

# WAGE EQUITY ORDINANCE



1

It illegal for employers or their agents to ask about your current or prior salary.

2

Employer may not rely on salary history to determinewhat to offer in terms of salary, benefits, and other compensation.

3

Employers may not use job applicationswhich request information about salary history.

4

Employers may ask for salary expectations.

5

Employers may obtain and use market salary information from other sources.

*If you are asked an impermissible question about salary, you may report violations of the Wage Equity Ordinance to the Philadelphia Commission on Human Relations (215) 686-4670 | email:*

*pchr@phila.gov |  
www.phila.gov/pchr*