

GENDER PAY EQUITY SCORECARD

Federal law prohibits virtually all employers from compensating employees differently based on gender. Use this scorecard to evaluate your organization's risk of violating gender pay equity requirements.

Instructions: Begin by answering the questions below. Each response will be given a numerical value depending on the answer. After completing the questions, total your score using the scale at the bottom of the page.

Yes: 0 points | **No:** 2 points | **Unsure:** 2 points

QUESTIONS	YES	NO	UNSURE	SCORE
1. Do you have a gender pay equity strategy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Do you have up-to-date job descriptions and pay range within positions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. Have you reviewed and implemented policies to comply with federal gender pay equity requirements?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. Have you reviewed and implemented policies to comply with state and local gender pay equity requirements?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5. Have you conducted a pay audit recently (within the last year)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. Have you ever conducted a pay audit?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. Does your organization use the red and green circle mechanism when conducting self-audits?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8. Have you evaluated or do you use compensation tool vendors?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. Do you have a strategy in place to respond to individual gender pay equity complaints?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10. Do you have a strategy in place to respond to group gender pay equity complaints?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
TOTAL SCORE				

Low risk. Contact Ronstadt Insurance, Inc. to confirm: 0-6

Moderate risk. Contact Ronstadt Insurance, Inc. soon: 7-13

High risk. Contact Ronstadt Insurance, Inc. today: 14-20

