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DFEH LAUNCHES ONLINE PORTAL FOR PAY DATA REPORTING

Private Employers of 100 or More Employees Must Report Data by March 31, 2021

Sacramento – The California Department of Fair Employment and Housing (DFEH) announced today the launch of an online pay data reporting portal implementing Senate Bill 973. Enacted on September 30, 2020, Senate Bill 973 requires private employers of 100 or more employees (with at least one employee in California) to report certain pay and other data to DFEH by March 31, 2021 and annually thereafter.

DFEH has created a website at <https://www.dfeh.ca.gov/paydatareporting/> that provides links to the portal, a user guide, templates, and frequently asked questions. By requiring large employers to report pay data annually to DFEH, the California Legislature sought to encourage these employers to self-assess pay disparities along gendered, racial, and ethnic lines in their workforces and promote voluntary compliance with equal pay and anti-discrimination laws.

“California’s pay data reporting obligation provides private sector employers an opportunity to identify, assess, and correct pay disparities in their workplaces,” said DFEH Director Kevin Kish. “It also provides DFEH information that promotes effective civil rights enforcement and the guarantee of fair treatment and equal employment opportunities for all California workers, regardless of sex, race, and ethnicity.”

DFEH has released detailed FAQs at <https://www.dfeh.ca.gov/paydatareporting/faqs/> to assist employers in complying with this legal obligation. Employers may write to paydata.reporting@dfeh.ca.gov to pose additional questions.

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The DFEH is the state agency charged with enforcing California’s civil rights laws. The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence and human trafficking. For more information, visit the DFEH’s web site at www.dfeh.ca.gov.

