

LEGAL UPDATE

Virginia Enacts Pay Transparency Law



On April 22, 2026, Virginia enacted a pay transparency [law](#) requiring employers to disclose a wage or salary range in job postings and banning employers from seeking an applicant's wage or salary history. The law is effective on **July 1, 2026**.

Overview of the New Law

The new law prohibits employers from:

- Seeking an applicant's wage or salary history;
- Relying on an applicant's wage or salary history in considering their employment or determining the wages or salary to be paid upon hire;
- Refusing to interview, hire, employ or promote, or otherwise retaliating against an applicant or employee for not providing a wage or salary history or requesting a wage or salary range;
- Failing or refusing to disclose the wage, salary, or wage or salary range in each public and internal posting for each job, promotion, transfer or other employment opportunity; or
- Failing to set a wage or salary range in good faith.

Applicants may voluntarily disclose their wage or salary history, including for the purpose of negotiating compensation after an initial offer of employment with compensation is made. In this case, the employer may rely on such wage or salary to support a higher wage or salary than initially offered and seek to confirm such wage or salary history.

Penalties

The attorney general may bring a civil action to enforce the law. Employers may be subject to a civil penalty of up to \$1,000 for the first violation and up to \$5,000 for any subsequent violation and other appropriate relief. Aggrieved individuals may also bring a civil action under the law, but only after providing written notice of the violation to the employer and allowing the employer 15 business days to correct the violation.

Next Steps for Employers

Employers may take steps now to prepare to comply with the law, such as reviewing and updating job postings, establishing a methodology for determining compensation ranges, and ensuring that the appropriate parties (such as HR and recruiting personnel) are trained on their obligations under the law.

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