##

## EQUAL PAY STATEMENT

[Organization Name] will not discriminate between male and female employees by paying a female employee at a rate of pay less than the rate of pay paid to a male employee, or vice versa, specifically those employed for similar work under similar working conditions and the performance of which requires similar skill, effort, and responsibility.

The only deviations could be for:

* a seniority system;
* a merit system;
* a system that measures earnings by quality or quantity of production; or
* a differential based on any factor other than sex.

[Organization Name] will not reduce the rate of pay of an employee, male or female, in order to comply with the above statement.