



## Facts About Retaliation

State law (NRS 613.340) prohibits an employer, employment agency or labor organization from retaliating against an employee or applicant for employment because that individual has engaged in protected activity regarding a discriminatory employment practice made unlawful under state statutes. Similar provisions apply in the state fair housing law (NRS 118.100) and in the state public accommodations law (NRS 651.080). The federal anti-discrimination laws (Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Equal Pay Act) prohibit retaliation by an employer, employment agency, or labor organization because an individual has engaged in protected activity to oppose activity prohibited by those laws.

Protected activity consists of the following:

- (1) opposing a practice made unlawful by one of the employment discrimination statutes. Opposition can include discussing or questioning a practice, policy or decision that an individual believes is discriminatory; refusing an order that an individual reasonably believes to be discriminatory; or requesting a reasonable accommodation for a disability.

or

- (2) filing a charge, testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing under the applicable anti-discrimination statute.

Retaliation occurs if the employer, employment agency, labor organization, landlord, or business owner knows of the individual's protected activity and then takes adverse action against that person because of the protected activity. There must be a causal connection between the protected activity and the adverse action.

The anti-retaliation laws do not prohibit an employer from enforcing production/performance standards, or internal policies and procedures regarding attendance or workplace conduct. Landlords may enforce tenant rules and rental/lease agreements, and places of public accommodations may exclude individuals whose conduct is offensive, disruptive or a direct threat to others, so long as they do so in a non-discriminatory and non-retaliatory manner.

# If You Think You Have Been Retaliated Against, Contact The Nevada Equal Rights Commission

Nevada Equal Rights Commission  
555 E. Washington Ave., Suite 4000  
Las Vegas, NV 89101

PH: 702 486-7161  
Fax: 702-486-7054

Nevada Equal Rights Commission  
1325 Corporate Boulevard # 115  
Reno, NV 89502

PH: 775-823-6690  
Fax: 775-688-1292

Or visit us on the Internet

[www.NVDETR.org](http://www.NVDETR.org)

An employment or public accommodations complaint must be filed within 300 days from the date of the alleged discriminatory/retaliatory conduct.

A housing complaint must be filed within one (1) year of the date of the alleged discriminatory/retaliatory conduct.

For employment related issues, you may also contact the federal Equal Employment Opportunity Commission (EEOC) at 1-800-669-4000 or on the Internet at [www.eeoc.gov](http://www.eeoc.gov)

For disability related issues, you may also contact the U.S. Department of Justice at 1-800-514-0301 (voice) 800-514-0383 (TTY) or on the Internet at [www.ada.gov](http://www.ada.gov)

For housing related issues, you may also contact the federal department of Housing and Urban Development (HUD) at 1-800-347-3739 or on the Internet at [www.hud.gov](http://www.hud.gov)