

JOE LOMBARDO  
Governor

PATRICE D. PEREZ  
Administrator



COMMISSIONERS  
Andre Martin, Chair  
Tiffany Young, Secretary  
Hanadi Nadeem  
Stewart Chang  
Donald Bordelove

## MEETING MINUTES

Minutes were reviewed and ratified/approved by NERC Board of Commissioners on November 6, 2025 at 1:25pm (Pacific Time). A motion was made to approve the minutes by Commissioner Stewart Chang and seconded by Commissioner Hanadi Nadeem.

\*\*\*A vote was held and the motion passed at 1:25pm on 11/6/2025.\*\*\*

**Name of Organization:** Nevada Equal Rights Commission

**Date and Time of Meeting:** Tuesday, December 3, 2024 at 1:30 p.m. (PT)

**Place of Meeting:** Nevada Equal Rights Commission  
7220 Bermuda Road, Suite 100  
Las Vegas, NV 89119

Meeting ID: **868 8268 3463**

Passcode: **172931**

Join Zoom Meeting

<https://nvdetr-org.zoom.us/j/86882683463?pwd=OjbZY4EPSTGtEYU2bQakwcWAYTubh9.1>

**Commission Members Present:** Tiffany Young; Commissioner, Hanadi Nadeem; Commissioner, Stewart Chang; Commissioner, Donald Bordelove; Commissioner

**Commission Members Absent:** Chair Andre Martin

**Others Present:** Patrice D. Perez, Acting Administrator, NERC; Senior Deputy Attorney General, Todd M. Weis, NERC; Christina Ennis, Administrative Assistant III, NERC; Andrea Anguiano, Administrative Assistant II, NERC; Wendy Garcia, Administrative Assistant II, NERC; Jessica Liggins, Compliance Investigator II, NERC; Brandon Burpee, Compliance Investigator II

1. **Call to Order -**  
*Tiffany Young, Secretary*

**Secretary Tiffany Young** called the meeting to order at 1:31 p.m.

**2. Roll Call, Confirmation of quorum, and Verification of Posting** – *Christina Ennis, Administrative Assistant III, Nevada Equal Rights Commission (NERC)*

Roll was called by NERC Administrative Assistant III Christina Ennis, who confirmed that a quorum was present. In addition, she confirmed that the meeting was posted in accordance with Open Meeting Law as contained in NRS 233.010 and that no members of the public were in attendance to comment

**3. Public Comment:**

*Members of the public will be invited to speak before; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three (3) minutes per person at the discretion of the chair or acting chair.*

*Secretary Young left the room open for any public comment. The first public comment was concluded as she moved on to the next agenda item.*

**4. Discussion Item for Possible Action: Approval of prior Meeting Minutes**

*Tiffany Young, Secretary*

**Secretary Young** introduced the agenda to approve the meeting minutes and asked if all the commissioners had received a copy of the draft of the meeting minutes.

**Commissioner Nadeem** indicated that she did not attend the meeting as she did not receive notification.

**Administrative Assistant III Christina Ennis** Explained she would make sure Commissioner Nadeem would receive a copy in order to review them and advised a copy of the draft of the meeting minutes was sent in the email with the link for the current meeting being held.

**Commissioner Young** asked the rest of the Commissioners if they had received a copy, to which they all indicated they had.

**Commissioner Young** then asked for a motion to approve the meeting minutes.

**Commissioner Stuart Chang raised the motion and Commissioner Donald Bordelove seconded his motion. A vote was taken and the motion passed without objection.**

**5. Introduction of New Commission Member Donald Bordelove**

**Secretary Young** introduced the newest board member, Donald Bordelove, and read his biography to share with the rest of the Commissioners.

Governor Joe Lombardo appointed Commission Member Donald Bordelove on January 17, 2024 for his first term of office from FEBRUARY 1, 2024 through OCTOBER 31, 2024 and was been re-appointed for his next term of office from NOVEMBER 1, 2024 until OCTOBER 31, 2027.

**Donald Bordelove’s Biography:**

**Donald Bordelove is currently Associate General Counsel for ANDMORE fka International Market Centers. Prior to joining ANDMORE, Mr. Bordelove was a Deputy Attorney General for the Office of the Attorney General. After working a number of years in California, including as a complex litigator, Mr. Bordelove and his family moved back to the Las Vegas area. Mr. Bordelove attended UCLA School of Law and is licensed to practice in Nevada and California. Mr. Bordelove began his career as an attorney practicing labor and employment law and is considered an expert in the field.**

Secretary Young welcomed Commissioner Bordelove and he thanked the gesture.

**6. Discussion Items Only- No Action Required**

Secretary Young introduced agenda item 6 and passed it over to Patrice D. Perez, Acting Administrator.

**Acting Administrator’s Update:**

- o Introduction to Todd M. Weiss, Esq. as Deputy Attorney General for NERC
- o Workshare Agreement / Successful Completion of Contract for FY 24
- o NERC office relocation successfully
- o Staffing Updates
- o NERC & EEOC Joint Training Event - Women’s Forum
- o Launched the new Case Management System (CMS) and transitioned to completely digital format
- o Began to utilize CMS and are continuing to make improvements with the vendor
- o Upcoming Conciliations

**7. Second Public Comment –**

*Members of the public will be invited to speak; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Public comment may be limited to three (3) minutes per person at the discretion of the chair.*

Secretary Young announced the Second Public Comment Session and invited members of the public to speak. Administrative Assistant III Christina Ennis confirmed that no members of the public were present for comments.

**8. Adjournment**

**Secretary Young** adjourned the meeting at 1:45 p.m.

*Notice: Persons with disabilities who require special accommodations or assistance at the meeting **or information regarding obtaining supporting materials for the meeting** should contact Christina Ennis, Nevada Equal Rights Commission (NERC), between the hours of 8:00 a.m. – 5:00 p.m. at (702) 486-7161 or by writing to the Nevada Equal Rights Commission (NERC) 7220 Bermuda Road, Suite 100 Las Vegas, NV 89119; or fax (702) 486-7054 on or before the close of business on **Wednesday, November 27, 2024.***

**Notice of this meeting was posted at the following locations on or before 9:00 a.m. on the third working day before the meeting:** DETR, 2800 E. St. Louis, Las Vegas, NV; DETR, 500 East Third St., Carson City, NV; DETR, 1325 Corporate Blvd., Reno NV; NEVADA JOBCONNECT, 3405 S. Maryland Parkway, Las Vegas, NV; NEVADA JOBCONNECT, 4500 Sunset Road., Henderson, NV; NEVADA JOBCONNECT, 2827 N. Las Vegas Blvd., North Las Vegas, NV; NEVADA JOBCONNECT, 1929 N. Carson St., Carson City, NV; NEVADA JOBCONNECT, 172 Sixth St., Elko, NV; NEVADA JOBCONNECT, 480 Campton St., Ely, NV; NEVADA JOBCONNECT, 121 Industrial Way, Fallon, NV; NEVADA JOBCONNECT, 475 W. Haskell, #1, Winnemucca, NV; NEVADA JOBCONNECT, 4001 S. Virginia St., Suite G, Reno, NV; NEVADA JOBCONNECT, 2281 Pyramid Way, Sparks, NV; GRANT SAWYER OFFICE BUILDING, 555 E. Washington Ave., Las Vegas, NV; LEGISLATIVE BUILDING, 401 S. Carson St., Carson City, NV; NEVADAWORKS 639 Isbell Rd., Ste. 420, Reno, NV; WORKFORCE CONNECTIONS, 7251 W. Lake Mead Blvd., Las Vegas, NV. This Agenda was also posted on DETR's Web site at [www.detr.nv.gov](http://www.detr.nv.gov). In addition, the Agenda was mailed or e-mailed to groups and individuals as requested.