

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.

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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.

