



# SAINT LOUIS UNIVERSITY

## PAY TRANSPARENCY NONDISCRIMINATION POLICY

**Procedure Number:**

**Classification:**

**Responsible University Office: Human Resources**

**Version Number: 2**

**Effective Date: 3/24/2017**

### POLICY

Saint Louis University 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. 41 CFR 60-1.35(c)

### REFERENCE

Executive Order 13665 amending Executive Order 11246