

U.S. DEPARTMENT OF LABOR COMPLIANCE EVALUATION RESULTS IN AGREEMENT WITH HUMANA TO PAY \$2.5 MILLION IN BACK WAGES AND INTEREST TO 753 WOMEN TO RESOLVE ALLEGED PAY DISCRIMINATION

WASHINGTON, DC – After a routine compliance evaluation by the U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP), Humana Inc. has agreed to pay \$2.5 million in back wages and interest as part of a conciliation agreement with the U.S. Department of Labor to resolve allegations of pay discrimination against 753 women at the health insurance company’s headquarters in Louisville.

OFCCP asserts that, in 2011-2012, Humana paid women in consulting, project manager, and manager positions less than similarly situated men. OFCCP determined that Humana’s actions violated Executive Order 11246, which prohibits federal contractors from discriminating on the basis of sex. Although not admitting liability, the company will also make pay adjustments and take steps to ensure its pay practices meet legal requirements. Humana, with headquarters in Louisville, Kentucky, is a federal contractor with the U.S. Department of Defense.

“We are pleased that Humana has a commitment to equal employment opportunity and has worked cooperatively with the Department of Labor to resolve this matter,” said OFCCP Regional Director Samuel Maiden, in Atlanta. “Federal contractors and subcontractors must comply with all federal anti-discrimination laws.”

In addition to Executive Order 11246, OFCCP enforces Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974. These laws, as amended, make it illegal for contractors and subcontractors doing business with the federal government to discriminate in employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. In addition, contractors and subcontractors are prohibited from discriminating against applicants or employees because they have inquired about, discussed, or disclosed their compensation or the compensation of others subject to certain limitations. For more information, please call OFCCP’s toll-free helpline at 800-397-6251 or visit <http://www.dol.gov/ofccp/>.

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