



# YOUTH@WORK

## Pay Discrimination & Your Rights

It is illegal for your employer to pay you differently because of race, color, religion, sex (including pregnancy, gender identity and sexual orientation), national origin, disability, or genetic information. All forms of pay, including salary, overtime pay, bonuses, vacation pay, insurance, use of company vehicles, and benefits, are covered by the laws enforced by EEOC.

### Examples

**1** Liz and Tim are lifeguards at a local pool. They receive the same hourly pay. However, when they lifeguard at private parties at the pool, the pool owner pays Liz the regular hourly rate, but pays Tim more than the regular hourly rate.

The pool owner may be discriminating against Liz by paying her less than Tim because of her gender.

**2** Juan is a technician for a large electronics company. The company provides a sign language interpreter during employee meetings so Juan, who is deaf, can understand and participate. At the end of the year, Juan is told that he will not receive a bonus because his bonus money was used to pay the interpreter.

The company is discriminating against Juan by refusing to give him a bonus because of his disability.

### Keep In Mind

**Be Prepared!** Know your rights and responsibilities as an employee or manager.

**Pay issues can be complicated.** Read your company handbook or talk to a supervisor or Human Resources staff if you have questions about your pay.

**Keep records** of what you are paid and what type of work you do.

**Differences in pay are not always illegal.** For example, an employer may pay employees more because they have a college degree that is related to the job, or because they do outstanding work, or because they've worked for the company for a long time.

**Report discrimination.** If you believe that you or others at work are being paid differently because of race, color, religion, sex, national origin, disability, or genetic information, tell your employer, your parent, your teacher, another trusted adult, or EEOC.

Remember, **it is illegal for you to be punished for reporting discrimination** or participating in a discrimination investigation or lawsuit.

You may have **additional rights under other federal, state, or local laws** or your company's policies.

**Contact EEOC.** Our services are free and you do not need a lawyer to file a charge.

### Need to File a Complaint?

If you think you have been discriminated against, you can file a formal complaint, called a "charge of discrimination," with EEOC. We may mediate or investigate your charge and take legal action to stop any illegal discrimination.

We accept charges from applicants, employees (full-time, part-time, seasonal, and temporary), and former employees, regardless of citizenship and work authorization status.

Our services are free, and you do not need a lawyer to file a charge. For more information about how and when to file a charge, visit <https://www.eeoc.gov/youth/filing.html>.



Learn more about your rights as a young worker at [www.eeoc.gov/youth](http://www.eeoc.gov/youth).

You can also email us at [youth.atwork@eeoc.gov](mailto:youth.atwork@eeoc.gov) or call us at 1-800-669-4000 (TTY: 1-800-669-6820).