



## PAY TRANSPARENCY

The Office of Federal Contract Compliance Programs (OFCCP) has a pay transparency rule that prohibits federal contractors, like Orion Food Systems, from retaliating against employees or applicants who inquire about or talk about pay with others. The rule promotes pay transparency and openness, making it possible for workers and job applicants to share information about their pay and compensation without fear of discrimination.

The pay transparency rule prohibits employers from retaliating, discharging or discriminating against employees or applicants for employment, for inquiring about, discussing or disclosing their own compensation or the compensation of another employee or applicant.

Employees are **not required** to disclose information to applicants or employees regarding the pay of other employees or applicants, rather, the rule prohibits adverse action against those who discuss or inquire about pay.

Orion can – and does – still require employees who have access to compensation information, such as payroll and human resources employees, as well as those who handle related data, to keep pay information private. Orion can still enforce legitimate workplace policies and rules if they do not otherwise discourage employees from talking about pay.

[Click Here](https://www.dol.gov/ofccp/PayTransparencyNondiscrimination.html) for the OFCCP Pay Transparency Poster.

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