

ASSEMBLY BILL NO. 194—ASSEMBLYMEN ARBERRY,  
GIUNCHIGLIANI AND WILLIAMS

FEBRUARY 19, 2001

Referred to Committee on Commerce and Labor

SUMMARY—Broadens applicability of laws relating to unlawful employment practices.  
(BDR 53-707)

FISCAL NOTE: Effect on Local Government: No.  
Effect on the State: No.

~

EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

AN ACT relating to unlawful employment practices; reducing the minimum number of employees that an employer must have to be subject to the provisions prohibiting unlawful employment practices; extending the period of limitation for bringing certain actions in district court; and providing other matters properly relating thereto.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN  
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

- 1 **Section 1.** NRS 613.310 is hereby amended to read as follows:
- 2 613.310 As used in NRS 613.310 to 613.435, inclusive, unless the
- 3 context otherwise requires:
- 4 1. “Disability” means, with respect to a person:
- 5 (a) A physical or mental impairment that substantially limits one or
- 6 more of the major life activities of the person;
- 7 (b) A record of such an impairment; or
- 8 (c) Being regarded as having such an impairment.
- 9 2. “Employer” means any person who has ~~15~~ 5 or more employees
- 10 for each working day in each of 20 or more calendar weeks in the current
- 11 or preceding calendar year, but does not include:
- 12 (a) The United States or any corporation wholly owned by the United
- 13 States.
- 14 (b) Any Indian tribe.
- 15 (c) Any private membership club exempt from taxation pursuant to 26
- 16 U.S.C. § 501(c).
- 17 3. “Employment agency” means any person regularly undertaking with
- 18 or without compensation to procure employees for an employer or to
- 19 procure for employees opportunities to work for an employer, but does not
- 20 include any agency of the United States.



- 1 4. "Labor organization" means any organization of any kind, or any
- 2 agency or employee representation committee or plan, in which employees
- 3 participate and which exists for the purpose, in whole or in part, of dealing
- 4 with employers concerning grievances, labor disputes, wages, rates of pay,
- 5 hours of employment or other conditions of employment.
- 6 5. "Person" includes the State of Nevada and any of its political
- 7 subdivisions.
- 8 6. "Sexual orientation" means having or being perceived as having an
- 9 orientation for heterosexuality, homosexuality or bisexuality.
- 10 **Sec. 2.** NRS 613.430 is hereby amended to read as follows:
- 11 613.430 No action authorized by NRS 613.420 may be brought more
- 12 than ~~180 days~~ *1 year* after the date of the act complained of. When a
- 13 complaint is filed with the Nevada equal rights commission, the limitation
- 14 provided by this section is tolled as to any action authorized by NRS
- 15 613.420 during the pendency of the complaint before the commission.
- 16 **Sec. 3.** This act becomes effective on July 1, 2001.

