

LARRY ELLISON ON ORACLE'S GENDER PAY GAP LAWSUIT

Highlights:

- Under Larry Ellison's leadership, Oracle was faced with a class action lawsuit accusing the company of underpaying 4,000 women employees compared to their male counterparts.
 - Ellison served as chairman of Oracle Corporation between 2014 and 2024.
 - In 2017, Oracle had a class action lawsuit filed against them for underpaying 4,000 women employees in California compared to their male counterparts.
 - The lawsuit settled in 2024.
 - Oracle did not have to admit to any wrongdoing in the settlement, however it did require Oracle to hire an independent expert to ensure they complied with anti-discrimination laws.

Under Ellison's Leadership, Oracle Was Faced With A Class Action Lawsuit Accusing The Company Of Underpaying 4,000 Women Employees Compared To Their Male Counterparts

2014-2024: ELLISON WAS CHAIRMAN OF ORACLE CORPORATION

201 -2024: Ellison Was The Chairman Of Oracle Corporation. According to Larry Ellison's biography on Oracle's company website, "Larry Ellison is chairman of Oracle Corporation and chief technology officer. He founded the company in 1977 and served as CEO until September 2014." [Oracle, Accessed [5/9/24](#)]

2017: ORACLE HAD A CLASS ACTION LAWSUIT FILED AGAINST THEM FOR UNDERPAYING 4,000 WOMEN EMPLOYEES IN CALIFORNIA COMPARED TO THEIR MALE COUNTERPARTS

2017: A Class Action Lawsuit Was Filed Against Oracle Alleging That Since 2013, The Company Paid Men Up To \$13,000 More Per Year Than Women Working In Information Technology, Product Development And Support Positions. According to Reuters, "Oracle America has agreed to pay \$25 million to settle a long-running class action accusing it of underpaying about 4,000 female employees in California compared to men performing the same work. [...] The 2017 lawsuit claimed that, since at least 2013, the California-based tech company had paid men in information technology, product development and support positions up to \$13,000 more per year to perform the same kind of work as their female colleagues, violating the California Equal Pay Act." [Reuters, [2/14/24](#)]

The Lawsuit Claimed The Pay Discrepancy Was A Violation Of The California Equal Pay Act. According to Reuters, "Oracle America has agreed to pay \$25 million to settle a long-running class action accusing it of underpaying about 4,000 female employees in California compared to men performing the same work. [...] The 2017 lawsuit claimed that, since at least 2013, the California-based tech company had paid men in information technology, product development and support positions up to \$13,000 more per year to perform the same kind of work as their female colleagues, violating the California Equal Pay Act." [Reuters, [2/14/24](#)]

2024: The Lawsuit Was Settled

February 2024: Reuters: Oracle Agreed To A Settle "A Long-Running Class Action Accusing It Of Underpaying About 4,000 Female Employees In California Compared To Men Performing The Same Work," For \$25 Million. According to Reuters, "Oracle America has agreed to pay \$25 million to settle a long-running class action accusing it of underpaying about 4,000 female employees in California compared to men performing the same work." [Reuters, [2/14/24](#)]

Oracle Did Not Have To Admit Any Wrongdoing In The Settlement

Under The Settlement, Oracle Did Not Have To Admit To Any Wrongdoing. According to Reuters, “Oracle, which did not admit wrongdoing under the deal, and its attorney did not immediately respond to requests for comment.” [Reuters, [2/14/24](#)]

The Settlement Forced Oracle To Hire An Independent Expert To Review Anti-Discrimination Policies

Oracle Was Forced Via The Settlement To Appoint An Independent Expert To Ensure They Complied With Anti-Discrimination Laws. According to Reuters, “In addition to payment, the settlement also provides for an independent expert to review Oracle's practices and ensure that they comply with anti-discrimination law.” [Reuters, [2/14/24](#)]