

## Pay Transparency Policy

**Unit:** [Human Resources](#)  
**Effective Date:** 7/1/2017  
**Revision Date:** 10/16/2017

**Contact:** Nancy Whittaker  
**Title:** Associate Vice President for Human Resources

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### Purpose

The purpose of this policy is to comply with Presidential Executive Order 13665, effective January 11, 2016. This policy provides guidance with regards to inquiries, discussions, or disclosures by an employee or applicant with regard to pay.

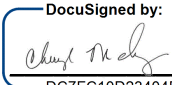
### Policy

The University of Alabama will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor’s legal duty to furnish information.

### Scope

This policy applies to all faculty, staff, and student employees.

### Office of the Vice President of Financial Affairs

Signed:  10/16/2017  
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Cheryl Mowdy  
Assistant Vice President for Financial Affairs