

Current law establishes that the Nevada Equal Rights Commission (NERC) has the authority to investigate claims of public accommodation discrimination based on gender identity or expression (NRS 651.110, NRS 233.150).

Nevada law defines places of public accommodation to include "[a]ny nursery, private school or university or other place of education" (NRS 651.050(3)(k)).

NRS 651.070 states that "[a]ll persons are entitled to the full and equal enjoyment of the goods, services, facilities, privileges, advantages and accommodations of any place of public accommodation, without discrimination or segregation on the ground of race, color, religion, national origin, disability, sexual orientation, sex, gender identity or expression."

Places of public accommodation DO NOT include any private club or other establishment not open to the public. (NRS 651.060)

**COMPLAINTS ALLEGING DISCRIMINATION ON THE BASIS OF GENDER IDENTITY OR EXPRESSION AT A PUBLIC SCHOOL ARE WITHIN NERC'S JURISDICTION AND WILL BE ACCEPTED BY NERC FOR FURTHER REVIEW AND POSSIBLE INVESTIGATION.**



NERC's representatives are available to provide training and to speak at seminars and meetings about discrimination laws and preventing discrimination.

#### NERC Office Locations

Las Vegas – 1820 East Sahara Ste. 314  
P: 702.486.7161 F: 702.486.7054

Reno – 1325 Corporate Blvd. Room 115  
P: 775.823.6690 F: 775.688.1292  
[www.nvdetr.org](http://www.nvdetr.org)

Nevada Relay 711 or (800) 326-6868

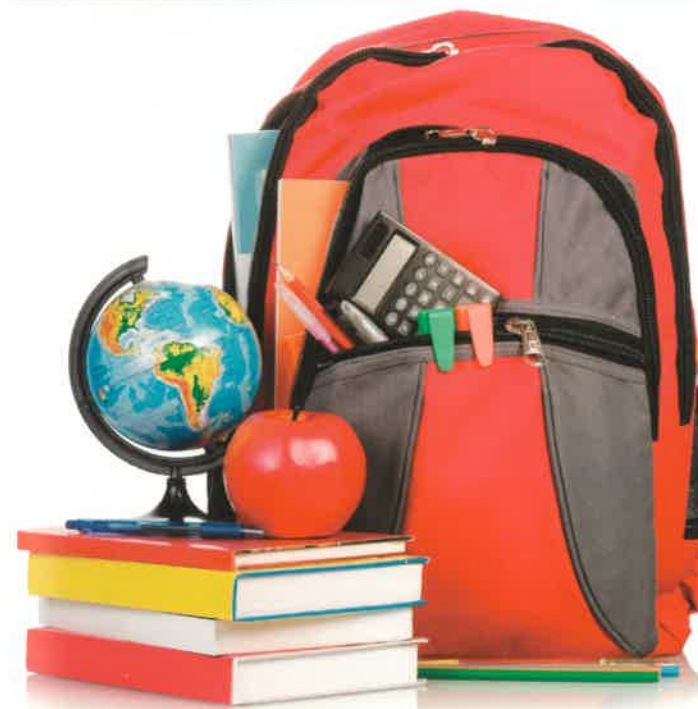
#### Zach Rose-Heim Consulting

Zach Rose-Heim is an LGBT Educator and Consultant specializing in inclusion training for Nevada schools, employers, districts and student groups. For more information about how to make your workplace more inclusive please email or call Zach Rose-Heim Consulting. Training will include information to ensure use of correct preferred gender pronouns, use of preferred name, proactive anti-bullying and creation of safe learning and/or office environments.

Phone: 702-748-9740

Email: [zroseheim@gmail.com](mailto:zroseheim@gmail.com)

# EQUAL ENJOYMENT GUIDANCE FOR NEVADA'S SCHOOLS



## COMMON QUESTIONS

### WHO CAN FILE A CHARGE OF DISCRIMINATION?

Any individual, who believes his/her rights have been violated, as described in this brochure, may file a charge of discrimination with the Nevada Equal Rights Commission (NERC). Individuals who need an accommodation in order to file a charge (e.g., sign language interpreter, print materials in an accessible format) should inform NERC so appropriate arrangements can be made.

### HOW IS A CHARGE OF DISCRIMINATION FILED?

You will be required to complete an [Intake Inquiry form](#) online at [www.nvdetr.org](http://www.nvdetr.org), or by mail, or in person at the nearest NERC office. Your complaint will be assessed, and thereafter you may be scheduled for an interview. If certain legal requirements are met, a formal charge of discrimination may be drafted for your review and signature.

### Are Complaints Anonymous?

Initially, yes. After you have completed your Intake Inquiry form, you will be scheduled to meet with a NERC investigator to determine if your allegation meets the legal requirements. This is called the intake interview. This interview is private. However, should NERC decide to draft a formal charge of discrimination, your complaint will not remain anonymous to the entity you are alleging committed the discriminatory act.

### What Happens After I File a Complaint?

Once a complaint is filed, you will have the opportunity to resolve your complaint through NERC's mediation program. If the mediation is waived or unsuccessful, your case will be assigned to an investigator to determine whether there is reasonable evidence to believe discrimination occurred. If NERC believes discrimination occurred, the Administrator may conciliate the matter. If the conciliation is unsuccessful, the Administrator may present NERC's findings in an administrative hearing to NERC's 5-member Commission, all appointees of the Governor, for resolution. The Commission may order a cease and desist for the unlawful practice.

A [civil action](#) must be brought in court no later than 1 year from the date of harm. While the complaint is pending with NERC, the time is tolled. (NRS 651.120)

## COMMONLY USED TERMS

**LGBT(Q):** Lesbian, Gay, Bisexual, Transgender & Queer. Acronym usually used to represent the larger community of individuals who identify with one or more of these terms.

**Gender Identity or Expression:** Means a gender-related identity, appearance, expression, or behavior of a person, regardless of the person's assigned sex at birth. (NRS 651)

**Sex:** A person's biological status, typically categorized as male or female.

**Preferred Gender Pronouns (PGPs):** The pronouns an individual prefers. (They/Them/Their, She/Her/Hers, He/Him, for example)

**Sexual Orientation:** Means having or being perceived as having an orientation for heterosexuality, homosexuality or bisexuality.

**An equal opportunity program. Auxiliary aids and services are available upon request to individuals with disabilities.**