

● EQUAL EMPLOYMENT OPPORTUNITIES LAW

STATUTORY CITATION: Nev. Rev. Stat. §§ 613.310 – 613.435

GENERAL SUMMARY: Chapter 613 of the Nevada statutes contains provisions outlawing discriminatory employment practices on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, or national origin. The anti-discrimination provisions generally apply to all agricultural and non-agricultural employers who have 15 or more employees for each working day in each of 20 or more calendar weeks in the current or preceding calendar year.

SPECIFIC TERMS AND CONDITIONS: Among other prohibited acts, it is illegal for a covered employer (1) to refuse to hire a job applicant, to discharge an employee, or to discriminate in any other way against an individual with respect to compensation or terms of employment because of the individual's race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, or national origin, (2) to limit, segregate or classify employees, on any of these same grounds, in a way which would tend to deprive a person of employment opportunities or otherwise adversely affect the person's status as an employee, or (3) to print or publish any employment notice or advertisement which indicates a preference or limitation based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, or national origin, except where religion, sex, sexual orientation, gender identity or expression, age, physical, mental or visual condition, or national origin is a bona fide occupational qualification for employment. Similar discriminatory acts by employment agencies and labor organizations are likewise unlawful.

SPECIAL NOTES OR ADVISORIES

RETALIATION — A person may not discharge, discipline or discriminate in any manner against an employee because the employee has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Nevada Equal Rights Commission, Nevada Department of Employment, Training and Rehabilitation, Las Vegas, Nevada 89104 (702-486-7161)*. Any person aggrieved by an unlawful employment practice such as those described above may file a complaint with the Commission.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None*.

PRIVATE CIVIL ACTION — If the Equal Rights Commission does not conclude, after investigation of a complaint and opportunity for hearing, that an illegal practice or act of employment discrimination has occurred, the complainant may apply to district court for relief, provided civil action is commenced no later than 180 days after the alleged practice or act occurred. In applying the 180-day limitation, the time during which the complaint was pending before the Commission is disregarded.