



The Office of Federal Contract Compliance Programs (OFCCP) has released a new pay transparency rule that prohibits federal contractors, like CHS, 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.

CHS 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. CHS can still enforce legitimate workplace policies and rules as long as they do not otherwise discourage employees from talking about pay.

See [CHS Policy and Document Center](#) for the OFCCP Pay Transparency Poster and more information.