

# Pay Transparency

Effective: June 12, 2018

Reviewed and Updated: April 1, 2025

Contact: [University Human Resources](#)

## 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.

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](#)
- [Iowa Code Chapter 22, Examination of Public Records](#)