Massachusetts Equal Pay Act Self-Evaluation Safe Harbor (G.L. c.149 s.105A) — Upheld in Woodward v. Board of Registration in Nursing (2025)

Gender Equality · Good practice · United States of America

Quality score: 52/100

Evidence strength: Moderate

Summary

Massachusetts employers that complete a good-faith pay self-evaluation within three years and show reasonable progress on gaps have a defense to pay claims; a Dec 2025 Appeals Court ruling upheld it, after seven raises.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	0/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-11-07

Commonwealth of Massachusetts — Office of the Attorney General — accessed 2026-11-07

Duane Morris alert on Woodward — accessed 2026-11-07

Choate on AG self-evaluation guidance — accessed 2026-11-07

Cite this — Evidoria. *Massachusetts Equal Pay Act Self-Evaluation Safe Harbor (G.L. c.149 s.105A) — Upheld in Woodward v. Board of Registration in Nursing (2025)*. Persistent ID: 01536277-8ef0-43c4-84c7-64f0da4e012f.