

Notice to Employees

Information on District of Columbia

Wage Transparency Act

An employer may not:

- (1) Require, as a condition of employment, that an employee refrain from inquiring about, disclosing, comparing, or otherwise discussing the employee's compensation or the compensation of another employee;
- (2) Discharge, discipline, interfere with, negatively affect the terms and conditions of employment, or otherwise retaliate against an employee who inquires about, discloses, compares, or otherwise discusses the employee's compensation or the compensation of another employee or is believed by the employer to have done so;
- (3) Prohibit or attempt to prohibit an employee from lodging a complaint, or testifying, assisting, or participating in an investigation or proceeding, related to a violation of this chapter;
- (4) Screen prospective employees based on their wage history, including by requiring that a prospective employee's wage history satisfy minimum or maximum criteria or by requesting or requiring as a condition of being interviewed or as a condition of continuing to be considered for an offer of employment that a prospective employee disclose the prospective employee's wage history; or
- (5) Seek the wage history of a prospective employee from a person who previously employed the individual.

An employer must:

- (1) Provide the minimum and maximum projected salary or hourly pay in all job listings and position descriptions advertised. In stating the minimum and maximum salary or hourly pay for the position, the range must extend from the lowest to the highest salary or hourly pay that the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity;
- (2) Disclose to prospective employees the existence of healthcare benefits that employees may receive before the first interview.

Should an employer not provide disclosures required above, a prospective employee may inquire about such disclosures.