

**POLICY 5**  
**WAGE AND SALARY ADMINISTRATION**

**Rule 5.02 - Equal Pay**

Equal pay is required pursuant to University policy and federal and state law, in particular, the Fair Labor Standards Act, the Civil Rights Act, the Equal Pay Act, and the State of Illinois Human Rights Act. Differences in pay shall not be based upon such factors as race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military, or status as a disabled veteran or veteran of the Vietnam era. Employees within a campus or other specified unit who are doing substantially equal work, which requires substantially equal skill, effort, and responsibility, and which is performed under similar working conditions shall receive equal pay, except when a wage difference is based upon some other factor, such as experience, longevity, or merit.

**Regulation**

5.021 Conformance with Equal Pay Provisions

The head of each campus human resources office shall be responsible for assuring that all rate/range requests as well as individual salary determinations are in conformance with all equal pay provisions prior to proposing or setting such rates.