



Suffolk County Bans Salary History Checks **Penalties of Up to \$100,000 for Violations**

Beginning June 30, 2019, it will be illegal for Suffolk County employers and employment agencies with at least four employees to inquire about a job applicant's salary history (including benefits), or rely on such information to set a new employee's compensation (including if the employee voluntarily reveals his/her salary history). Illegal inquiries include requesting salary history from an applicant or his/her previous employer, as well as conducting searches of publicly available compensation details.

The Suffolk County Human Rights Commission may impose civil penalties of up to \$100,000 for violations it deems to be deliberate, and may obtain compensatory damages for the affected individual. Individuals may also bring civil lawsuits for damages, potentially including back pay and attorney's fees.

The new law does not apply to salary verification where expressly required by federal, state or local law.

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