

State	More than Gender considered as protected class	Covers most EEs	EEs compared beyond same establishment	Prohibits retaliation for taking legal action to secure equal pay	EEs may discuss pay openly	Bans use of salary history	Broader standard when comparing EEs	Narrows reasons employers can use to justify pay differences	Law explicitly mentions Salary Market Analysis	Bans agreements for lesser wage	Safe harbor provision	Allows for class action claims	Remediation greater than EPA	Remediation may include attorney's fees	Law explicitly states length of back pay	Law explicitly states when violation occur
	Application			Protections				Defense				Remedies				
Total	17	47	10	44	17	14	20	11	2	24	4	32	11	40	26	11
% ¹	33%	92%	20%	86%	33%	27%	39%	22%	4%	47%	8%	63%	22%	78%	51%	22%
AL	&															
AK		O											+			
AZ																
AR		D,A,O											+			
CA	&		InS										\$			
CO		D,A														
CO ²	10		InS								Pt		\$			
CT																
DE		Pr											+			
DC	19	D,O											+			
FL		F														
GA		D,A														
HI																
ID																
IL	2		area													
IL ³	2		area										\$+			
IN		F,A														
IA	10												\$\$			

Notes: ¹ Percentage out of 51 (50 states plus the District of Columbia) ² Effective 01.01.2021 ³ Effective 09.29.2019

Protected classes: & = Gender and race/ethnicity. Number denotes total number of protected classes

Employees covered: Pr = private companies only. F = Only EEs exempt from FLSA. St = Stronger regulations for state employees. D = excludes domestic workers. A = excludes agricultural workers. O = Excludes some non-profits, social clubs, religious institutions, and/or educational systems.

Employees compared: area = within a location (ex: county). InS = Within state. OutS = May include employees outside state borders.

Safe Harbor: Full = Complete defense. Partial = Reduction in remedies.

Remediation: \$ = Exceeds federal remedies. \$\$ = Far exceeds federal remedies. + = May include criminal charges.

Color Legend: Strong Moderate Weak Pay equity laws

Law Enacted	No Law Enacted
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KS		F,D,A											+			
KY		F											+			
LA	10	St,O														
ME			InS								Pt		\$+			
MD	2		area										\$			
MA			OutS								Full					
MI													+			
MN		St											+			
MS																
MO																
MT																
NE													\$+			
NV													+			
NH		D,A,O											+			

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NJ	17		InS										\$\$			
NJ ²	17		InS										\$\$			
NM													\$\$			
NY			area										\$\$+			
NY ³	14		area										\$\$+			
NY ⁴	14		area										\$\$+			
NC	7	St														
ND													+			
OH	7												+			
OK													+			
OR	10		OutS								Pt					
PA		F											+			
RI		D,O											+			
SC	7															
SD																
TN		F														

Notes: ¹ Percentage out of 51 (50 states plus the District of Columbia) ² Effective 01.26.2020 ³ Effective 10.08.2019 ⁴ Effective 01.06.2020

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TX	7															
UT	10															
VT																
VA		F														
WA			InS										\$+			
WV		Pr,F											+			
WI	16	O														
WY													+			

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