

SENATE BILL NO. 143—SENATOR NEAL

FEBRUARY 14, 2023

Referred to Committee on Government Affairs

SUMMARY—Revises provisions relating to discrimination in housing. (BDR 18-1)

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

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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 discriminatory practices; revising various provisions relating to discrimination in housing; providing civil penalties and other remedies for certain violations; authorizing the Nevada Equal Rights Commission within the Department of Employment, Training and Rehabilitation to enter into certain agreements with the United States Department of Housing and Urban Development for the Commission to investigate and enforce laws relating to fair housing as a certified agency under federal law; providing that certain conduct relating to an applicant or tenant’s arrest record, conviction record or record of criminal history constitutes an unlawful discriminatory practice in housing; providing that certain requirements relating to guarantors constitutes an unlawful discriminatory practice in housing; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

- 1 Existing law creates the Nevada Equal Rights Commission within the
- 2 Department of Employment, Training and Rehabilitation. (NRS 232.910, 233.030)
- 3 The Commission is authorized to investigate and conduct hearings concerning acts
- 4 of prejudice with regard to housing, employment and public accommodations.
- 5 (NRS 233.150) Existing law sets forth the Nevada Fair Housing Law to prohibit
- 6 discrimination in housing. (NRS 118.010-118.120) In addition, the federal Fair
- 7 Housing Act of 1968, as amended, prohibits discrimination in the sale, rental and
- 8 financing of dwellings and in other housing-related transactions. (42 U.S.C. §§
- 9 3601 et seq.)



10 **Sections 17, 20 and 21** of this bill revise references to the types of
11 discrimination from which persons are protected in Nevada to conform to federal
12 law.

13 **Section 21** authorizes the Commission to initiate a complaint alleging an
14 unlawful discriminatory practice in housing. **Section 23** of this bill requires the
15 Commission to investigate each complaint which alleges an unlawful
16 discriminatory practice in housing and to attempt to resolve the issues raised in the
17 complaint through informal negotiations with the parties. **Section 24** of this bill
18 requires the Commission to serve upon an aggrieved person certain information.

19 **Section 14** of this bill establishes new procedures and requirements with
20 respect to investigations and administrative hearings concerning such complaints.
21 Following the Commission's investigation of a complaint, if the Administrator of
22 the Commission determines that probable cause exists to believe that an unlawful
23 discriminatory practice in housing has occurred or is about to occur, the Attorney
24 General is required to: (1) prepare a notice of hearing and serve the notice upon the
25 parties; and (2) unless a party elects to have the matter determined by a court,
26 prepare and prosecute the complaint in a public hearing before the Commission. If
27 the Commission, based on a preponderance of the evidence presented at the
28 hearing, determines that an unlawful discriminatory practice in housing has
29 occurred, the Commission may issue an order to cease and desist, order appropriate
30 injunctive or other equitable relief, award actual damages, impose civil penalties
31 and award costs and attorney's fees. **Section 28** of this bill makes a conforming
32 change to eliminate a requirement for the Commission to hold an informal meeting
33 of the parties.

34 **Section 15** of this bill provides for the determination of the complaint by a
35 court instead of the Commission. **Section 16** of this bill establishes procedures for
36 the judicial review of a final decision of the Commission.

37 **Sections 2-13 and 18** of this bill move the existing definitions in chapter 233 of
38 NRS and define various terms relating to the complaint process. **Sections 24-26, 28**
39 **and 29** of this bill make changes to existing provisions to use these terms. **Sections**
40 **19 and 27** of this bill make conforming changes to internal references.

41 Existing law prohibits the Commission from entering into certain agreements
42 with the United States Department of Housing and Urban Development for the
43 Commission to investigate and enforce laws relating to fair housing as a certified
44 agency under federal law unless the Legislature expressly authorizes the
45 Commission to do so. (NRS 233.153) **Section 22** of this bill authorizes the
46 Commission to enter into such an agreement without legislative approval.

47 **Section 30** of this bill provides that the provisions of chapter 233 of NRS
48 relating to the judicial review of decisions of the Commission concerning unlawful
49 discriminatory practice in housing prevail over the provisions of the Nevada
50 Administrative Procedure Act.

51 **Section 34** of this bill prohibits, with certain exceptions, a person seeking to
52 rent or lease a dwelling, or renting or leasing a dwelling, from: (1) inquiring into
53 the arrest record, conviction record or record of criminal history of an applicant or
54 tenant; (2) refusing to rent or lease, or refusing to negotiate to rent or lease, a
55 dwelling to an applicant on the basis of the applicant's arrest record, conviction
56 record or record of criminal history; (3) making, printing or publishing any notice,
57 statement or advertisement relating to the rental or lease which indicates a
58 preference based on the arrest record, conviction record or record of criminal
59 history of an applicant; and (4) evicting a tenant from a dwelling on the basis of his
60 or her arrest record, conviction record or record of criminal history for a
61 misdemeanor offense, unless the offense occurred on the premises of the dwelling.
62 **Section 34** provides that a person may inquire into or conduct a background check
63 into the conviction record or record of criminal history of an applicant to determine
64 whether the applicant has certain offenses on his or her record. A person may refuse



65 to rent or lease a dwelling to an applicant who has any such offense on his or her
66 record. **Section 34** also requires a person who makes a dwelling available for rent
67 or lease to provide each applicant with information on how to file an appeal of a
68 denial to rent or lease or file a complaint with the Commission. **Section 34** limits
69 the applicability of these provisions to any dwelling unit that is owned by a natural
70 person and contains three or more dwelling units. For purposes of **section 34**, a
71 “dwelling” is defined, with certain exceptions, as: (1) public housing; (2) any
72 housing that is rented or leased to a tenant pursuant to a contract with a housing
73 authority; or (3) any housing which accepts vouchers for rental payment. A
74 “dwelling” does not include: (1) a manufactured home; or (2) a single-family house
75 owned by a natural person or any other housing that is owned by a natural person
76 and has two or fewer dwelling units.

77 **Section 35** of this bill prohibits a person seeking to rent or lease a dwelling, or
78 renting or leasing a dwelling from: (1) requiring a guarantor on a contract to rent or
79 lease a dwelling to provide proof of income in an amount greater than three times
80 the monthly rent or lease; (2) refusing to rent or lease or refusing to negotiate to
81 rent or lease a dwelling to an applicant because a guarantor has not provided proof
82 of income in an amount greater than three times the monthly rent or lease; or (3)
83 making, printing or publishing any notice, statement or advertisement relating to
84 the rental or lease of a dwelling which indicates a requirement for a guarantor to
85 provide proof of income in an amount greater than three times the monthly rent.

86 **Sections 36-47** of this bill amend the Nevada Fair Housing Law to conform to
87 federal law. **Section 38** of this bill revises the definition of “disability” to exclude
88 any current illegal use of or addiction to a controlled substance. **Sections 39 and 40**
89 of this bill revise the definitions of “dwelling” and “person.” **Sections 32 and 33** of
90 this bill define the terms “aggrieved person” and “unlawful discriminatory practice
91 in housing.”

92 **Section 41** of this bill revises the prohibited practices which constitute an
93 unlawful discriminatory practice in housing in Nevada. **Section 41** prohibits
94 discrimination in real estate related transactions. **Section 41** also sets forth certain
95 exceptions to the application of its provisions.

96 **Section 42** of this bill prohibits a person from refusing to: (1) allow a person
97 with a disability to make reasonable modifications to a dwelling which may be
98 necessary to afford the person with a disability full enjoyment of the dwelling, if
99 the person with a disability pays for the modifications; or (2) make reasonable
100 accommodations in rules, policies, practices or services which may be necessary to
101 afford a person with a disability equal opportunity to use and enjoy the dwelling.

102 **Section 43** of this bill revises accessibility requirements relating to the design
103 and construction of a covered multifamily dwelling. **Section 44** of this bill revises
104 provisions prohibiting a landlord from refusing to rent a dwelling to a person with a
105 disability with a service animal.

106 **Sections 45-47** of this bill revise provisions governing civil actions to enforce
107 certain provisions relating to discrimination in housing.

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

1 **Section 1.** Chapter 233 of NRS is hereby amended by adding
2 thereto the provisions set forth as sections 2 to 16, inclusive, of this
3 act.

4 **Sec. 2.** *“Administrator” means the Administrator of the*
5 *Commission.*



1 **Sec. 3.** *“Aggrieved person” has the meaning ascribed to it in*
2 *section 32 of this act.*

3 **Sec. 4.** *“Commission” means the Nevada Equal Rights*
4 *Commission within the Department of Employment, Training and*
5 *Rehabilitation.*

6 **Sec. 5. 1.** *“Complainant” means a person by whom, or on*
7 *whose behalf, a complaint is made which alleges an unlawful*
8 *discriminatory practice over which the Commission has*
9 *jurisdiction pursuant to this chapter.*

10 **2.** *As used in this section, “person” includes the Commission.*

11 **Sec. 6.** *“Conciliation” means the attempted resolution of*
12 *issues raised by a complaint, or by the investigation of a*
13 *complaint, through informal negotiations involving the aggrieved*
14 *person, the respondent and the Commission.*

15 **Sec. 7.** *“Disability” has the meaning ascribed to it in*
16 *NRS 118.045.*

17 **Sec. 8.** *“Familial status” has the meaning ascribed to it in*
18 *NRS 118.065.*

19 **Sec. 9.** *“Gender identity or expression” has the meaning*
20 *ascribed to it in NRS 118.075.*

21 **Sec. 10.** *“Member” means a member of the Commission.*

22 **Sec. 11.** *“Respondent” means a natural person or other*
23 *person against whom a complaint is made which alleges an*
24 *unlawful discriminatory practice and over which the Commission*
25 *has jurisdiction pursuant to this chapter.*

26 **Sec. 12.** *“Sexual orientation” has the meaning ascribed to it*
27 *in NRS 118.093.*

28 **Sec. 13.** *“Unlawful discriminatory practice in housing” has*
29 *the meaning ascribed to it in section 33 of this act.*

30 **Sec. 14. 1.** *When a complaint is filed in which allegations,*
31 *if true, would support a finding of an unlawful discriminatory*
32 *practice in housing:*

33 **(a)** *The Commission shall, to the extent practicable throughout*
34 *the complaint process, engage in conciliation with respect to the*
35 *complaint. If an agreement is reached with regard to the matters*
36 *alleged in the complaint, no further action may be taken by the*
37 *complainant or the Commission with regard to the matters alleged*
38 *in the complaint.*

39 **(b)** *Each conciliation agreement between a complainant and a*
40 *respondent must be approved by the Commission. The*
41 *Commission may reject any conciliation agreement that it*
42 *determines is not in the public interest. A conciliation agreement*
43 *may provide for binding arbitration of the matters alleged in the*
44 *complaint and for the awarding of any appropriate relief in the*
45 *arbitration, including, without limitation, monetary relief.*



1 (c) *The Commission shall make a conciliation agreement*
2 *public, unless the complainant and the respondent agree that it*
3 *not be made public and the Commission determines that public*
4 *disclosure of the agreement would not further the purposes of this*
5 *chapter or NRS 118.010 to 118.120, inclusive, and sections 32 to*
6 *35, inclusive, of this act.*

7 2. *The Commission shall, at the conclusion of any*
8 *investigation required by NRS 233.157, prepare a final*
9 *investigative report containing:*

- 10 (a) *The name and the date of contact with each witness;*
11 (b) *A summary of and the dates of correspondence and other*
12 *contact with the complainant and the respondent;*
13 (c) *A summary description of other pertinent records;*
14 (d) *A summary of witness statements; and*
15 (e) *Answers to interrogatories.*

16 ➔ *The Commission may amend the final investigative report if*
17 *additional evidence is discovered.*

18 3. *If, at the conclusion of an investigation required by NRS*
19 *233.157, the Administrator determines that there is not probable*
20 *cause to believe that an unlawful discriminatory practice in*
21 *housing has occurred or is about to occur, the Administrator shall*
22 *dismiss the complaint and notify the complainant and the*
23 *respondent.*

24 4. *If, at the conclusion of an investigation required by NRS*
25 *233.157, the Administrator determines that there is probable cause*
26 *to believe that an unlawful discriminatory practice in housing has*
27 *occurred or is about to occur, and attempts at conciliation have*
28 *failed:*

29 (a) *The Attorney General shall prepare a notice of hearing*
30 *that complies with the requirements of NRS 233B.121 and serve a*
31 *copy of the notice upon the complainant, the aggrieved person and*
32 *the respondent, together with a notice of the right, in lieu of the*
33 *hearing, to elect to have the matter determined in a civil action in*
34 *a court of competent jurisdiction pursuant to section 15 of this act.*

35 (b) *Any aggrieved person may intervene as a party in the*
36 *proceeding.*

37 5. *Unless an election is made to have the matter determined*
38 *in a court of competent jurisdiction pursuant to section 15 of this*
39 *act, the Commission shall hold a public hearing on the matter in*
40 *conformance with the requirements of chapter 233B of NRS,*
41 *except that the provisions of subsection 5 of NRS 233B.121 and*
42 *NRS 233B.124 do not apply to the hearing. The Attorney General*
43 *shall prepare and prosecute the complaint on behalf of the*
44 *complainant.*



1 6. If, after a hearing held pursuant to subsection 5, the
2 Commission determines, based on a preponderance of the
3 evidence, that an unlawful discriminatory practice in housing has
4 occurred, the Commission shall serve a copy of its findings of fact
5 and conclusions of law upon the complainant, the aggrieved
6 persons and the respondent within 10 days after such a finding
7 and may:

8 (a) Order the respondent to cease and desist from the unlawful
9 practice;

10 (b) Order such injunctive or equitable relief as may be
11 appropriate;

12 (c) Award actual damages to the complainant;

13 (d) Impose upon the respondent:

14 (1) Except as otherwise provided in this paragraph, a civil
15 penalty of not more than \$16,000;

16 (2) If the respondent has been adjudged in a separate
17 action to have committed any violation of NRS 118.010 to 118.120,
18 inclusive, and sections 32 to 35, inclusive, of this act within the 5-
19 year period immediately preceding the filing of the complaint, a
20 civil penalty of not more than \$37,500; or

21 (3) If the respondent has been adjudged in one or more
22 separate actions to have committed two or more violations of NRS
23 118.010 to 118.120, inclusive, and sections 32 to 35, inclusive, of
24 this act within the 7-year period immediately preceding the filing
25 of the complaint, a civil penalty of not more than \$65,000; and

26 (e) Award costs and reasonable attorney's fees to the
27 complainant.

28 7. If, after a hearing held pursuant to subsection 5, the
29 Commission determines, based on a preponderance of the
30 evidence, that an unlawful discriminatory practice in housing has
31 not occurred, the Commission:

32 (a) Shall dismiss the matter and make the dismissal public;
33 and

34 (b) May, upon motion of the respondent, award costs and
35 reasonable attorney's fees to the respondent, if the Commission
36 determines that the complaint, had it been filed with a court,
37 would have violated and been grounds for sanctions under Rule
38 II of the Nevada Rules of Civil Procedure.

39 8. Any resolution of a complaint before a final order of the
40 Commission is issued following a hearing held pursuant to
41 subsection 5 must, to the extent practicable, be agreed to by the
42 aggrieved person.

43 9. If the respondent fails to comply with a final order of the
44 Commission, the Commission shall apply to the district court for
45 an order compelling compliance. If the court finds that the



1 *respondent has violated the order by failing to cease and desist*
2 *from the unlawful practice, failing to make any payment ordered*
3 *or otherwise failing to comply with the order, the court shall*
4 *award the aggrieved person actual damages caused by the*
5 *noncompliance.*

6 *10. After the Commission has held a public hearing and*
7 *rendered a decision, the complainant is barred from proceeding on*
8 *the same facts and legal theory before any other administrative*
9 *body or officer.*

10 **Sec. 15. 1.** *If, pursuant to subsection 4 of section 14 of this*
11 *act, the Administrator has determined that there is probable cause*
12 *to believe that an unlawful discriminatory practice in housing has*
13 *occurred or is about to occur, and attempts at conciliation have*
14 *failed, the complainant, the aggrieved person or the respondent*
15 *may, in lieu of a hearing before the Commission pursuant to*
16 *section 14 of this act, elect to have the claims of an unlawful*
17 *discriminatory practice in housing that were set forth in the*
18 *complaint decided by a court of competent jurisdiction.*

19 *2. An election made pursuant to subsection 1 must be made*
20 *in writing and be received by the Commission not later than 20*
21 *days after the date on which the notice of hearing was served*
22 *pursuant to subsection 4 of section 14 of this act.*

23 *3. The Attorney General shall, if requested by the*
24 *complainant or the aggrieved person, prepare, file and litigate a*
25 *civil action on behalf of the complainant or the aggrieved person.*

26 *4. Any aggrieved person, with respect to the issues to be*
27 *determined in the civil action, may intervene as a matter of right*
28 *in the civil action.*

29 *5. If the court, based on a preponderance of the evidence,*
30 *determines that the defendant has committed or is about to commit*
31 *an unlawful discriminatory practice in housing, the court may:*

32 *(a) Award actual and punitive damages to the complainant or*
33 *the aggrieved person, except that the court may not award*
34 *monetary damages to an aggrieved person who does not intervene,*
35 *if that aggrieved person has not complied with discovery orders*
36 *entered by the court;*

37 *(b) Award costs and reasonable attorney's fees to the*
38 *complainant or the aggrieved person; and*

39 *(c) Order such other relief as the court determines appropriate,*
40 *including, without limitation:*

41 *(1) Ordering a permanent or temporary injunction;*

42 *(2) Issuing a temporary restraining order; or*

43 *(3) Enjoining the defendant from engaging in the unlawful*
44 *practice or ordering such other affirmative action as the court*
45 *determines appropriate.*



1 6. *If the court, based on a preponderance of the evidence,*
2 *determines that the defendant has not committed and is not about*
3 *to commit an unlawful discriminatory practice in housing, the*
4 *court shall dismiss the action and may, upon the motion of*
5 *the defendant, award costs and reasonable attorney's fees to the*
6 *defendant, if the court determines that the complaint was*
7 *prosecuted in violation of Rule 11 of the Nevada Rules of Civil*
8 *Procedure.*

9 7. *The Commission shall notify the complainant, all*
10 *aggrieved persons and the respondent of the court's decision in*
11 *any action filed pursuant to this section.*

12 **Sec. 16.** 1. *An order of the Commission issued pursuant to*
13 *section 14 of this act in a complaint alleging an unlawful*
14 *discriminatory practice in housing is a final decision in a*
15 *contested case for the purpose of judicial review.*

16 2. *Any person identified as a party of record in a hearing*
17 *before the Commission on a complaint alleging an unlawful*
18 *discriminatory practice in housing who is aggrieved by a final*
19 *decision of the Commission may request judicial review.*

20 3. *A petition for judicial review must:*

21 (a) *Name as respondents the Commission and all parties of*
22 *record to the hearing;*

23 (b) *Be instituted by filing the petition in the district court in*
24 *and for Carson City, in and for the county in which the aggrieved*
25 *party resides or in and for the county in which the hearing*
26 *occurred; and*

27 (c) *Be filed within 30 days after service of the final decision of*
28 *the Commission.*

29 4. *A cross-petition for judicial review must be filed within 10*
30 *days after service of a petition for judicial review.*

31 5. *The Commission and any party wishing to participate in*
32 *the judicial review must file a statement of intent to participate in*
33 *the petition for judicial review and serve the statement upon the*
34 *petitioner and each named respondent within 20 days after service*
35 *of the petition.*

36 6. *The petition for judicial review and any cross-petition for*
37 *judicial review must be served upon the Commission and each*
38 *party of record within 45 days after the filing of the petition,*
39 *unless, upon a showing of good cause, the district court extends*
40 *the time for such service.*

41 7. *The Commission shall, within 30 days after receipt of*
42 *service of the petition for judicial review or such time as allowed*
43 *by the court, transmit to the court the original or a certified copy*
44 *of the entire record of the proceeding under review, including,*
45 *without limitation, a transcript of the evidence resulting in the*



1 *final decision of the Commission. The record may be shortened by*
2 *stipulation of the parties to the proceeding. If the court determines*
3 *that a party has unreasonably refused to stipulate to limit the*
4 *record, the court may assess any additional costs resulting from*
5 *the refusal against that party. The court may require or permit*
6 *subsequent corrections or additions to the record.*

7 8. *If, before submission to the court, an application is made*
8 *to the court for leave to present additional evidence, and it is*
9 *shown to the satisfaction of the court that the additional evidence*
10 *is material and that there were good reasons for failure to present*
11 *it in the proceeding before the Commission, the court may order*
12 *that the additional evidence be taken before the Commission upon*
13 *such conditions as the court determines appropriate. After receipt*
14 *of any additional evidence, the Commission:*

15 (a) *May modify its finding and decision; and*

16 (b) *Shall file the evidence and any modification, new finding*
17 *or decision with the court.*

18 9. *A petitioner or cross-petitioner who is seeking judicial*
19 *review shall serve and file a memorandum of points and*
20 *authorities within 40 days after the Commission gives written*
21 *notice to the parties that the record of the proceeding under review*
22 *has been filed with the court.*

23 10. *The respondent or cross-petitioner shall serve and file a*
24 *reply memorandum of points and authorities within 30 days after*
25 *service of the memorandum of points and authorities.*

26 11. *The petitioner or cross-petitioner may serve and file a*
27 *reply memorandum of points and authorities within 30 days after*
28 *service of the reply memorandum.*

29 12. *Within 7 days after the expiration of the period within*
30 *which the petitioner is authorized to reply pursuant to subsection*
31 *11, any party may request a hearing. Unless a request for a*
32 *hearing has been filed, the matter shall be deemed submitted.*

33 13. *All memoranda of points and authorities filed in*
34 *proceedings involving petitions for judicial review must be in the*
35 *form provided for appellate briefs in Rule 28 of the Nevada Rules*
36 *of Appellate Procedure.*

37 14. *The court, for good cause, may extend the times allowed*
38 *in this section for filing memoranda.*

39 15. *Judicial review of a final decision of the Commission*
40 *must be:*

41 (a) *Conducted by the court without a jury; and*

42 (b) *Confined to the record.*

43 ↪ *In cases concerning alleged irregularities in procedure before*
44 *the Commission that are not shown in the record, the court may*
45 *receive evidence concerning the irregularities.*



1 *16. The final decision of the Commission shall be deemed*
2 *reasonable and lawful until reversed or set aside in whole or in*
3 *part by the court. The burden of proof is on the party attacking or*
4 *resisting the decision to show that the final decision is invalid*
5 *pursuant to subsection 17.*

6 *17. The court shall not substitute its judgment for that of the*
7 *Commission as to the weight of evidence on a question of fact. The*
8 *court may remand or affirm the final decision or set it aside in*
9 *whole or in part if substantial rights of the petitioner have been*
10 *prejudiced because the final decision of the Commission is:*

- 11 (a) *In violation of any constitutional or statutory provision;*
12 (b) *In excess of the statutory authority of the Commission;*
13 (c) *Made upon unlawful procedure;*
14 (d) *Affected by other error of law;*
15 (e) *Clearly erroneous in view of the reliable, probative and*
16 *substantial evidence on the whole record; or*
17 (f) *Arbitrary or capricious or characterized by abuse of*
18 *discretion.*

19 *18. A petitioner who applies for a stay of the final decision of*
20 *the Commission shall file and serve a written motion for the stay*
21 *on the Commission and all parties of record to the proceeding at*
22 *the time of filing the petition for judicial review. The petitioner*
23 *must provide security before the court may issue a stay.*

24 *19. In determining whether to grant a stay, the court shall*
25 *consider the same factors as are considered for a preliminary*
26 *injunction under Rule 65 of the Nevada Rules of Civil Procedure.*

27 *20. In making a ruling, the court shall:*
28 (a) *Give deference to the Commission; and*
29 (b) *Consider the risk to the public, if any, of staying the*
30 *decision of the Commission.*

31 *21. An aggrieved party may obtain a review of any final*
32 *judgment of the district court by appeal to the Nevada Supreme*
33 *Court. The appeal may be taken as in other civil cases.*

34 **Sec. 17.** NRS 233.010 is hereby amended to read as follows:

35 233.010 1. It is hereby declared to be the public policy of the
36 State of Nevada to protect the welfare, prosperity, health and peace
37 of all the people of the State, and to foster the right of all persons
38 reasonably to seek and obtain housing accommodations without
39 discrimination, distinction or restriction because of race, ~~religious~~
40 ~~creed,~~ *religion*, color, age, sex, disability, *familial status*, sexual
41 orientation, gender identity or expression, national origin or
42 ancestry.

43 2. It is hereby declared to be the public policy of the State of
44 Nevada to protect the welfare, prosperity, health and peace of all the
45 people of the State, and to foster the right of all persons reasonably



1 to seek and be granted services in places of public accommodation
2 without discrimination, distinction or restriction because of race,
3 ~~religious creed,~~ *religion*, color, age, sex, disability, *familial status*,
4 sexual orientation, national origin ~~ancestry~~ or gender identity or
5 expression.

6 3. It is hereby declared to be the public policy of the State of
7 Nevada to protect the welfare, prosperity, health and peace of all the
8 people of the State, and to foster the right of all persons reasonably
9 to seek, obtain and hold employment without discrimination,
10 distinction or restriction because of race, ~~religious creed,~~ *religion*,
11 color, age, sex, disability, *familial status*, sexual orientation, gender
12 identity or expression ~~ancestry~~ or national origin . ~~ancestry~~ As used
13 in this subsection:

14 (a) "Protective hairstyle" includes, without limitation, hairstyles
15 such as natural hairstyles, afros, bantu knots, curls, braids, locks and
16 twists.

17 (b) "Race" includes traits associated with race, including,
18 without limitation, hair texture and protective hairstyles.

19 4. It is recognized that the people of this State should be
20 afforded full and accurate information concerning actual and alleged
21 practices of discrimination and acts of prejudice, and that such
22 information may provide the basis for formulating statutory
23 remedies of equal protection and opportunity for all citizens in this
24 State.

25 **Sec. 18.** NRS 233.020 is hereby amended to read as follows:

26 233.020 As used in this chapter ~~is~~

27 ~~1. "Administrator" means the Administrator of the~~
28 ~~Commission.~~

29 ~~2. "Commission" means the Nevada Equal Rights Commission~~
30 ~~within the Department of Employment, Training and Rehabilitation.~~

31 ~~3. "Disability" means, with respect to a person:~~

32 ~~(a) A physical or mental impairment that substantially limits one~~
33 ~~or more of the major life activities of the person;~~

34 ~~(b) A record of such an impairment; or~~

35 ~~(c) Being regarded as having such an impairment.~~

36 ~~4. "Gender identity or expression" means a gender-related~~
37 ~~identity, appearance, expression or behavior of a person, regardless~~
38 ~~of the person's assigned sex at birth.~~

39 ~~5. "Member" means a member of the Nevada Equal Rights~~
40 ~~Commission.~~

41 ~~6. "Sexual orientation" means having or being perceived as~~
42 ~~having an orientation for heterosexuality, homosexuality or~~
43 ~~bisexuality.], unless the context otherwise requires, the words and~~
44 ~~terms defined in sections 2 to 13, inclusive, of this act have the~~
45 ~~meanings ascribed to them in those sections.~~



1 **Sec. 19.** NRS 233.085 is hereby amended to read as follows:
2 233.085 The Governor may designate another agency to
3 perform the duties and functions of the Commission set forth in
4 NRS 233.150 [~~233.160, 233.165 and 233.170.~~] *and 233.157 to*
5 *233.170, inclusive, and sections 14, 15 and 16 of this act.*

6 **Sec. 20.** NRS 233.140 is hereby amended to read as follows:
7 233.140 The Commission shall:

8 1. Foster mutual understanding and respect among all groups,
9 including, without limitation, those based on race, religion,
10 disability, ethnicity, sexual orientation and gender identity or
11 expression, and between the sexes in the State.

12 2. Aid in securing equal health and welfare services and
13 facilities for all the residents of the State without regard to race,
14 *color*, religion, sex, sexual orientation, gender identity or
15 expression, age, disability , *familial status* or [~~nationality.~~] *national*
16 *origin.*

17 3. Study problems arising between groups within the State
18 which may result in tensions, discrimination or prejudice because of
19 race, color, [~~creed,~~] *religion*, sex, sexual orientation, gender identity
20 or expression, age, disability, *familial status or* national origin [~~or~~
21 ~~ancestry.~~] and formulate and carry out programs of education and
22 disseminate information with the object of discouraging and
23 eliminating any such tensions, prejudices or discrimination.

24 4. Secure the cooperation of various groups, including, without
25 limitation, those based on race, religion, sex, sexual orientation,
26 gender identity or expression, age, disability, nationality and
27 ethnicity, veterans' organizations, labor organizations, business and
28 industry organizations and fraternal, benevolent and service groups,
29 in educational campaigns devoted to the need for eliminating group
30 prejudice, racial or area tensions, intolerance or discrimination.

31 5. Cooperate with and seek the cooperation of federal and state
32 agencies and departments in carrying out projects within their
33 respective authorities to eliminate intergroup tensions and to
34 promote intergroup harmony.

35 6. Develop and carry out programs of education and
36 disseminate information as necessary to inform employers,
37 employees, employment agencies and job applicants about their
38 rights and responsibilities set forth in NRS 613.4353 to 613.4383,
39 inclusive.

40 **Sec. 21.** NRS 233.150 is hereby amended to read as follows:

41 233.150 The Commission may:

42 1. Order its Administrator to:

43 (a) With regard to public accommodation, investigate tensions,
44 practices of discrimination and acts of prejudice against any person
45 or group because of race, color, [~~creed,~~] *religion*, sex, age,



1 disability, *familial status*, sexual orientation, national origin ~~[~~
2 ~~ancestry]~~ or gender identity or expression and may conduct hearings
3 with regard thereto.

4 (b) With regard to housing, investigate tensions, practices of
5 discrimination and acts of prejudice against any person or group
6 because of race, color, ~~[~~~~ereed,]~~ *religion*, sex, age, disability, *familial*
7 *status*, sexual orientation, gender identity or expression ~~[~~~~]~~ *or*
8 national origin ~~[~~~~or ancestry,]~~ and may conduct hearings with regard
9 thereto.

10 (c) With regard to employment, investigate:

11 (1) Tensions, practices of discrimination and acts of
12 prejudice against any person or group because of race, color,
13 ~~[~~~~ereed,]~~ *religion*, sex, age, disability, *familial status*, sexual
14 orientation, gender identity or expression ~~[~~~~]~~ *or* national origin ~~[~~~~or~~
15 ~~ancestry,]~~ and may conduct hearings with regard thereto; and

16 (2) Any unlawful employment practice by an employer
17 pursuant to the provisions of NRS 613.4353 to 613.4383, inclusive,
18 and may conduct hearings with regard thereto.

19 ↪ As used in this paragraph, “race” includes traits associated with
20 race, including, without limitation, hair texture and protective
21 hairstyles, as defined in paragraph (a) of subsection 3 of
22 NRS 233.010.

23 2. Mediate between or reconcile the persons or groups involved
24 in those tensions, practices and acts.

25 3. Issue subpoenas for the attendance of witnesses or for the
26 production of documents or tangible evidence relevant to any
27 investigations or hearings conducted by the Commission.

28 4. Delegate its power to hold hearings and issue subpoenas to
29 any of its members or any hearing officer in its employ.

30 5. *Initiate a complaint against an unlawful discriminatory*
31 *practice in housing.*

32 6. Adopt reasonable regulations necessary for the Commission
33 to carry out the functions assigned to it by law.

34 **Sec. 22.** NRS 233.153 is hereby amended to read as follows:

35 233.153 1. The Commission ~~[shall not]~~ *may* contract with or
36 enter into a memorandum of understanding with the United States
37 Department of Housing and Urban Development for the
38 Commission to investigate and enforce laws relating to fair housing
39 as a certified agency . ~~[unless the Legislature, by resolution or other~~
40 ~~appropriate legislative measure, expressly authorizes the~~
41 ~~Commission to do so.]~~

42 2. As used in this section:

43 (a) “Certified agency” has the meaning ascribed to it in 24
44 C.F.R. § 115.100(c). The term refers to the certification of an



1 agency as substantially equivalent as described in 42 U.S.C. §
2 3610(f)(3)(A) and 24 C.F.R. Part 115, Subpart B.

3 (b) "Memorandum of understanding" means the memorandum
4 of understanding described in 24 C.F.R. § ~~115.210.~~ **115.205.**

5 **Sec. 23.** NRS 233.157 is hereby amended to read as follows:

6 233.157 **1.** The Commission shall accept any complaint
7 alleging an unlawful discriminatory practice over which it has
8 jurisdiction pursuant to this chapter.

9 **2.** The Commission shall adopt regulations setting forth the
10 manner in which the Commission will process ~~any such~~ a
11 complaint ~~and~~ *received pursuant to subsection 1.*

12 **3.** *If a complaint alleges an unlawful discriminatory practice*
13 *in employment or public accommodations, the Commission shall*
14 *determine whether to hold an informal settlement meeting or*
15 *conduct an investigation concerning the complaint.*

16 **4.** *If a complaint alleges an unlawful discriminatory practice*
17 *in housing, the Commission shall investigate the complaint and*
18 *shall, to the extent practicable, engage in conciliation with respect*
19 *to the complaint.*

20 **Sec. 24.** NRS 233.160 is hereby amended to read as follows:

21 233.160 1. A complaint which alleges an unlawful
22 discriminatory practice in:

23 (a) Housing must be filed with the Commission not later than 1
24 year after the date of the occurrence of the alleged practice or the
25 date on which the practice terminated.

26 (b) Employment or public accommodations must be filed with
27 the Commission not later than 300 days after the date of the
28 occurrence of the alleged practice.

29 ↪ A complaint is timely if it is filed with an appropriate federal
30 agency within that period. A complainant shall not file a complaint
31 with the Commission if any other state or federal administrative
32 body or officer which has comparable jurisdiction to adjudicate
33 complaints of discriminatory practices has made a decision upon a
34 complaint based upon the same facts and legal theory.

35 **2.** The complainant shall specify in the complaint the alleged
36 unlawful practice. The complaint must be in writing and signed,
37 under oath, by the complainant.

38 **3.** If the complaint alleges an unlawful discriminatory practice
39 ~~in~~:

40 (a) *In housing, the Commission shall, not later than 10 days*
41 *after receiving the complaint, serve upon the complainant:*

42 ~~(a)~~ (1) Notice that the complaint was filed with the
43 Commission;

44 ~~(b)~~ (2) A copy of the Commission's procedures;



1 ~~[(e)]~~ (3) The information set forth in ~~[subsection 5]~~ *sections 14*
2 *and 15* of ~~[NRS 233.170; and~~

3 ~~—(d)] this act; and~~

4 (4) Information relating to the state and federal
5 administrative bodies and courts with which the complainant may
6 file the complaint.

7 *(b) In employment, the Commission shall, as soon as*
8 *practicable after receiving the complaint, notify the complainant*
9 *in writing that the complainant may request the Commission to*
10 *issue a right-to-sue notice pursuant to NRS 613.412.*

11 4. The Commission shall send to the ~~[party against whom an~~
12 ~~unlawful discriminatory practice is alleged:]~~ *respondent:*

13 (a) A copy of the complaint;

14 (b) An explanation of the rights which are available to ~~[that~~
15 ~~party:]~~ *the respondent;* and

16 (c) A copy of the Commission's procedures.

17 ↪ If the complaint alleges an unlawful discriminatory practice in
18 housing, the Commission shall comply with the requirements of this
19 subsection within 10 days after it receives the complaint.

20 5. ~~[A person against whom an unlawful discriminatory practice~~
21 ~~in housing is alleged]~~ *The respondent* may file with the
22 Commission an answer to the complaint ~~[filed against him or her]~~
23 not later than 10 days after the ~~[person]~~ *respondent* receives the
24 information described in subsection 4.

25 6. *If a complaint alleges an unlawful discriminatory practice*
26 *in housing, a person who is not named as a respondent but who is*
27 *identified as a respondent in the course of the investigation may be*
28 *joined as an additional or substitute respondent upon written*
29 *notice from the Commission to that person.*

30 7. The Commission shall notify each party to the complaint of
31 the limitation on the period of time during which a person may
32 apply to the district court for relief pursuant to NRS 613.430.

33 ~~[7. If a person files a complaint pursuant to paragraph (b) of~~
34 ~~subsection 1 which alleges an unlawful discriminatory practice in~~
35 ~~employment, the Commission shall, as soon as practicable after~~
36 ~~receiving the complaint, notify in writing the person who filed the~~
37 ~~complaint that the person may request the Commission to issue a~~
38 ~~right to sue notice pursuant to NRS 613.412.]~~

39 8. For the purposes of paragraph (b) of subsection 1, an
40 unlawful discriminatory practice in employment which relates to
41 compensation occurs on:

42 (a) Except as otherwise provided in paragraph (b), the date
43 prescribed by 42 U.S.C. § 2000e-5(e)(3)(A), as it existed on
44 January 1, 2019.



1 (b) If 42 U.S.C. § 2000e-5(e)(3)(A) is amended and the
2 Commission determines by regulation that the section, as amended,
3 provides greater protection for employees than the section as it
4 existed on January 1, 2019, the date prescribed by 42 U.S.C. §
5 2000e-5(e)(3)(A), as amended.

6 **Sec. 25.** NRS 233.165 is hereby amended to read as follows:

7 233.165 1. ~~If the Commission determines to conduct~~ *In*
8 *conducting* an investigation of a complaint which alleges an
9 unlawful discriminatory practice in housing in accordance with the
10 regulations adopted pursuant to NRS 233.157, the Commission
11 ~~must~~ *shall*:

12 (a) Begin ~~an~~ *the* investigation of the complaint within 30 days
13 after it receives the complaint.

14 (b) Complete its investigation of the complaint within 100 days
15 after it receives the complaint unless it is impracticable to do so.

16 (c) Make a final disposition of the complaint within 1 year after
17 the date it receives the complaint unless it is impracticable to do so.

18 2. If the Commission determines that it is impracticable to
19 complete an investigation or make a final disposition of a complaint
20 which alleges an unlawful discriminatory practice in housing within
21 the period prescribed in subsection 1, the Commission shall send to
22 the complainant and the ~~person against whom the complaint was~~
23 ~~filed~~ *respondent* a statement setting forth its reasons for not
24 completing the investigation or making a final disposition of the
25 complaint within that period.

26 **Sec. 26.** NRS 233.170 is hereby amended to read as follows:

27 233.170 1. When a complaint is filed whose allegations if
28 true would support a finding of *an* unlawful practice ~~the~~ *in*
29 *employment or public accommodations*:

30 (a) *The* Commission shall determine whether to hold an
31 informal *settlement* meeting to attempt a settlement of the dispute in
32 accordance with the regulations adopted pursuant to NRS 233.157.
33 If the Commission determines to hold an informal *settlement*
34 meeting, the Administrator may, to prepare for the meeting, request
35 from each party any information which is reasonably relevant to the
36 complaint. ~~Except as otherwise provided in subsection 3,~~ *If an*
37 *agreement is reached*, no further action may be taken. ~~if the~~
38 ~~parties agree to a settlement.~~

39 ~~2.~~ (b) If an agreement is not reached at the informal *settlement*
40 meeting, the ~~Administrator~~ *Commission* shall determine whether
41 to conduct an investigation into the alleged unlawful practice in
42 accordance with the regulations adopted pursuant to NRS 233.157.
43 After the investigation, if the ~~Administrator~~ *Commission*
44 determines that *there is probable cause to believe that* an unlawful
45 practice has occurred, the ~~Administrator~~ *Commission* shall



1 ~~{attempt to mediate between or reconcile}~~ *engage in conciliation*
2 *with* the parties. The ~~{party against whom a complaint was filed}~~
3 *respondent* may agree to cease the unlawful practice ~~{. Except as~~
4 ~~otherwise provided in subsection 3, if}~~ *and provide any additional*
5 *relief as the parties may agree upon. If* an agreement is reached, no
6 further action may be taken by the complainant or ~~{by}~~ the
7 Commission ~~{.~~

8 ~~—3. If an agreement is reached by the parties in a case involving~~
9 ~~a discriminatory practice in housing, the agreement must be~~
10 ~~approved by the Commission. The agreement must be made public~~
11 ~~unless the parties otherwise agree and the Commission determines~~
12 ~~that disclosure is not necessary to further the purposes of chapter~~
13 ~~118 of NRS.~~

14 ~~—4.}~~ *with regard to the matters alleged in the complaint.*

15 (c) If the attempts at ~~{mediation or}~~ conciliation fail in a case
16 involving an unlawful practice in employment or public
17 accommodations, the Commission may hold a public hearing on the
18 matter ~~{. After}~~ *in accordance with the requirements of chapter*
19 *233B of NRS.*

20 2. *If, after* the hearing, ~~{if}~~ the Commission determines that
21 *there is probable cause to believe that* an unlawful practice has
22 occurred, ~~{it may:}~~ *the Commission:*

23 (a) ~~{Serve}~~ *Shall serve* a copy of its findings of fact within 10
24 calendar days upon ~~{any person}~~ *the respondent* found to have
25 engaged in the unlawful practice; and

26 (b) ~~{Order}~~ *May order* the ~~{person}~~ *respondent* to:

27 (1) Cease and desist from the unlawful practice. The order
28 must include, without limitation, the corrective action the ~~{person}~~
29 *respondent* must take.

30 (2) In cases involving an unlawful employment practice,
31 restore all benefits and rights to which the ~~{aggrieved person}~~
32 *complainant* is entitled, including, but not limited to, rehiring, back
33 pay for a period described in subsection ~~{5.}~~ 3, annual leave time,
34 sick leave time or pay, other fringe benefits and seniority, with
35 interest thereon from the date of the Commission's decision at a rate
36 equal to the prime rate at the largest bank in Nevada, as ascertained
37 by the Commissioner of Financial Institutions, on January 1 or
38 July 1, as the case may be, immediately preceding the date of the
39 Commission's decision, plus 2 percent. The rate of interest must be
40 adjusted accordingly on each January 1 and July 1 thereafter until
41 the judgment is satisfied.

42 (3) In cases involving an unlawful employment practice
43 relating to discrimination on the basis of sex, pay an amount
44 determined to be appropriate by the Commission for lost wages that
45 would have been earned in the absence of discrimination or other



1 economic damages resulting from the discrimination, including,
2 without limitation, lost payment for overtime, shift differential, cost
3 of living adjustments, merit increases or promotions, or other fringe
4 benefits.

5 (4) In cases involving an unlawful employment practice
6 committed by an employer with 50 or more employees that the
7 Commission determines was willful, pay a civil penalty of:

8 (I) For the first unlawful employment practice that the
9 **[person] respondent** has engaged in during the immediately
10 preceding 5 years which the Commission determines was willful,
11 not more than \$5,000.

12 (II) For the second unlawful employment practice that the
13 **[person] respondent** has engaged in during the immediately
14 preceding 5 years which the Commission determines was willful,
15 not more than \$10,000.

16 (III) For the third and any subsequent unlawful
17 employment practice that the **[person] respondent** has engaged in
18 during the immediately preceding 5 years which the Commission
19 determines was willful, not more than \$15,000.

20 ~~[5.]~~ 3. For the purposes of subparagraph (2) of paragraph (b)
21 of subsection ~~[4.]~~ 2, the period for back pay must not exceed a
22 period beginning 2 years before the date on which the complaint
23 was filed and ending on the date the Commission issues an order
24 pursuant to paragraph (b) of subsection ~~[4.]~~ 2.

25 ~~[6.]~~ 4. Before imposing a civil penalty pursuant to
26 subparagraph (4) of paragraph (b) of subsection ~~[4.]~~ 2, the
27 Commission must allow the **[person] respondent** found to have
28 willfully engaged in an unlawful employment practice 30 days to
29 take corrective action from the date of service of the order pursuant
30 to paragraph (a) of subsection ~~[4.]~~ 2. If the **[person] respondent**
31 takes such corrective action, the Commission shall not impose the
32 civil penalty.

33 ~~[7.] If the attempts at mediation or conciliation fail in a case~~
34 ~~involving an unlawful housing practice:~~

35 ~~—(a) The complainant or the person against whom the complaint~~
36 ~~was filed may elect to have the claims included in the complaint~~
37 ~~decided in a court of competent jurisdiction. If the court determines~~
38 ~~that the person against whom the complaint was filed has committed~~
39 ~~an unlawful housing practice, the court may:~~

40 ~~—(1) Award to the complainant actual damages and, within the~~
41 ~~limitations prescribed by federal law, punitive damages.~~

42 ~~—(2) Award to the prevailing party costs and reasonable~~
43 ~~attorney's fees.~~

44 ~~—(3) Order such other relief as the court deems appropriate,~~
45 ~~including, but not limited to:~~



~~(I) Ordering a permanent or temporary injunction;~~
~~(II) Issuing a temporary restraining order; or~~
~~(III) Enjoining the defendant from continuing the unlawful practice or taking other such affirmative action.~~

~~(b) If an election is not made pursuant to paragraph (a), the Commission shall hold a public hearing on the matter. After the hearing, if the Commission determines that an unlawful practice has occurred, it may:~~

~~(1) Serve a copy of its findings of fact within 10 days upon any person found to have engaged in the unlawful practice;~~

~~(2) Order the person to cease and desist from the unlawful practice;~~

~~(3) Award to the complainant actual damages; and~~

~~(4) Impose a civil penalty of not more than \$25,000 upon the person who committed the unlawful discriminatory practice.~~

~~8.] 5. If, after the hearing, the Commission determines that there is no probable cause to believe that an unlawful practice has occurred, the Commission shall dismiss the matter and make the dismissal public.~~

6. The order of the Commission is a final decision in a contested case for the purpose of judicial review. If the **[person] respondent** fails to comply with the Commission's order, the Commission shall apply to the district court for an order compelling such compliance, but failure or delay on the part of the Commission does not prejudice the right of an aggrieved party to judicial review. The court shall issue the order unless it finds that the Commission's findings or order are not supported by substantial evidence or are otherwise arbitrary or capricious. If the court upholds the Commission's order and finds that the **[person] respondent** has violated the order by failing to cease and desist from the unlawful practice or to make the payment ordered, the court shall award the **[aggrieved party] complainant** actual damages for any economic loss and no more.

~~9.] 7. After the Commission has held a public hearing and rendered a decision, the complainant is barred from proceeding on the same facts and legal theory before any other administrative body or officer.~~

~~10.] 8. For the purposes of this section, an unlawful employment practice shall be deemed to be willful if a person engages in the practice with knowledge that it is unlawful or with reckless indifference to whether it is lawful or unlawful.~~

Sec. 27. NRS 233.175 is hereby amended to read as follows:

233.175 1. The Commission shall accept a complaint that alleges that a local elected officer has engaged in an unlawful employment practice of discrimination pursuant to Title VII of the



1 Civil Rights Act of 1964, 42 U.S.C. §§ 2000e et seq., or NRS
2 613.330 and take appropriate action.

3 2. The Commission shall present a complaint to the district
4 court pursuant to NRS 283.440 if the Commission determines after
5 a hearing held pursuant to ~~subsection 3 of~~ NRS 233.170 that a
6 local elected officer has engaged in an unlawful employment
7 practice of discrimination pursuant to Title VII of the Civil Rights
8 Act of 1964, 42 U.S.C. §§ 2000e et seq., or NRS 613.330 and that
9 the discriminatory practice that forms the basis of such a complaint
10 is severe or pervasive such that removal from office is an
11 appropriate remedy. In addition to any monetary penalties, the
12 Commission may impose upon the local elected officer any other
13 reasonable sanction, including, without limitation, a requirement to
14 complete a course or training related to the unlawful employment
15 practice of discrimination.

16 3. Any fine or penalty required to be paid by a local elected
17 officer because such officer was determined to have engaged in an
18 unlawful employment practice of discrimination pursuant to
19 subsection 2 must be assessed against such officer in his or her
20 personal capacity, and may not be paid with public money or
21 contributions received pursuant to chapter 294A of NRS. Except for
22 a fine or a penalty, no damages may be assessed against the local
23 elected officer in his or her personal capacity.

24 4. As used in this section, "local elected officer" means a
25 person who holds a local government office to which the person was
26 elected.

27 **Sec. 28.** NRS 233.180 is hereby amended to read as follows:

28 233.180 If, after the Administrator has conducted a preliminary
29 investigation into an alleged unlawful discriminatory practice in
30 housing, employment or public accommodations, the Commission
31 determines that the practice will cause immediate and irreparable
32 harm to any ~~person~~ aggrieved ~~by the practice,~~ *person*, the
33 Commission, ~~after the informal meeting and~~ before holding a
34 public hearing upon the matter, may apply on behalf of such person
35 to the district court for a temporary restraining order or preliminary
36 injunction as provided in the Nevada Rules of Civil Procedure.

37 **Sec. 29.** NRS 233.190 is hereby amended to read as follows:

38 233.190 1. Except as otherwise provided in this section or
39 NRS 239.0115, *or paragraph (c) of subsection 1 of section 14 of*
40 *this act*, any information gathered by the Commission in the course
41 of its investigation of an alleged unlawful discriminatory practice in
42 housing, employment or public accommodations is confidential.

43 2. Except as otherwise provided in subsection 5, the
44 Commission may disclose information gathered pursuant to
45 subsection 1 to:



1 (a) Any governmental entity as appropriate or necessary to carry
2 out its duties pursuant to this chapter; or

3 (b) Any other person if the information is provided in a manner
4 which does not include any information that may be used to identify
5 the complainant, the ~~{party against whom the unlawful~~
6 ~~discriminatory practice is alleged}~~ *respondent* or any person who
7 provided information to the Commission during the investigation.

8 3. Except as otherwise provided in subsection 4, the
9 Commission shall disclose information gathered pursuant to
10 subsection 1 to the complainant and the ~~{party against whom the~~
11 ~~unlawful discriminatory practice is alleged}~~ *respondent* if:

12 (a) Each has consented to such disclosure; or

13 (b) The Commission has determined to conduct a hearing on the
14 matter or apply for a temporary restraining order or an injunction or
15 an action has been filed in court concerning the complaint.

16 4. The Commission may not disclose to the complainant or the
17 ~~{party against whom the unlawful discriminatory practice is~~
18 ~~alleged:}~~ *respondent*:

19 (a) Any information obtained during negotiations for a
20 settlement or attempts at mediating or conciliating the complaint.

21 (b) Any investigative notes or reports made by the Commission.

22 (c) Any information that may be used to identify a person who
23 provided information to the Commission during the investigation
24 and who has requested anonymity.

25 5. After the filing of a complaint with the Commission, access
26 to information related to the complaint must be limited only to such
27 staff of the Commission as is necessary to carry out the duties of the
28 Commission relating to the complaint. Such staff shall not disclose
29 such information to the other officers and employees of the
30 Department of Employment, Training and Rehabilitation, including,
31 without limitation, supervisors and the Director of the Department,
32 unless the disclosure is necessary to carry out the duties of the
33 Commission relating to the complaint.

34 6. Except as otherwise provided in this section or NRS
35 239.0115, *or paragraph (c) of subsection 1 of section 14 of this*
36 *act*, if the Commission's attempts at mediating or conciliating the
37 cause of the grievance succeed, the information gathered pursuant to
38 subsection 1 must remain confidential.

39 7. If the Commission proceeds with a hearing or applies for
40 injunctive relief, confidentiality concerning any information, except
41 negotiations for a settlement or attempts at mediating or conciliating
42 the cause of the grievance, is no longer required.

43 **Sec. 30.** NRS 233B.039 is hereby amended to read as follows:

44 233B.039 1. The following agencies are entirely exempted
45 from the requirements of this chapter:



- 1 (a) The Governor.
2 (b) Except as otherwise provided in NRS 209.221 and 209.2473,
3 the Department of Corrections.
4 (c) The Nevada System of Higher Education.
5 (d) The Office of the Military.
6 (e) The Nevada Gaming Control Board.
7 (f) Except as otherwise provided in NRS 368A.140 and 463.765,
8 the Nevada Gaming Commission.
9 (g) Except as otherwise provided in NRS 425.620, the Division
10 of Welfare and Supportive Services of the Department of Health and
11 Human Services.
12 (h) Except as otherwise provided in NRS 422.390, the Division
13 of Health Care Financing and Policy of the Department of Health
14 and Human Services.
15 (i) Except as otherwise provided in NRS 533.365, the Office of
16 the State Engineer.
17 (j) The Division of Industrial Relations of the Department of
18 Business and Industry acting to enforce the provisions of
19 NRS 618.375.
20 (k) The Administrator of the Division of Industrial Relations of
21 the Department of Business and Industry in establishing and
22 adjusting the schedule of fees and charges for accident benefits
23 pursuant to subsection 2 of NRS 616C.260.
24 (l) The Board to Review Claims in adopting resolutions to carry
25 out its duties pursuant to NRS 445C.310.
26 (m) The Silver State Health Insurance Exchange.
27 (n) The Cannabis Compliance Board.
28 2. Except as otherwise provided in subsection 5 and NRS
29 391.323, the Department of Education, the Board of the Public
30 Employees' Benefits Program and the Commission on Professional
31 Standards in Education are subject to the provisions of this chapter
32 for the purpose of adopting regulations but not with respect to any
33 contested case.
34 3. The special provisions of:
35 (a) Chapter 612 of NRS for the adoption of an emergency
36 regulation or the distribution of regulations by and the judicial
37 review of decisions of the Employment Security Division of the
38 Department of Employment, Training and Rehabilitation;
39 (b) Chapters 616A to 617, inclusive, of NRS for the
40 determination of contested claims;
41 (c) *Chapter 233 of NRS for the judicial review of decisions of*
42 *the Nevada Equal Rights Commission concerning an unlawful*
43 *discriminatory practice in housing;*



1 (d) Chapter 91 of NRS for the judicial review of decisions of the
2 Administrator of the Securities Division of the Office of the
3 Secretary of State; and

4 ~~[(d)]~~ (e) NRS 90.800 for the use of summary orders in
5 contested cases,

6 ↪ prevail over the general provisions of this chapter.

7 4. The provisions of NRS 233B.122, 233B.124, 233B.125 and
8 233B.126 do not apply to the Department of Health and Human
9 Services in the adjudication of contested cases involving the
10 issuance of letters of approval for health facilities and agencies.

11 5. The provisions of this chapter do not apply to:

12 (a) Any order for immediate action, including, but not limited
13 to, quarantine and the treatment or cleansing of infected or infested
14 animals, objects or premises, made under the authority of the State
15 Board of Agriculture, the State Board of Health, or any other agency
16 of this State in the discharge of a responsibility for the preservation
17 of human or animal health or for insect or pest control;

18 (b) An extraordinary regulation of the State Board of Pharmacy
19 adopted pursuant to NRS 453.2184;

20 (c) A regulation adopted by the State Board of Education
21 pursuant to NRS 388.255 or 394.1694;

22 (d) The judicial review of decisions of the Public Utilities
23 Commission of Nevada;

24 (e) The adoption, amendment or repeal of policies by the
25 Rehabilitation Division of the Department of Employment, Training
26 and Rehabilitation pursuant to NRS 426.561 or 615.178;

27 (f) The adoption or amendment of a rule or regulation to be
28 included in the State Plan for Services for Victims of Crime by the
29 Department of Health and Human Services pursuant to
30 NRS 217.130;

31 (g) The adoption, amendment or repeal of rules governing the
32 conduct of contests and exhibitions of unarmed combat by the
33 Nevada Athletic Commission pursuant to NRS 467.075;

34 (h) The adoption, amendment or repeal of regulations by the
35 Director of the Department of Health and Human Services pursuant
36 to NRS 447.335 to 447.350, inclusive;

37 (i) The adoption, amendment or repeal of standards of content
38 and performance for courses of study in public schools by the
39 Council to Establish Academic Standards for Public Schools and the
40 State Board of Education pursuant to NRS 389.520;

41 (j) The adoption, amendment or repeal of the statewide plan to
42 allocate money from the Fund for a Resilient Nevada created by
43 NRS 433.732 established by the Department of Health and Human
44 Services pursuant to paragraph (b) of subsection 1 of NRS 433.734;

45 or



1 (k) The adoption or amendment of a data request by the
2 Commissioner of Insurance pursuant to NRS 687B.404.

3 6. The State Board of Parole Commissioners is subject to the
4 provisions of this chapter for the purpose of adopting regulations but
5 not with respect to any contested case.

6 **Sec. 31.** Chapter 118 of NRS is hereby amended by adding
7 thereto the provisions set forth as sections 32 to 35, inclusive, of this
8 act.

9 **Sec. 32.** *“Aggrieved person” means any person who:*

10 1. *Claims to have been injured by an unlawful discriminatory*
11 *practice in housing; or*

12 2. *Believes that he or she will be injured by an unlawful*
13 *discriminatory practice in housing that is about to occur.*

14 **Sec. 33.** *“Unlawful discriminatory practice in housing”*
15 *means a practice prohibited by NRS 118.100 and sections 34 and*
16 *35 of this act.*

17 **Sec. 34.** 1. *Except as otherwise provided in this section, it is*
18 *an unlawful discriminatory practice in housing for any person to:*

19 (a) *Inquire into or conduct a background check to determine*
20 *the arrest record, conviction record or record of criminal history*
21 *of an applicant for the rental or lease of a dwelling or a tenant;*

22 (b) *Refuse to rent or lease or refuse to negotiate for the rental*
23 *or lease of, or otherwise make unavailable, a dwelling to an*
24 *applicant because of any arrest record, conviction record or record*
25 *of criminal history;*

26 (c) *Make, print or publish, or cause to be made, printed or*
27 *published, any notice, statement or advertisement with respect to*
28 *the rental or lease of a dwelling that indicates any preference,*
29 *limitation or discrimination, or intention to make any preference,*
30 *limitation or discrimination, on the basis of an applicant’s arrest*
31 *record, conviction record or record of criminal history; or*

32 (d) *Evict a tenant on the basis of an arrest record, conviction*
33 *record or record of criminal history for a misdemeanor offense,*
34 *unless the misdemeanor offense occurred on the premises of the*
35 *dwelling that is being rented or leased to the tenant.*

36 2. *A person may inquire into or conduct a background check*
37 *to determine whether an applicant for the rental or lease of a*
38 *dwelling has a conviction record or record of criminal history that*
39 *includes:*

40 (a) *A violent or sexual offense as defined in NRS 202.876, or*
41 *the equivalent offense in another jurisdiction; or*

42 (b) *If the rental or lease is being made available by a housing*
43 *authority and the housing authority has adopted a policy to use*
44 *such offenses as a basis for denying the rental or lease of the*
45 *public housing and has made a list of the offenses publicly*



1 available, any offense set forth in 24 C.F.R. § 982.553 as a
2 permissive prohibition, other than drug-related criminal offenses
3 related to cannabis from another jurisdiction, if such offense
4 would not be a criminal offense in this State.

5 ↪ A person who inquires into or conducts a background check in
6 accordance with this subsection may refuse to rent or lease, refuse
7 to negotiate for the rental or lease of, or otherwise make
8 unavailable a dwelling on the basis of an arrest record, conviction
9 record or record of criminal history for the offenses set forth in
10 this subsection.

11 3. A person who is subject to the provisions of this section
12 shall provide to each applicant for the rental or lease of a dwelling
13 information on:

14 (a) The provisions of this section and NRS 118.110 and
15 118.120;

16 (b) How the applicant may appeal a denial for a rental or lease
17 of a dwelling in public housing to a housing authority; and

18 (c) How the applicant may file a complaint with the
19 Commission pursuant to NRS 233.160, if the applicant believes
20 that his or her application was denied on the basis of an unlawful
21 discriminatory practice in housing.

22 4. The provisions of this section:

23 (a) Except as otherwise provided in paragraph (b), apply to the
24 rental or lease, including, without limitation, a week-to-week
25 tenancy, of any dwelling that is owned by a natural person and
26 contains three or more dwelling units.

27 (b) Do not apply to any action taken by a person:

28 (1) Pursuant to any federal or state law or regulation that
29 requires the person to inquire into or conduct a background check
30 to determine the arrest record, conviction record or record of
31 criminal history of an applicant and exclude certain applicants
32 based on certain types of criminal history, including, without
33 limitation, the provisions of NRS 315.031, 42 U.S.C. § 13663 and
34 24 C.F.R. § 982.553.

35 (2) To review the statewide registry of sex offenders and
36 offenders convicted of a crime against a child established
37 pursuant to NRS 179B.200.

38 (3) Who makes available for rent a dwelling for tenancy on
39 a week-to-week basis to determine whether an applicant has any
40 outstanding felony warrants pending against him or her.

41 5. As used in this section:

42 (a) "Applicant" means a person who:

43 (1) Seeks information about, visits or applies to rent or
44 lease a dwelling;



1 (2) *Applies for a housing rental assistance program,*
2 *including, without limitation, the Housing Choice Voucher*
3 *Program pursuant to section 8 of the United States Housing Act of*
4 *1937, 42 U.S.C. § 1437f; or*

5 (3) *Seeks to be added to an existing lease for a dwelling.*

6 (b) *“Arrest record” means any information indicating that a*
7 *person has been apprehended, detained, taken into custody, held*
8 *for investigation or restrained by a law enforcement department or*
9 *military authority due to an accusation or suspicion that a person*
10 *committed a crime. The term includes pending criminal charges*
11 *where an accusation has not resulted in a final judgment,*
12 *acquittal, conviction, plea, dismissal or withdrawal.*

13 (c) *“Background check” means any report regarding the*
14 *arrest record, conviction record or record of criminal history of a*
15 *person intended to obtain the person’s record of criminal history.*

16 (d) *“Conviction record” means any information regarding a*
17 *final adjudication or other criminal disposition adverse to a*
18 *person. The term includes, without limitation, dispositions for*
19 *which the defendant received a deferred or suspended sentence,*
20 *unless the adverse disposition has been vacated or expunged.*

21 (e) *“Dwelling”:*

22 (1) *Except as otherwise provided in subparagraph (2),*
23 *means:*

24 (I) *Public housing;*

25 (II) *Any housing that is rented or leased to a tenant*
26 *pursuant to a contract with a housing authority; or*

27 (III) *Any housing which accepts rental payments of*
28 *vouchers from a federal, state or local housing voucher program.*

29 (2) *Does not include:*

30 (I) *A manufactured home; or*

31 (II) *A single-family house owned by a natural person or*
32 *any other housing that is owned by a natural person and has two*
33 *or fewer dwelling units.*

34 (f) *“Dwelling unit” means a building or a portion of a building*
35 *planned, designed or used as a residence for one family only,*
36 *living independently of other families or persons, and having its*
37 *own bathroom and housekeeping facilities included in the unit.*

38 (g) *“Housing authority” has the meaning ascribed to it in*
39 *NRS 315.021.*

40 (h) *“Public housing” has the meaning ascribed to it in*
41 *NRS 315.021.*

42 (i) *“Record of criminal history” has the meaning ascribed to it*
43 *in NRS 179A.070.*

44 **Sec. 35. 1.** *It is an unlawful discriminatory practice in*
45 *housing for any person to:*



1 (a) Require a guarantor on a contract to rent or lease a
2 dwelling to provide proof of income in an amount greater than
3 three times the monthly rent or lease;

4 (b) Refuse to rent or lease or refuse to negotiate for the rental
5 or lease of, or otherwise make unavailable, a dwelling to an
6 applicant because a guarantor has not provided proof of income in
7 an amount greater than three times the monthly rent or lease; or

8 (c) Make, print or publish, or cause to be made, printed or
9 published, any notice, statement or advertisement with respect to
10 the rental or lease of a dwelling that indicates any requirement for
11 a guarantor on a contract to rent or lease a dwelling to provide
12 proof of income in an amount greater than three times the
13 monthly rent or lease.

14 2. A person who is subject to the provisions of this section
15 shall provide to each applicant for the rental or lease of a dwelling
16 information on:

17 (a) The provisions of this section and NRS 118.110 and
18 118.120;

19 (b) How the applicant may appeal a denial for a rental or lease
20 of a dwelling in public housing to a housing authority; and

21 (c) How the applicant may file a complaint with the
22 Commission pursuant to NRS 233.160, if the applicant believes
23 that his or her application has been denied on the basis of an
24 unlawful discriminatory practice in housing.

25 3. As used in this section:

26 (a) "Guarantor" means a person who cosigns on a contract to
27 rent or lease a dwelling or dwelling unit.

28 (b) "Proof of income" means documentation of the amount of
29 money a person earns or receives from any source, including,
30 without limitation, a pay stub, tax return, letter of employment,
31 unemployment documentation, pension statement, social security
32 award letter and workers' compensation or disability insurance
33 statement.

34 **Sec. 36.** NRS 118.020 is hereby amended to read as follows:

35 118.020 1. It is hereby declared to be the public policy of the
36 State of Nevada that all people in the State have equal opportunity
37 to inherit, purchase, lease, rent, sell, hold and convey real property
38 without discrimination, distinction or restriction because of race,
39 ~~religious creed,~~ color, national origin, **religion**, disability, sexual
40 orientation, gender identity or expression, ~~ancestry,~~ familial status
41 or sex.

42 2. Nothing in ~~this chapter~~ **NRS 118.010 to 118.120,**
43 **inclusive, and sections 32 to 35, inclusive, of this act** shall be
44 deemed to render enforceable a conveyance or other contract made
45 by a person who lacks the capacity to contract.



1 **Sec. 37.** NRS 118.030 is hereby amended to read as follows:
2 118.030 As used in NRS 118.010 to 118.120, inclusive, *and*
3 *sections 32 to 35, inclusive, of this act*, unless the context otherwise
4 requires, the words and terms defined in NRS 118.040 to 118.093,
5 inclusive, *and sections 32 and 33 of this act* have the meanings
6 ascribed to them in those sections.

7 **Sec. 38.** NRS 118.045 is hereby amended to read as follows:
8 118.045 **1.** “Disability” means, with respect to a person:
9 ~~[1.]~~ (a) A physical or mental impairment that substantially
10 limits one or more of the major life activities of the person;
11 ~~[2.]~~ (b) A record of such an impairment; or
12 ~~[3.]~~ (c) Being regarded as having such an impairment.
13 **2.** *The term does not include any current illegal use of or*
14 *addiction to a controlled substance, as defined in 21 U.S.C. §*
15 *802(6).*

16 **Sec. 39.** NRS 118.060 is hereby amended to read as follows:
17 118.060 ~~[1.]~~ “Dwelling” means any building, structure or
18 portion thereof which is occupied as, or designed or intended for
19 occupancy as, a residence by one or more families, and any vacant
20 land which is offered for sale or lease for the construction or
21 location thereon of any such building, structure or portion thereof.

22 ~~[2.] “Dwelling” does not include:~~
23 — (a) A single family house sold or rented by an owner if:
24 — (1) ~~The owner does not own more than three single family~~
25 ~~houses at any one time or the owner does not own any interest in,~~
26 ~~nor is there owned or reserved on his or her behalf, under any~~
27 ~~express or voluntary agreement, title to or any right to all or a~~
28 ~~portion of the proceeds from the sale or rental of, more than three~~
29 ~~single family houses at any one time; and~~
30 — (2) ~~The house was sold or rented without the use in any~~
31 ~~manner of the sales or rental facilities or the sales or rental services~~
32 ~~of any real estate broker, real estate broker salesperson or real estate~~
33 ~~salesperson licensed pursuant to chapter 645 of NRS.~~
34 — (b) ~~Rooms or units in dwellings containing living quarters~~
35 ~~occupied or intended to be occupied by not more than four families~~
36 ~~living independently of each other if the owner actually maintains~~
37 ~~and occupies one of the living quarters as his or her residence and~~
38 ~~the owner has not within the preceding 12 month period~~
39 ~~participated:~~
40 — (1) ~~As the principal in three or more transactions involving~~
41 ~~the sale or rental of any dwelling or any interest therein; or~~
42 — (2) ~~As an agent, otherwise than in the sale of his or her own~~
43 ~~personal residence in providing sales or rental facilities or sales or~~
44 ~~rental services in two or more transactions involving the sale or~~
45 ~~rental of any dwelling or any interest therein.~~



~~3. The sale of a single family house by an owner not residing in that house at the time of the sale or who was not the most recent resident of that house before the sale does not bring the house within the definition of "dwelling" unless there is more than one such sale within any 24 month period.]~~

Sec. 40. NRS 118.080 is hereby amended to read as follows:

118.080 "Person" includes ~~the~~:

1. One or more natural persons, corporations, partnerships, associations, labor organizations, legal representatives, mutual companies, joint stock companies, trustees, trustees in cases under Title II of the United States Code, receivers or fiduciaries;

2. The State of Nevada ; and ~~all~~

3. All political subdivisions and agencies ~~thereof~~ of the State.

Sec. 41. NRS 118.100 is hereby amended to read as follows:

118.100 ~~A~~

1. Except as otherwise provided in subsections 4 and 5, a person shall not, because of race, ~~religious creed,~~ color, religion, national origin, ~~disability,~~ sexual orientation, gender identity or expression, ~~ancestry,~~ familial status , ~~or~~ sex ~~or~~ disability, including, without limitation, the disability of a buyer or renter or any person who may reside in a dwelling after it is sold, rented or made available, or because the buyer or renter is associated with a person who is, or is perceived to be, a member of any class of persons protected by the provisions of NRS 118.010 to 118.120, inclusive, and sections 32 to 35, inclusive, of this act:

~~1.] (a)~~ Refuse to sell or rent or refuse to negotiate for the sale or rental of, or otherwise make unavailable or deny, a dwelling to any person.

~~2.] (b)~~ Discriminate against any person in the terms, conditions or privileges of sale or rental of a dwelling, including the amount of breakage or brokerage fees, deposits or other undue penalties, or in the provision of services or facilities in connection therewith.

~~3.] (c)~~ Make, print or publish, or cause to be made, printed or published, any notice, statement or advertisement with respect to the sale or rental of a dwelling that indicates any preference, limitation or discrimination, or an intention to make any preference, limitation or discrimination. As used in this ~~subsection,~~ *paragraph*, "dwelling" includes a house, room or unit described in ~~subsection 2 or 3 of NRS 118.060.]~~ *paragraphs (a) and (b) of subsection 5.*

~~4.] (d)~~ Represent to any person because of race, ~~religious creed,~~ color, *religion*, national origin, disability, sexual orientation, gender identity or expression, ~~ancestry,~~ familial status or sex that any dwelling is not available for inspection, sale or rental when the dwelling is in fact so available.



1 ~~{5.}~~ (e) For profit, induce or attempt to induce any person to sell
2 or rent any dwelling by representations regarding the entry or
3 prospective entry into the neighborhood of a person of a particular
4 race, ~~{religious-creed,}~~ color, *religion*, national origin, disability,
5 sexual orientation, gender identity or expression, ~~{ancestry,}~~ familial
6 status or sex.

7 ~~{6.—Coerce,}~~

8 (f) *Deny any person access to or membership or participation*
9 *in any multiple-listing service, real estate brokers' organization or*
10 *other service, organization or facility relating to the business of*
11 *selling or renting dwellings, or discriminate against any person in*
12 *the terms or conditions of such access, membership or*
13 *participation.*

14 2. *A person shall not discriminate against any person in*
15 *making available a residential real estate related transaction, or in*
16 *the terms or conditions of such a transaction.*

17 3. *A person shall not coerce, intimidate, threaten or interfere*
18 *with any person in the exercise or enjoyment of, or on account of*
19 *that person having exercised or enjoyed or aided or encouraged any*
20 *other person in the exercise or enjoyment of, any right granted or*
21 *protected in ~~{this chapter.}~~ NRS 118.010 to 118.120, inclusive, and*
22 *sections 32 to 35, inclusive, of this act.*

23 4. *The provisions of this section:*

24 (a) *Do not prohibit a person engaged in the business of*
25 *furnishing appraisals of real property from considering factors*
26 *other than race, color, religion, sex, national origin, sexual*
27 *orientation, gender identity or expression, familial status or*
28 *disability in performing an appraisal.*

29 (b) *Do not prohibit a religious organization, association or*
30 *society, or a non-profit institution or organization operated,*
31 *supervised or controlled by or in conjunction with a religious*
32 *organization, association or society, from limiting the sale, rental*
33 *or occupancy of any dwelling which it owns or operates for other*
34 *than a commercial purpose to persons of the same religion or*
35 *from giving preferences to such persons, unless membership in the*
36 *religion is restricted on account of race, color or national origin.*

37 (c) *Do not prohibit a private club which is not open to the*
38 *public and which, as an incident to its primary purposes, provides*
39 *lodging that it owns or operates for other than a commercial*
40 *purpose from limiting the rental or occupancy of those lodgings to*
41 *its members or from giving preference to its members.*

42 (d) *With regard to the prohibition against discrimination based*
43 *on familial status, do not apply to housing for older persons.*



1 5. *Except as otherwise provided in paragraph (c) or (f) of*
2 *subsection 1 or subsection 2, 3 or 6, the provisions of this section*
3 *do not apply to:*

4 (a) *A single-family house sold or rented by a private individual*
5 *owner if:*

6 (1) *The private individual owner does not own more than*
7 *three single-family houses;*

8 (2) *The private individual owner does not own any interest*
9 *in, and there is not owned or reserved on his or her behalf, under*
10 *any express or voluntary agreement, title to or any right to any*
11 *portion of the proceeds from the sale or rental of more than three*
12 *single-family houses; and*

13 (3) *The house is sold or rented without:*

14 (I) *The use in any manner of the sales or rental facilities*
15 *or services of any real estate broker, agent or salesperson licensed*
16 *under chapter 645 of NRS, other person in the business of selling*
17 *or renting dwellings or the employee or agent of such a real estate*
18 *broker, agent or salesperson or other person; and*

19 (II) *The publication, posting or mailing of any*
20 *advertisement or written notice in violation of paragraph (c) of*
21 *subsection 1.*

22 (b) *Rooms or units in dwellings containing living quarters*
23 *occupied or intended to be occupied by not more than four*
24 *families living independently of each other, if the owner maintains*
25 *and occupies one of the living quarters as his or her residence.*

26 6. *In the event of the sale of a single-family house by a*
27 *private individual owner who does not reside in the house at the*
28 *time of the sale or who was not the most recent resident of the*
29 *house before the sale, the exemption from the provisions of this*
30 *section set forth in paragraph (a) of subsection 5 applies only with*
31 *respect to one such sale within any 24-month period.*

32 7. *The provisions of this section do not prohibit the use by*
33 *any person of such attorneys, escrow agents, commissioned*
34 *abstracters, title companies or other professional assistance as*
35 *necessary to perfect or transfer title to real property.*

36 8. *For the purposes of this section, a person shall be deemed*
37 *to be in the business of selling or renting dwellings if the person:*

38 (a) *Has, within the immediately preceding 12 months,*
39 *participated as a principal in three or more transactions involving*
40 *the sale or rental of any dwelling or any interest in a dwelling;*

41 (b) *Has, within the immediately preceding 12 months,*
42 *participated as an agent, other than in the sale of his or her own*
43 *residence, in providing sales or rental facilities or services in two*
44 *or more transactions involving the sale or rental of any dwelling*
45 *or any interest in a dwelling; or*



1 (c) *Is the owner of any dwelling occupied by, or designed or*
2 *intended for occupancy by, five or more families.*

3 9. *As used in this section, unless the context otherwise*
4 *requires:*

5 (a) *“Housing for older persons” means housing that is:*

6 (1) *Provided under any state or federal program which the*
7 *Secretary of Housing and Urban Development determines is*
8 *specifically designed and operated to assist elderly persons;*

9 (2) *Intended for and occupied solely by persons who are 62*
10 *years of age or older; or*

11 (3) *Intended and operated for occupancy by persons who*
12 *are 55 years of age or older and:*

13 (I) *At least 80 percent of the occupied units are occupied*
14 *by at least one person who is 55 years or older; and*

15 (II) *Applicable rules for verification of occupancy are*
16 *complied with.*

17 (b) *“Residential real estate related transaction” means:*

18 (1) *The making or purchasing of loans or providing other*
19 *financial assistance for purchasing, constructing, improving,*
20 *repairing or maintaining a dwelling;*

21 (2) *The making or purchasing of loans or providing other*
22 *financial assistance secured by residential real estate; or*

23 (3) *The selling, brokering or appraising of residential real*
24 *estate.*

25 **Sec. 42.** NRS 118.101 is hereby amended to read as follows:

26 118.101 1. A person may not refuse to ~~[-~~

27 ~~—(a) Authorize] authorize~~ a person with a disability to make
28 reasonable modifications to a dwelling which he or she occupies or
29 will occupy if:

30 ~~[(1)] (a)~~ The person with the disability pays for the
31 modifications; and

32 ~~[(2)] (b)~~ The modifications ~~[are]~~ *may be* necessary to
33 ~~[ensure that] afford~~ the person with the disability ~~[may use and~~
34 ~~enjoy] the full enjoyment of~~ the dwelling. ~~[-; or~~

35 ~~—(b) Make reasonable accommodations in rules, policies,~~
36 ~~practices or services if those accommodations are necessary to~~
37 ~~ensure that the person with the disability may use and enjoy the~~
38 ~~dwelling.]~~

39 2. A landlord may, as a condition for the authorization of such
40 a modification, reasonably require the person who requests the
41 authorization, upon the termination of his or her occupancy, to
42 restore the *interior of the* dwelling to the condition that existed
43 before the modification, reasonable wear and tear excepted.

44 3. Except as otherwise provided in subsection 4, a landlord
45 may not increase the amount of a security deposit the landlord



1 customarily requires a person to deposit because that person has
2 requested authorization to modify a dwelling pursuant to
3 subsection 1.

4 4. If a person requests authorization to modify a dwelling
5 pursuant to subsection 1, the landlord may require that person to
6 deposit an additional security deposit in addition to the amount the
7 landlord usually requires if the additional security deposit:

8 (a) Is necessary to ensure the restoration of the dwelling
9 pursuant to subsection 2;

10 (b) Does not exceed the actual cost of the restoration; and

11 (c) Is *collected over a reasonable period and* deposited by the
12 landlord in an interest-bearing account. Any interest earned on
13 the additional amount must be paid to the person who requested the
14 authorization.

15 5. *A person may not refuse to make reasonable*
16 *accommodations in rules, policies, practices or services which may*
17 *be necessary to afford a person with a disability equal opportunity*
18 *to use and enjoy a dwelling.*

19 6. As used in this section, “security deposit” has the meaning
20 ascribed to it in NRS 118A.240.

21 **Sec. 43.** NRS 118.103 is hereby amended to read as follows:

22 118.103 1. A covered multifamily dwelling which is
23 designed and constructed for occupancy on or after ~~[March 13,~~
24 ~~1991.]~~ *October 1, 2023*, must be constructed in such a manner that
25 the *primary entrance to the* dwelling ~~[contains at least one entrance~~
26 ~~which]~~ is accessible to a person with a disability unless it is
27 impracticable to so design or construct the dwelling because of the
28 terrain or unusual characteristics of the site upon which it is
29 constructed.

30 2. ~~[A]~~ *Such a* covered multifamily dwelling ~~[which contains at~~
31 ~~least one entrance which is accessible to a person with a disability]~~
32 must be constructed in such a manner that:

33 (a) The ~~[common]~~ areas of the dwelling *intended for public use*
34 *or common use* are readily accessible to and usable by a person
35 with a disability;

36 (b) The doors of the dwelling are sufficiently wide to allow a
37 person with a disability to enter and exit in a wheelchair;

38 (c) The units of the dwelling contain:

39 (1) An accessible route into and through the dwelling;

40 (2) Reinforcements in the bathroom walls so that bars for use
41 by a person with a disability may be installed therein; and

42 (3) Kitchens and bathrooms *which are usable by a person in*
43 *a wheelchair and* in which *such* a person ~~[in a wheelchair]~~ may
44 maneuver; and



1 (d) The light switches, electrical outlets, thermostats or any
2 other environmental controls in the units of the dwelling are placed
3 in such a manner that they are accessible to a person in a
4 wheelchair.

5 3. As used in this section, "covered multifamily dwelling"
6 means:

7 (a) A building which consists of four or more units and contains
8 at least one elevator; ~~for~~ **and**

9 (b) The units located on the ground floor of any other building
10 which consists of four or more units.

11 **Sec. 44.** NRS 118.105 is hereby amended to read as follows:

12 118.105 1. ~~Except as otherwise provided in subsection 2, a~~
13 **A** landlord ~~may~~ **must** not refuse to rent a dwelling subject to the
14 provisions of chapter 118A of NRS to a person with a disability
15 solely because ~~an~~ **a service animal which affords the person an**
16 **equal opportunity to use and enjoy the dwelling** will be residing
17 with the prospective tenant in the dwelling . ~~[if the animal assists,~~
18 ~~supports or provides service to the person with a disability.]~~

19 2. ~~[A landlord may require proof that an animal assists,~~
20 ~~supports or provides service to the person with a disability. This~~
21 ~~requirement may be satisfied, without limitation, by a statement~~
22 ~~from a provider of health care that the animal performs a function~~
23 ~~that ameliorates the effects of the person's disability.]~~ **As used in**
24 **this section, "service animal" has the meaning ascribed to it in**
25 **NRS 426.097.**

26 **Sec. 45.** NRS 118.110 is hereby amended to read as follows:

27 118.110 Any aggrieved person ~~[who claims to have been~~
28 ~~injured by a discriminatory housing practice or who believes that he~~
29 ~~or she will be injured by such a practice that is about to occur]~~ may
30 file a complaint with the Commission in the manner prescribed in
31 NRS 233.160 ~~[]~~ **and avail himself or herself of the rights and**
32 **remedies set forth in NRS 233.160 and sections 14, 15 and 16 of**
33 **this act.**

34 **Sec. 46.** NRS 118.120 is hereby amended to read as follows:

35 118.120 ~~[Any]~~

36 1. **Except as otherwise provided in subsection 2, an aggrieved**
37 person may commence an action in any district court in this state to
38 enforce the provisions of NRS 118.100, 207.300, 207.310, 645.321
39 or 645C.480 **or section 34 or 35 of this act** not ~~less~~ **more** than 1
40 year after the date of the occurrence or termination of an alleged
41 violation of any of those provisions. If the court determines that the
42 provisions of any of those sections have been violated by the
43 defendant, and that the plaintiff has been injured thereby, it may
44 enjoin the defendant from continued violation or may take such
45 other affirmative action as may be appropriate, and, in the case of a



1 prevailing plaintiff, may award to the plaintiff actual damages,
2 punitive damages, court costs and a reasonable attorney's fee.

3 *2. The limitation on commencing an action set forth in*
4 *subsection 1 is tolled by the filing of a complaint with the*
5 *Commission and during the pendency of the complaint before the*
6 *Commission.*

7 **Sec. 47.** NRS 118.120 is hereby amended to read as follows:

8 118.120 1. Except as otherwise provided in subsection 2, an
9 aggrieved person may commence an action in any district court in
10 this state to enforce the provisions of NRS 118.100, 207.300,
11 207.310, 645.321 or 645C.480 or section 34 or 35 of this act not
12 more than 1 year after the date of the occurrence or termination of
13 an alleged violation of any of those provisions. If the court
14 determines that the provisions of any of those sections have been
15 violated by the defendant, and that the plaintiff has been injured
16 thereby, it may enjoin the defendant from continued violation or
17 may take such other affirmative action as may be appropriate, ~~and,~~
18 ~~in the case of a prevailing plaintiff, may~~ *including, without*
19 *limitation, an award [to the plaintiff] of actual damages [punitive*
20 *damages, court costs and a] and such civil penalties as provided in*
21 *section 14 of this act. The court may award the prevailing party*
22 *reasonable attorney's [fee.] fees and costs, except that no such fees*
23 *or costs may be awarded against the State of Nevada unless, upon*
24 *a motion by a party, the court determines that the State of Nevada*
25 *acted in violation of Rule 11 of the Nevada Rules of Civil*
26 *Procedure.*

27 2. The limitation on commencing an action set forth in
28 subsection 1 is tolled by the filing of a complaint with the
29 Commission and during the pendency of the complaint before the
30 Commission.

31 *3. An aggrieved person may commence a civil action under*
32 *this section regardless of whether the person has filed a complaint*
33 *under NRS 118.110, unless the person has entered into a*
34 *conciliation agreement concerning the complaint or the*
35 *Commission has commenced a hearing pursuant to section 14 of*
36 *this act with respect to the matters alleged in the complaint.*

37 **Sec. 48.** 1. This section becomes effective upon passage and
38 approval.

39 2. Sections 1 to 13, inclusive, 17, 18, 20 to 23, inclusive, 28, 30
40 to 44, inclusive, and 46 of this act become effective:

41 (a) Upon passage and approval for the purpose of adopting
42 regulations and carrying out any other preparatory administrative
43 tasks that are necessary to carry out the provisions of this act; and

44 (b) On October 1, 2023, for all other purposes.



1 3. Sections 14, 15, 16, 19, 24 to 27, inclusive, 29, 45 and 47 of
2 this act become effective on the date the Governor declares that the
3 Federal Government has determined that certain provisions of NRS
4 provide rights and remedies for alleged discriminatory housing
5 practices substantially equivalent to federal law.

③

