



# Kansas Pay Equity

## **Statute**

- Minimum Wage and Maximum Hours Law, Kan. Stat. Ann. § 44-1205 (Discrimination In Payment of Wages)

## **Classes protected**

- Sex

## **Key language on pay discrimination**

- “[N]o employer having employees of both sexes shall discriminate, within any establishment in which such employees are employed, between employees on the basis of sex by paying wages to employees in such establishment at a rate less than the rate of wages paid to employees of the opposite sex in such establishment for equal work on jobs, the performance of which requires equal skill, effort and responsibility, and which are performed under similar working conditions[.]”

## **Exceptions for pay disparities (including affirmative defenses)**

- Seniority system
- Merit system
- System which measures earnings by quantity or quality of production
- Differential based on a factor other than sex

## **Anti-retaliation**

- Prohibits retaliation for making a complaint regarding payment of wages, instituting a proceeding, or testifying in proceeding

## ***Pay Equity Team***

Learn more about our services and team.

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