

**PAY TRANSPARENCY
NONDISCRIMINATION PROVISION**

Cary Institute of Ecosystem Studies, Inc. will not discharge or in any other manner discriminate against employees of 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 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 the employer, or (c) consistent with our legal duty to furnish information. 41CFD 60-I.35(c)

Questions may be referred to Human Resources, 845-677-7600 x. 109.

January 11, 2016

