



## Personnel Practices Audit: Complying With the Equal Pay Act

*Although the Equal Pay Act has been in effect for more than 50 years, men and women performing the same job often still receive different pay. Women earn just under 84 cents, on average, for every dollar men earn for full-time, year-round employment according to the Bureau of Labor Statistics in 2023.*

**Do your company's policies violate the Equal Pay Act? Answer the following questions:**

1. Does your wage classification system differentiate between "male" and "female" workers?

- Yes
- No

2. Do you use "head of household" or "head of family" or "principal wage earner" classifications to justify higher pay or different benefits?

- Yes
- No

3. Do you use a collective bargaining agreement to justify unequal rates?

- Yes
- No

4. Do you provide different benefits based on gender?

- Yes
- No

5. Does your pension or retirement plan differentiate on the basis of gender in optional retirement ages?

- Yes
- No

*If you answered "Yes" to any of these questions, you may have a hard time defending an action brought against you under the Equal Pay Act.*