



Your Job ... Your Rights ... Your Responsibilities!

PAY DISCRIMINATION: GET THE FACTS!

It is illegal for your employer to pay you differently because of race, color, religion, sex, national origin, disability, or genetic information. All forms of pay, including salary, overtime pay, bonuses, vacation pay, insurance, use of company vehicles, and benefits, are covered by the laws enforced by EEOC.

Examples

Liz and Tim are lifeguards at a local pool. They receive the same hourly pay. However, when they lifeguard at private parties at the pool, the pool owner pays Liz the regular hourly rate, but pays Tim more than the regular hourly rate. The pool owner may be discriminating against Liz by paying her less than Tim because of her gender.

Juan is a technician for a large electronics company. The company provides a sign language interpreter during employee meetings so Juan, who is deaf, can understand and participate. At the end of the year, Juan is told that he will not receive a bonus because his bonus money was used to pay the interpreter. The company is discriminating against Juan by refusing to give him a bonus because of his disability.



Keep in Mind . . .

Pay issues can be complicated. **Read your company handbook** or **talk to a supervisor or Human Resources staff** if you have questions about your pay.

Keep records of what you are paid and what type of work you do.

Differences in pay are not always illegal.

For example, an employer may pay employees more because they have a college degree that is related to the job, or because they do outstanding work, or because they've worked for the company for a long time.

Report discrimination. If you believe that you or others at work are being paid differently because of race, color, religion, sex, national origin, disability, or genetic information, tell your employer, your parent, your teacher, another trusted adult, or EEOC.

Remember, **it is illegal for you to be punished** for reporting discrimination or participating in a discrimination investigation or lawsuit.

You may have additional rights under other federal, state, or local laws or your company's policies.

Need to File a Complaint?

If you think you have been the victim of job discrimination, you can file a formal complaint, called a charge of discrimination, with EEOC. We may mediate or investigate your charge and take legal action to stop any illegal discrimination.

We accept charges from job applicants, employees (full-time, part-time, seasonal, and temporary), and former employees, regardless of citizenship and work authorization status.

Charges may be filed by mail or in person. Our services are free. You do not need a lawyer to file a charge.

Learn more about pay discrimination at <http://www.eeoc.gov/youth/pay.html>.
You can also email us at youth.atwork@eeoc.gov or call us at 1-800-669-4000 (TTY: 1-800-669-6820).