



Arizona Pay Equity

Statute

- Arizona Equal Pay Law, AZ Rev. Stat. § 23-340 et seq.

Classes protected

- Sex

Key language on pay discrimination

- “No employer shall pay any person in his employ at wage rates less than the rates paid to employees of the opposite sex in the same establishment for the same quantity and quality of the same classification of work”

Exceptions for pay disparities (including affirmative defenses)

- Seniority
- Length of service
- Ability
- Skill
- Difference in duties or services performed, whether regularly or occasionally
- Difference in the shift or time of day worked
- Hours of work
- Restrictions or prohibitions on lifting or moving objects in excess of specified weight
- Other reasonable differentiation, factor, or factors other than sex, when exercised in good faith

Pay Equity Team

Learn more about our services and team.

Related Insights

View our related Pay Equity Insights for Arizona

