

## ■ EQUAL EMPLOYMENT OPPORTUNITIES LAW

TERMS: Employers who had 15 or more workers on each working day in 20 or more weeks this year or last are prohibited from:

- (1) Refusing to hire a job applicant, firing an employee, or discriminating in any other way against a worker because of the worker's race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, or national origin.
- (2) Limiting, segregating or classifying a worker on any of these same grounds, in a way that would limit the worker's job opportunities or negatively affect the person's status as an employee.
- (3) Printing or circulating any employment notice which indicates a preference or limitation based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, or national origin.

Similar acts of discrimination by employment agencies are likewise unlawful.

ENFORCEMENT: *Nevada Equal Rights Commission, Nevada Department of Employment, Training and Rehabilitation, Las Vegas, Nevada 89104 (702-486-7161).*

If the Commission's investigation of a worker's complaint does not find evidence of a violation, the worker may take the complaint to civil court, using a private attorney or a public legal services program. Action in court cannot be undertaken later than 180 days after the act of discrimination occurred (not counting the time the complaint was being considered by the Commission).

SPECIAL NOTE: A person may not fire, discipline or discriminate in any manner against a worker because the worker has filed a complaint, participated in a proceeding, or exercised any other right under this law.