



Ontario

# Notice of Requirement to Achieve and Maintain Pay Equity

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This notice is posted in the employer's workplace as required by Section 7.1 of the *Pay Equity Act*, R.S.O. 1990, c.P.7, as amended.

The *Pay Equity Act*, R.S.O. 1990, c.P.7, as amended (the *Act*) requires all employers to establish and maintain compensation practices that provide for pay equity.

Pay equity means equal pay for work of equal value. Under the law, jobs usually held by women are compared with *different* jobs usually held by men. If a female job is equal or comparable in value to a male job in the company, then the female job must be paid at least the same as the male job.

Employees are entitled to information about how their employer has and is complying with the law. Unionized employees can ask their union representative about pay equity in their workplace. Employees not represented by a union can ask their employer about pay equity in their workplace. Information about pay equity can also be obtained by contacting the Pay Equity Office.

Employees may file complaints with the Pay Equity Commission if they believe there has been a contravention of the *Act*.

Employers are prohibited from penalizing employees for exercising their rights under the *Pay Equity Act*.

## For more information on pay equity rights and obligations:

Go to [www.payequity.gov.on.ca](http://www.payequity.gov.on.ca), or  
Call: 416-314-1896 or 1-800-387-8813  
TTY: 416-212-3991 or 1-855-253-8333  
Email: [pecinfo.pecinfo@ontario.ca](mailto:pecinfo.pecinfo@ontario.ca)

The Pay Equity Commission, 180 Dundas Street West, Suite 300,  
Toronto ON M7A 2S6