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The Gender Pay Gap

Part 2: How to Combat Wage Discrimination

First and foremost, consult with an experienced employment attorney about your specific situation. If you are a victim of wage discrimination, an attorney will be able to talk over the facts of your case with you, give you information about statutes of limitations, and help determine steps you may be able to take to protect yourself.

Consider making a written complaint to your employer about sex and wage discrimination. Keep meticulous, dated records of any evidence you have of wage discrimination, as well as records any related complaints you make. It is illegal for your employer to demote or terminate you for this kind of complaint.

Consider filing a sex discrimination complaint with the Equal Employment Opportunity Commission (EEOC). You can file a pay discrimination claim up to 180 days after your last discriminatory paycheck, and it is illegal for your employer to demote or terminate you for such a complaint.

Consider filing suit based on the Equal Pay Act (EPA). The EPA has a longer statute of limitations than Title VII (2 years, 3 years if employer acted willfully), but damages are more limited – talk with an attorney first.

Get involved in bringing about change. Call on your senators and congressional representatives to bring about change at the state level. Additionally, lend support to proposed federal legislation designed to eliminate pay discrimination, like the Paycheck

Fairness Act, which extends anti-retaliation protection and allows for greater damage awards, and the Fair Pay Act, which seeks to right pay inequities between dissimilar jobs.

[See Part 1 - What you need to know about the Gender Pay Gap](#)

Do you believe that you have been the target of pay discrimination based on gender? Or do you need help resolving some other employment issue?

If so, you can turn to the experienced Atlanta employment attorneys at the Law Firm of Barret & Farahany, LLP for aggressive legal advocacy and the highest quality legal services. Call us for your complimentary consultation at 404-487-0922.

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Are You Misclassified by Your Employer?



Did you know that being classified as an independent contractor can lead to wage theft? If you don't know whether your employer has misclassified you as an independent contractor, you could be losing money from every paycheck without even realizing it.

[Learn more.](#)

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