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

Section 1. (a) A state agency may not discharge or in any manner discriminate or retaliate against a state employee who advocates within or outside the workplace against discrimination in the rate of pay based on gender for equivalent work.

(b) All state agencies shall advise in writing all applicants for employment with the state agency the range of pay for the position or positions the applicant is applying for and all factors considered by the state agency in determining the salary level awarded to a successful applicant.

(c) The provisions of this section shall be in addition to any other applicable provisions of state law prohibiting discrimination against state employees.

(d) The provisions of this section shall not be construed to authorize the violation of reasonable, lawful and consistently and fairly applied workplace restrictions on the exercise of the speech protected by this section during work hours or by the use of state resources or equipment.

(e) For purposes of this section:

(1) "Advocate" includes any speech, statements, discussion or complaints, whether written or verbal, whether informal or formal, and whether communicated to other state employees or state officers or any other person, including, but not limited to, communications for the purpose of organizing employees, organizing demonstrations or communications with a supervisor or another state or federal agency or with respect to an action in a court of law alleging gender-based wage discrimination;

(2) "state agency" means any executive, legislative or judicial state office, officer, department, board, commission, institution, bureau, agency, or authority or any division or unit thereof; and

(3) "state employee" means any appointed or elected officer or an employee of any state agency.

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