

District of Columbia Wage Transparency Act

Effective June 30, 2024

District of Columbia employers must:

- Provide the minimum and maximum projected salary or hourly pay in all job listings and position descriptions advertised. In stating the minimum and maximum salary or hourly pay for the position, the range shall extend from the lowest to the highest salary or hourly pay that the employer in good faith believes at the time of the posting it would pay for the advertised job, promotion, or transfer opportunity; and
- Disclose to prospective employees the existence of healthcare benefits that employees may receive before the first interview.

Employers may not:

- Screen prospective employees based on their wage history, including by requiring that a prospective employee's wage history satisfy minimum or maximum criteria or by requesting or requiring as a condition of being interviewed or as a condition of continuing to be considered for an offer of employment that a prospective employee disclose the prospective employee's wage history;
- Seek a prospective employee's wage history, including all information related to compensation (monetary and nonmonetary) an employee has received from other or previous employment;
- Require that an employee refrain from inquiring, disclosing, comparing, or otherwise discussing with any other employee of the same employer the employee's compensation or the compensation of another employee, and to prohibit employers from retaliating against employees who do so;
- Discharge, discipline, interfere with, negatively affect the terms and conditions of employment, or otherwise retaliate against an employee who inquires about, discloses, compares, or otherwise discusses the employee's compensation or the compensation of employee or is believed by the employer to have done so; or
- Prohibit or attempt to prohibit an employee from lodging a complaint, or testifying, assisting, or participating in an investigation or proceeding, related to a violation of this act.

Employee Rights

- An employee does not have to provide information about their wage history.
- An employee can freely discuss their compensation with their coworkers.
- An employee can ask their employer about the above disclosures if an employer has not yet provided the required disclosures listed under this law.

If you have any questions, please contact the Department of Human Resources.