

KNOW YOUR RIGHTS:

New York City Salary History Ban Law

New York City's salary history ban law prohibits all employers from asking about or relying on your previous salary or wages when deciding what to pay you, a practice that perpetuates the gender and race wage gap.

1 | What does this law do?

If you are applying for a new job, not for an internal transfer or promotion, an employer cannot ask about your current or prior salary, job benefits, or other compensation, either verbally or in writing (e.g. in an interview or on a job application). Potential employers also cannot ask your current or former employers to provide them with your salary history or search public records for the information. Employers are also explicitly barred from relying on salary history information to determine what wages or benefits to offer you.

2 | Am I covered?

Yes. With a few narrow exceptions, the law applies to every employer, public or private, in New York City.

3 | Can I volunteer my salary history information?

Yes. Nothing in this law prohibits you from volunteering information about your salary history if you want to, but an employer can't coerce you into providing the information.

4 | Can an employer discuss salary expectations with me?

Yes. While an employer cannot ask you about your salary history, an employer can ask you what you expect to earn so long as the question is not meant to elicit information about your salary history.

5 | What should I do if I was asked to provide my salary history or I believe it was used as a factor in determining my salary?

Call A Better Balance for free legal counseling at (212) 430-5982, or contact another attorney if you think your rights have been violated. You may also file a complaint with the Law Enforcement Bureau of the NYC Commission on Human Rights.




NEED HELP? If you suspect you've been discriminated against under the salary history ban law, call A Better Balance's free, confidential legal hotline at **(212) 430-5982** or contact another attorney if you think your rights have been violated.

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balance*

the work and family legal center

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