**Equal Pay Whatsapp Description:**

We aim to educate localizers about their legal rights as workers, as protected by California AB 168 and other relevant legislation. We do not represent, nor are we endorsed by, any individual or organization.

**Database terms of service:**

* The decision to contribute to this database is voluntary.
* Utilization of this database does not constitute an agreement on pricing, salary levels, or fees.
* This database is not endorsed by any individual or organization.
* This is not a call for action. It is up to you as an individual to decide whether or not to work for any company listed in this database.
* The creators of this database are not advocating for specific pricing or salary levels.

**Contributors to this database are legally protected by:**

* California Labor Code 1197.5 LC — Wages, Hours and Working Conditions. (“(k)(1) An employer shall not discharge, or in any manner discriminate or retaliate against, any employee by reason of any action taken by the employee to invoke or assist in any manner the enforcement of this section. An employer shall not prohibit an employee from disclosing the employee’s own wages, discussing the wages of others, inquiring about another employee’s wages, or aiding or encouraging any other employee to exercise his or her rights under this section. Nothing in this section creates an obligation to disclose wages.”)
* California Labor Code 432.3 LC (“(c) An employer, upon reasonable request, shall provide the pay scale for a position to an applicant applying for employment.”)