



Policy Directory

Responsible Division: Finance and Administrative Services

Responsible Office: Human Resources

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Equal Pay Act

Alcorn State University exercise due diligence in assessing equal pay across the institution. The Equal Pay Act of 1963 (EPA) is an amendment to the Fair Labor Standards Act of 1938 (FLSA) which requires that employees in the same workplace be given equal pay for equal work, regardless of gender. Wage discrimination based on sex is a violation of both the EPA and Title VII of the Civil Rights Act of 1964.

The EPA does not simply prohibit salary discrimination but also inequity in full compensation packages, including salary, benefits, bonuses and vacation and holiday pay. Additionally, the EPA provides protection against retaliation for employees who choose to file a claim of discrimination.