



# Facts About Sexual Orientation Discrimination

Nevada state law protects individuals against employment discrimination on the basis of sexual orientation, which is defined as having an orientation to heterosexuality, homosexuality, or bisexuality. The law applies to employers with 15 or more employees, including state and local governments, to employment and temporary staffing agencies, and to labor organizations.

It is unlawful to discriminate against any employee or applicant for employment because of his/her sexual orientation in regard to hiring, termination, promotion, compensation, job training, or any other term, condition, or privilege of employment.

Harassment on the basis of sexual orientation violates the law. Slurs, "jokes," offensive or derogatory comments, or other verbal or physical conduct based on an individual's sexual orientation constitute unlawful harassment if the conduct creates an intimidating, hostile, or offensive working environment, or interferes with the individual's work performance.

The law prohibits employment decisions based on stereotypes and assumptions about abilities, traits, or the performance of individuals on the basis of sexual orientation. State law prohibits both intentional discrimination and neutral job policies that disproportionately exclude individuals on the basis of sexual orientation and that are not job related.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on sexual orientation or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under state or federal law.

Nevada state law prohibits discrimination because of sexual orientation in places of public accommodation.

Places of "public accommodation" include any establishment or place to which the public is invited or which is intended for public use, such as :

- hotels, restaurants, bars, gas stations, casinos, theaters, retail stores, banks, barber/beauty shops, hospitals/clinics,
- offices of accountants, lawyers, doctors, insurance agents
- airports, bus or train depots
- bowling alleys, amusement parks, zoos, stadiums, convention centers
- parks, health clubs/spas, educational institutions, social service providers

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

If You Think You Have Been Discriminated Against  
Because Of Sexual Orientation, 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 Commssion  
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)

A complaint must be filed within 300 days of the date of the alleged discriminatory conduct.