



Nevada Equal Rights Commission

Fosters and protects the rights of all people of the State reasonably to seek, obtain and hold employment and housing, and seek and be granted services in places of public accommodation, without discrimination, distinction or restriction, as prohibited by state and federal discrimination laws.



Nevada Equal Rights Commission

NERC OVERVIEW



- ❑ Oversees Nevada's equal rights/equal opportunity program in employment, public accommodations, and housing
- ❑ Investigates and resolves complaints of discrimination
- ❑ Provides information and education to businesses and community groups
- ❑ Partners with the EEOC on most employment cases.

Federal Employment Discrimination Laws



- Title VII of the Civil Rights Act of 1964
 - Created the EEOC
- Age Discrimination in Employment Act of 1967 (ADEA)
- Americans with Disabilities Act of 1990 (ADA) and Amendments Act of 2008 (ADAAA)
- Genetic Information Nondiscrimination Act of 2008 (GINA)
- Equal Pay Act

State Employment Discrimination Laws



- **NRS 613** (Employment)
- **NRS 233** (Public Policy)

Protected Categories

- Race
- Color
- Hair Texture
- National Origin
- Religion
- **Sex**
 - Pregnancy
 - **Sexual Harassment**
- Disability
- Age
- Genetic Information
- Sexual Orientation
- Gender Identity or Expression
- Retaliation
- Criminal Background (public employers)



Jurisdiction for Employment Charges



- Employers with 15 or more employees
- Employment/Temp. Agencies
- Labor Organizations (Unions)

Jurisdiction for Employment Charges



- Last date of harm within 300 days of filing
- Business located/licensed in Nevada
- Employer/Employee Relationship exists
 - Control over workplace, hours, provides pay, provides tools, designates when/how to do the work

State Public Accommodation Discrimination Laws



- **NRS 651**

- No protection for Age
- No protection for Genetic Information

- **NRS 233 (Public Policy)**



Places of Public Accommodation

- Include any establishment or place to which the public is invited or which is intended for public use, such as: schools, hotels, restaurants, retail stores, doctors offices, parks, and educational institutions.
- *Do not* include any private club or other establishment not open to the public.



What is Public Accommodation Discrimination?

- ❑ Refusal to Serve
- ❑ Refused Entry
- ❑ Unequal Enjoyment
- ❑ Refusal to permit service animal or service animal in training
- ❑ Refusal to allow individuals use of bathroom, or other gender-specific facility, that coincides with his/her gender identity or expression



Public Accommodation Exemptions

- Businesses may offer discounts or special prices to senior citizens, children or students and may impose age limits up to age 21.
- Businesses may offer differential pricing, discounted pricing or special offers based upon sex if used to promote or market the place of public accommodation.

Jurisdiction for Public Accommodation Charges



- Last date of harm within 1 year of filing
- Business located/licensed in Nevada
- Harm occurred in Nevada

State Housing Laws



■ NRS 118

- No protection for Age
- No protection for Genetic Information
- Added protection for Familial Status

■ NRS 233 (Public Policy)

What is Housing Discrimination?

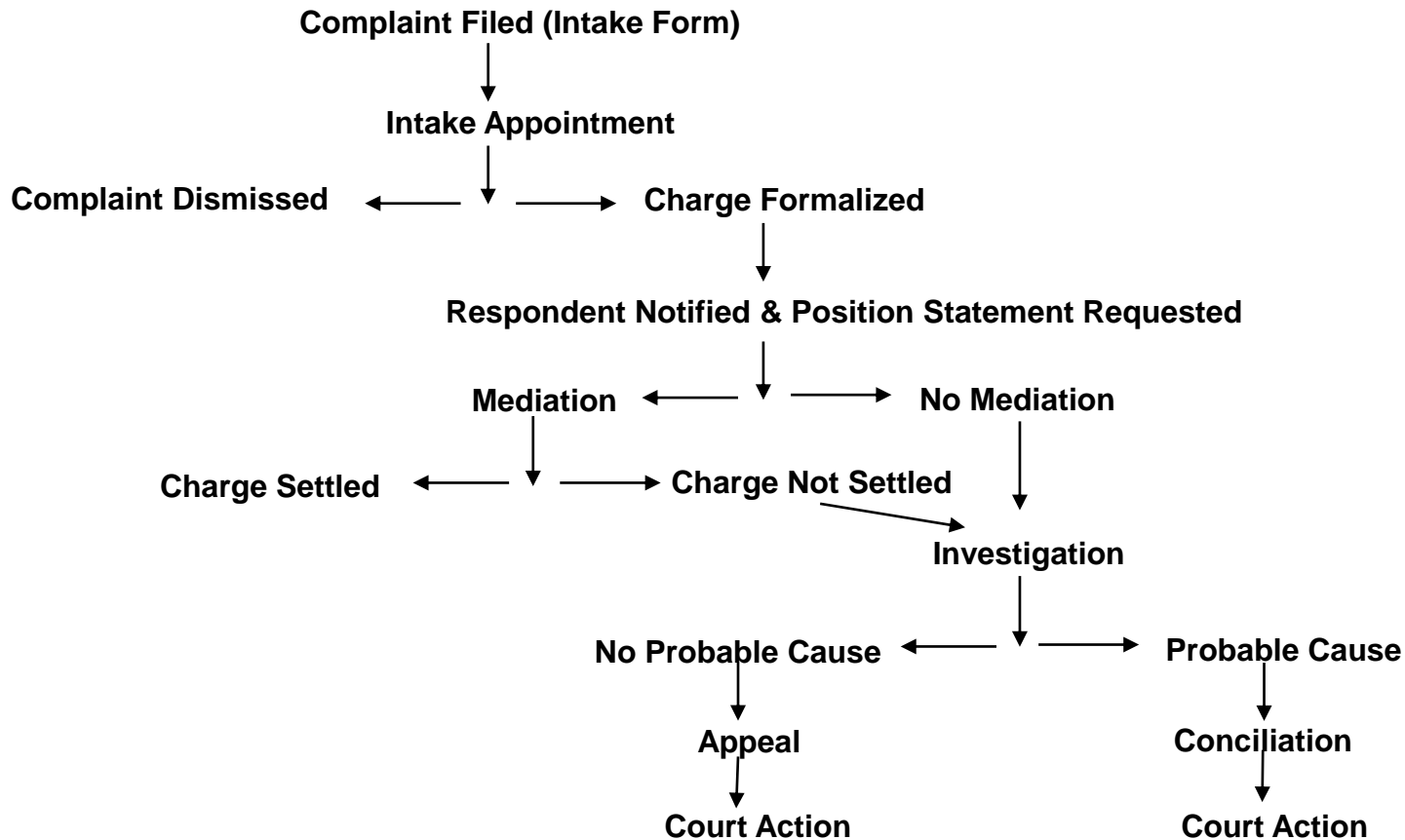
- ❑ Refusal to sell or rent
- ❑ Unequal treatment
- ❑ Refusal to permit emotional support animal, service animal, or service animal in training
- ❑ Refusal to allow reasonable modifications to a dwelling (if tenant pays for it & it is necessary)

Jurisdiction for Housing Charges



- Last date of harm within 1 year of filing
- Landlord/Entity owns more than three single-family homes
- Homeowners Associations/ Property Management Companies

NERC Complaint Processing



Contacting NERC

WWW.DETR.NV.GOV

OR Engine search “Nevada Equal Rights Commission”

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