

# Human Resources Fact Sheet

## Pay Transparency Rule

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NEW FEDERAL RULE ISSUED BY THE OFFICE OF CONTRACT COMPLIANCE PROGRAMS (OFCCP)

Federal law has been recently revised to expressly state that employees are allowed, by law, to inquire about, disclose, or discuss their own compensation or that of another employee without fear of discrimination. The exception to this rule is employees with the responsibility for maintaining the privacy and safety of employee records and data. These employees are not allowed to divulge information about compensation to other employees, except pursuant to their official duties and as allowed under the Wyoming Public Records Act. The University is a constitutionally established entity of the State of Wyoming, and employee compensation is considered a public record.

The Office of Human Resources has updated the Employee Handbook to include the policy and will be offering more detailed information in upcoming HR training sessions.

If an employee feels that he/she has been subjected to an adverse employment action for exercising his/her right in this regard, the employee may file a complaint following the procedure described in the [Employee Handbook](#), or contact the Equal Opportunity Report and Response (EORR) unit at 307-766-5200 if the complaint is based on protected class status.

This new rule was enacted in response to the practice of many workplaces that had policies preventing employees from knowing what their counterparts earned for doing the same work and made it difficult for employees to file a complaint of possible discrimination due to pay inequity in a timely manner.

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