



Facts About Sex Discrimination

Nevada state law and Title VII of the Civil Rights Act of 1964 protect individuals against employment discrimination on the basis of sex. Both state and federal law apply to employers with 15 or more employees, including state and local governments, employment agencies, labor organizations, and the federal government.

Nevada state law additionally protects individuals from employment discrimination on the basis of sexual orientation, which is defined as having an orientation to heterosexuality, homosexuality, or bisexuality. Nevada state law also protects individuals from employment discrimination on the basis of gender identity or expression. Gender identity is a person's internal sense of being male or female. Gender expression includes the external personal characteristics an individual exhibits regarding being male or female, such as appearance, clothing, hair, mannerisms and behaviors. These laws apply to employers with 15 or more employees, including state and local governments, and to employment agencies, and labor organizations

It is unlawful to discriminate against any employee or applicant for employment because of his/her sex, sexual orientation or gender identity or expression, in regard to hiring, termination, promotion, compensation, job training, or any other term, condition, or privilege of employment.

The law also prohibits employment decisions based on gender stereotypes and assumptions about abilities, traits, or the performance of individuals on the basis of sex. State and federal law prohibit both intentional discrimination and neutral job policies that disproportionately exclude individuals on the basis of sex and that are not job related.

The prohibitions against sex-based discrimination also cover:

- **Sexual Harassment**

This includes practices ranging from direct requests for sexual favors to workplace conditions that create a hostile environment for persons of either gender, including same-sex harassment. The victim as well as the harasser may be a woman or a man, and the victim does not have to be the opposite sex of the harasser. The harasser can be a supervisor, a co-worker, or a non-employee such as a customer, contractor, or delivery person.

- **Pregnancy/Maternity**

State and federal law prohibit discrimination on the basis of pregnancy, childbirth and related medical conditions. Employers must treat pregnancy and maternity in the same way they treat any other temporary disability.

- **Equal Pay**

The federal Equal Pay Act of 1963 requires that men and women be given equal pay for equal work in the same establishment. Equal pay complaints are handled by the Federal EEOC as the state does not have jurisdiction in these cases.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on sex, sexual orientation or gender identity or expression, or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under state or federal law.

If You Think You Have Been Discriminated Against Because Of Sex, Sexual Orientation, or Gender Identity or Expression, Contact The Nevada Equal Rights Commission

Nevada Equal Rights Commission
1820 East Sahara Avenue, Suite 314
Las Vegas, NV 89104

PH: 702 486-7161
Fax: 702-486-7054

Nevada Equal Rights Commission
1675 E. Prater Way, Suite 103
Sparks, NV 89434

PH: 775-823-6690
Fax: 775-688-1292

Or visit us on the Internet

www.detr.state.nv.us

A complaint must be filed within 300 days of the date of the alleged discriminatory conduct.

You may also contact the federal Equal Employment Opportunity Commission (EEOC) for sex discrimination at 1-800-669-4000 or on the Internet at <http://www.eeoc.gov>