

Resolving potentially damaging discrimination complaints can be the best resolution for both employer and employee

The Nevada Equal Rights Commission (NERC) investigates complaints of discrimination in the workplace. If the NERC notifies you that a complaint or “charge” has been filed against your company, it may be possible to resolve the charge before your company is forced to expend its resources to respond to inquiries made as part of the formal investigation. Many charges can be resolved in the early stages of the complaint process, in a manner acceptable to both the charging party and the employer.

The NERC is firmly committed to using alternative dispute resolution for resolving charges where appropriate and feasible. Informal Settlement Meetings (ISMs) are a telephonic form of dispute resolution offered by the NERC as a precursor and possible alternative to the investigative process. This resolution phase can provide faster, less contentious, and more productive results in eliminating workplace discrimination.

ISMs are a fair and efficient process to

help companies resolve employment disputes. This is an informal process, available at no cost to either party, in which a neutral mediator assists the opposing parties to reach a negotiated resolution of the charge of discrimination. The decision to participate in the informal process is completely voluntary for both the charging party and the employer. ISMs give both parties the opportunity to discuss the issues raised in the charge, clear up misunderstandings, determine the underlying interests or concerns, find areas of agreement and, ultimately, incorporate those areas of agreement into resolutions. The process is strictly confidential. Information disclosed during an ISM will not be revealed to anyone, including other NERC employees. In addition, settlement agreements secured through this process do not constitute an admission by the employer of any violation of laws enforced by the NERC. There is no determination of guilt or innocence. Agreements entered into through the ISM process are legally enforceable in a court of law.

In a perfect world no one would have to worry about . . .

- Age
- Color
- Disability
- Gender
- National Origin
- Race
- Religion
- Sexual Orientation

State of Nevada
Department of Employment, Training & Rehabilitation
Nevada Equal Rights Commission

Choosing a settlement meeting to resolve employment discrimination disputes promotes a better work environment, reduces costs, and works for the employer and the employee.

For more information call the Nevada Equal Rights Commission at (702) 486-7161 or (775) 688-1288

...or visit www.nvdetr.org



Department of Employment, Training & Rehabilitation
and
Department of Human Resources, Welfare Division
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Partnerships for Employment

News for Nevada Businesses

...teamwork to build a stronger Nevada workforce



Employers: It's all about the bottom line

It's a fact; without competent workers, the bottom line suffers.

Employers, do you know?

- Nevada State Welfare Division (NSWD) -New Employees of Nevada (NEON) offers on-the-job training contracts to private business and industry
- Your businesses could be reimbursed up to \$1999.99 within a state fiscal year for hiring a NEON employee through an on-the-job training contract

Salary savings are always good for the bottom line



- You control which NEON candidate is hired
Pick the perfect person from many qualified candidates
- Employment and Support Services (ESS) personnel work with you and the selected NEON client to ensure a good experience within the partnership
- NSWD can assist on-the-job training clients with transportation, special tools, work clothes and childcare

- The respect your business earns within the community when you help make a difference in someone's life is unmeasurable

Employers increase your bottom line while helping families become self-sustaining!

Everyone wins when businesses and NEON work together!

For more information contact Kathy Brown
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Employment & Support Services Unit
NEON program
1470 East College Parkway
Carson City, NV 89706
(775) 684-0613



**Department of Human Resources,
Welfare Division**

and

**Department of Employment,
Training & Rehabilitation**



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