

Policy Name: Pay Transparency Policy		
Effective Date: 07/01/2017	Revision Date:	Department/Area/Division: HR/FA/
Department/Area Policy #: 131.00	Departmental Contact: Nancy Whittaker, Associate VP for Human Resources	

Purpose

The purpose of this policy is to comply with Presidential Executive Order 13665, effective January 11, 2016.

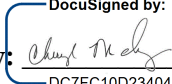
Policy Statement

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.

Office of the Vice President of Financial Affairs:

Approved by:  _____
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Date: Jul-24-2017 _____