary range available																								
	Prohibits job tracking based on sex																								
	Prohibits reducing another employee's pay to comply with law																								
	Includes comparable work/substantially similar standard																								
	Includes mechanism to guide and enforce pay adjustments																								
	Narrows reasons employers can use to justify pay differences																								
	Requires consideration of less discriminatory practices																								
	Prohibits agreement to a lesser wage as a defense																								
	Requires liable employer to pay employee's damages																								
	Requires liable employer to pay additional penalties for multiple violations																								
	Requires liable employer to pay employee's costs and attorney's fees																								
	Permits class action lawsuits or joined claims																								
	Explicitly resets statute of limitations if continuing violation																								
	Includes private right of action																								
	Requires employers to keep records of wages																								
	Requires employers to collect data on paygap																								
	Creates state advisory committee on pay equity																								
	Sponsors state education and training programs, such as salary negotiation																								
	Protections								Occupational Segregation		Defenses/Rebuttals			Remedies			Procedures			Preventative Measures					
	50	36	21	42	20	15	4	2	25	24	2	11	4	25	42	8	36	29	9	48	17	3	25	3	
AL																									
AK		D																							
AZ																									
AR		D																							
CA																									
CO																									
CT																									
DE		Pu																							
DC		Pu																							
FL		F																							
GA		Pr,D,S																							
HI																									
ID																									
IL																									
IN		D,F																							
IA																									
KS		D,F																							
KY		F																							
LA		Pr																							
ME																									
MD																									
MA		D																							
MI																									
MN																									
MS																									
MO																									
MT																									
NE																									
NV																									
NH		D																							
NJ		D																							
NM																									
NY		Pu																							
NC		Pr,S																							
ND																									
OH																									
OK																									
OR																									
PA		F																							
RI		D																							
SC		S																							
SD																									
TN		F																							
TX		Pr,S																							
UT		S																							
VT																									
VA		F																							
WA																									
WV		F																							
WI																									
WY																									

Coverage excludes: domestic or agricultural workers (D), private employers (Pr), public employers (Pu), employers with <4 workers (S), employers covered by federal FLSA law (F)

 Law enacted	 State with strong equal pay protections
 No law enacted	 State with moderate equal pay protections
	 State with weak equal pay protections
	 State with no equal pay protections