

## Things You Should Know About The Diane B. Allen Equal Pay Act

- In 2018, Governor Phil Murphy signed into law the Diane B. Allen Equal Pay Act to end pay discrimination based on race, sex, national origin, sexual orientation, gender identity or expression, age, disability, and other protected characteristics in New Jersey, by expanding upon the equal pay protections that already existed under the New Jersey Law Against Discrimination.
- The Equal Pay Act generally prohibits an employer from paying any employee who is a member of a protected class less than what it pays an employee who is not a member of that protected class for "substantially similar work." Whether work is substantially similar is viewed as a composite of skill, ef ort, and responsibility.
- 4 (i.e., each time you receive a paycheck paying you lower wages for substantially similar work). If you fle a complaint with the Division on Civil Rights it will be considered timely if it is fled within 180 days of the most recent discriminatory paycheck; lawsuits must be fled in court within two years of the most recent discriminatory paycheck.
- The Equal Pay Act prohibits your employer from retaliating against you for requesting salary information from a coworker, or from discussing with or disclosing such information to any coworker, lawyer, or government agency. Your employer also cannot retaliate against you for exercising or attempting to exercise any other rights under the Law Against Discrimination.

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