

**NOTICE**  
**To Employees of MIT:**  
**MIT May Have Violated**  
**Your Right To Equal Pay**

To Employees of MIT:

MIT has publicly congratulated itself on addressing longstanding pay inequities between male and female faculty. But what about all the other employees who make MIT work?

The federal Equal Pay Act (29 U.S.C. §206(d)) requires employers to pay women and men equally for work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, unless they can prove that the differential is based on something other than sex. The Massachusetts Equal Pay Act requires equal pay for work of like or comparable character or on like or comparable operations (Mass. General Laws chapter 149 §105A). The Massachusetts Civil Rights Law (chapter 151B) also prohibits pay discrimination based on sex.

If you are not being compensated as well as men (or women) doing similar work, you may be entitled to a pay adjustment and back pay. Anyone interested in pursuing an equal pay claim should contact:

Massachusetts Commission Against Discrimination  
One Ashburton Place  
Room 601  
Boston MA 02108  
Telephone: 617-727-3990

A message from the MIT Campus Police Association.