



PAY TRANSPARENCY POLICY STATEMENT

As a federal contractor, ZERO TO THREE will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant.

However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by ZERO TO THREE, or (c) consistent with the ZERO TO THREE's legal duty to furnish information.

If an employee feels he/she may have been discriminated against they should report their concern to the Senior Director of Human Resources & Administration or Chief Finance & Administrative Officer.