

Colorado Equal Pay for Equal Work Act (2021) — Mandatory Salary Transparency and Pay Equity

Gender Equality · Good practice · United States of America

Quality score: 100/100

Evidence strength: Observational / pre–post

Summary

Colorado's Equal Pay for Equal Work Act (SB19-085), in force since 1 January 2021, requires all employers to disclose salary ranges in job postings and prohibits sex-based pay discrimination. By October 2024 the state enforcement body had received 1,747 complaints and collected \$

Key dimensions

Dimension	Score
Transferability / replicability	3/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-23

[Colorado Department of Labor and Employment](#) — accessed 2026-06-23

[Colorado General Assembly – SB19-085 \(full text\)](#) — accessed 2026-06-23

[CDLE – Equal Pay for Equal Work Act guidance](#) — accessed 2026-06-23

[ILG Denver – Status of EPEWA enforcement \(Oct 2024\)](#) — accessed 2026-06-23

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