

1.0 PURPOSE:

2.0 REFERENCE DOCUMENTS:

3.0 DEFINITIONS:

4.0 GUIDELINES:

4.1 The contractor 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 the employer, or (c) consistent with the contractor's legal duty to furnish information

5.0 RESPONSIBILITY: Cummins Diversity Compliance Department

AUTHOR: Labor Relations

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Approvals:

Labor Relations Manager: Crystal Brown Date: 8/11/2022

OCU President: [Signature] Date: 8/11/2022