



Oklahoma Pay Equity

Statute

- Discriminatory Wages, 40 Okla. Stat. Ann. § 198.1 et seq.
- Discrimination in Employment, 25 Okla. Stat. Ann. § 1301 et seq.

Classes protected

- Sex, race, color, religion, national origin, age, genetic information, disability

Key language on pay discrimination

- Unlawful for any employer “to willfully pay wages to women employees at a rate less than the rate at which he pays any employee of the opposite sex for comparable work on jobs which have comparable requirements relating to skill, effort and responsibility[.]”
- Discriminatory practice “to discriminate against an individual with respect to compensation . . . because of race, color, religion, sex, national origin, age, genetic information or disability[.]”

Exceptions for pay disparities (including affirmative defenses)

- Seniority system
- Merit system
- System which measures earnings by quantity or quality of production
- Employees work in different locations
- Differences are not the result of an intent to discriminate
- Differences are otherwise required or permitted by the laws of Oklahoma, the Civil Rights Act, or the FLSA
- Differences based on any factor other than sex

Anti-retaliation

- Prohibits retaliation (implied by penalties).

Pay Equity Team

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