AN ACT concerning employment; relating to unlawful employment practices; discussion or disclosure of wages; civil action.

Be it enacted by the Legislature of the State of Kansas:

Section 1. (a) It shall be an unlawful employment practice for an employer to:

1. Require as a condition of employment that an employee refrain from inquiring about, discussing or disclosing the employee's wages or the wages of another employee;
2. require an employee to sign a waiver or other document that purports to deny an employee the right to disclose or discuss the employee's wages; or
3. discharge, formally discipline or otherwise discriminate against an employee for inquiring about, discussing or disclosing the employee's wages or the wages of another employee.

(b) Any employee who has been discharged, discriminated or retaliated against in the terms and conditions of such employee's employment due to the fact that the employee engaged in any conduct described in subsection (a) may be reinstated and recover reimbursement for lost wages and work benefits, including interest thereon, caused by the acts of the employer, and appropriate equitable relief in a civil action.

(c) A civil action brought under this section may be commenced not later than one year after the cause of action occurs.

Sec. 2. This act shall take effect and be in force from and after its publication in the statute book.