

Dartmouth College  
Employment Policies and Procedures Manual  
Policy last updated: March 9, 2017

## Pay Transparency Act

Applies to: All employees

### Policy Statement:

Dartmouth College 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 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 Dartmouth College's legal duty to furnish information.

Inquiries or complaints regarding Pay Transparency Act may be directed to Dartmouth's Office of Human Resources and/or the United States Department of Labor Office of Federal Contract Compliance Programs (OFCCP):

Office of Human Resources  
7 Lebanon Street  
Suite 203  
Hanover, NH 03755  
Phone: (603) 646-3411  
E-mail: [Human.Resources@Dartmouth.EDU](mailto:Human.Resources@Dartmouth.EDU)

Boston District Office  
US Dept. of Labor  
OFCCP  
John F. Kennedy Federal Building  
Room E-235  
Boston, MA 02203  
Phone: (617) 624-6780  
Fax: (617) 624-6702  
web: [www.dol.gov/ofccp](http://www.dol.gov/ofccp)

For additional information, see:

[https://www.dol.gov/wb/media/WB\\_PaySecrecy\\_FactSheet\\_508.pdf](https://www.dol.gov/wb/media/WB_PaySecrecy_FactSheet_508.pdf)