



Ohio Pay Equity

Statute

- Wage Discrimination, Ohio Rev. Code § 4111.17

Classes protected

- Race, color, religion, sex, age, national origin, ancestry

Key language on pay discrimination

- “No employer . . . shall discriminate in the payment of wages on the basis of race, color, religion, sex, age, national origin, or ancestry by paying wages to any employee at a rate less than the rate at which the employer pays wages to another employee for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar conditions.”

Exceptions for pay disparities (including affirmative defenses)

- Seniority system
- Merit system
- System which measures earnings by the quantity or quality of production
- Any factor other than race, color, religion, sex, age, national origin, or ancestry

Prohibition on salary history inquiry

- Employers in Cincinnati who employ at least 15 employees within Cincinnati are prohibited from asking about a job applicant’s salary history.
- Employers located within Toledo who employ 15 or more employees for pay within Toledo cannot ask for or screen job applicants based on pay history.
- As of March 1, 2024, Employers in Columbus who employ at least 15 employees within the city may not ask applicants about their salary history, screen applicants based on their current or prior compensation, or require that an applicant’s prior compensation satisfy minimum or maximum criteria. Employers also may not rely solely on salary history in deciding whether to offer employment or set pay, benefits, or other compensation, except under specific circumstances, which include internal transfers/promotions.

Wage Disclosure Requirements

- Employers in Cincinnati who employ at least 15 employees within Cincinnati are required to provide an applicant, upon reasonable request, the pay scale for a position after the applicant has been given a conditional offer of employment.
- Employers located within Toledo who employ at least 15 employees for pay within Toledo must, upon reasonable request from an applicant and after the applicant has been given a conditional offer of employment, provide the applicant a pay scale for the position sought.

Pay Equity Team

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