Pay Transparency

Effective: June 12, 2018
Contact: University Human Resources

Introduction

This policy is a requirement of the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP).

Policy Statement

Iowa State University will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is--

- In response to a formal complaint or charge,
- In furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or
- Consistent with ISU's legal duty to furnish information.

As a federal contractor, Iowa State University is required to comply with the above policy statement as outlined by Executive Order 11246. The university will follow the procedures established for ethics violations by a faculty or staff member accused in responding to complaints under this policy. University faculty and staff are reminded that in general, compensation information is public information under the Iowa public records law, Iowa Code Chapter 22.

Resources

Links

- UHR Classification and Compensation
- OFCCP Pay Transparency Nondiscrimination Provision
- Executive Order 11246, As Amended
- Electronic Code of Federal Regulations 41 C.F.R. 60-1.35(c)
- Iowa Code Chapter 22, Examination of Public Records