

# Here's Final Part of Nevada Civil Rights Law

(Last week, the VOICE published the preamble and first 11 sections of the newly enacted Nevada Civil Rights Law, based on a bill (AB-404) introduced by Las Vegas Assemblymen Mel Close Jr. and Vernon Bunker. The remaining 11 sections of the Act follow:)

**SEC. 12. 1. It is an unlawful employment practice for an employer:**

(a) To fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions or privileges of employment, because of such individual's race, color, religion or national origin; or

(b) To limit, segregate or classify his employees in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion or national origin.

2. It is an unlawful employment practice for an employment agency to fail or refuse to refer for employment, or otherwise to discriminate against, any individual because of his race, color, religion or national origin, or to classify or refer for employment any individual on the basis of his race, color, religion or national origin.

3. It is an unlawful employment practice for a labor organization:

(a) To exclude or to expel from its membership, or otherwise to discriminate against, any individual because of his race, color, religion or national origin;

(b) To limit, segregate or classify its membership, or to classify or fail or refuse to refer for employment any individual, in any way which would deprive or tend to deprive any individual of employment opportunities, or would limit such employment opportunities or otherwise adversely affect his status as an employee or as an applicant for employment, because of such individual's race, color, religion or national origin; or

(c) To cause or attempt to cause an employer to discriminate against an individual in violation of this section.

4. It is an unlawful employment practice for any employer, labor organization or joint labor-management committee controlling apprenticeship or other training or retraining, including on-the-job training programs, to discriminate against any individual because of his race, color, religion or national origin in admission to, or employment in, any program established to provide apprenticeship or other training.

**SEC. 13. 1. It is unlawful employment practice for an employer to discriminate against any of his employees or applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership, because he has opposed any practice made an unlawful employment practice by sections 10 to 21, inclusive, of this act, or because he has made a charge, testified, assisted or participated in any manner in an investigation, proceeding or hearing under sections 10 to 21, inclusive, of this act.**

2. It is an unlawful employment practice for an employer, labor organization or employment agency to print or publish or cause to be printed or published any notice or advertisement relating to employment by such an employer or membership in or any classification or referral for employment by such a labor organization, or relating to any classification or referral for employment by such an employment agency, indicating any preference, limitation, specification or discrimination, based on race, color, religion or national origin, except that such a notice or advertisement may indicate a preference, limitation, specification or discrimination based on religion or national origin when religion or national origin is a bona fide occupational qualification for employment.

**SEC. 14. Notwithstanding any other provision of sections 10 to 21, inclusive, of this act:**

1. It is not an unlawful employment practice for an employer to hire and employ employees, for an employment agency to classify or refer for employment any individual, for a labor organization to classify its membership or to classify or refer for employment any individual, or for an employer, labor organization or joint labor-management committee controlling apprenticeship or other training or retraining programs to admit or employ any individual in any such program, on the basis of his religion or national origin in those certain instances where religion or national origin is a bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise; and

2. It is not an unlawful employment practice for a school, college, university or other educational institution or institution of learning to hire and employ employees of a particular religion if such school, college, university or other educational institution or institution of learning is, in whole or in substantial part, owned, supported, controlled or managed by a particular religion or by a particular religious corporation, association or society, or if the curriculum of such school, college, university or other educational institution or institution of learning is directed toward the propagation of a particular religion.

**SEC. 15. As used in sections 10 to 21, inclusive, of this act, the phrase "unlawful employment practice" does not include any action or measure taken by an employer, labor organization, joint labor-management committee or employment agency with respect to an individual who is a member of the Communist Party of the United States or of any other organization required to register as a Communist-action or Communist-front organization by final order of the Subversive Activities Control Board pursuant to the Subversive Activities Control Act of 1950.**

**SEC. 16. Notwithstanding any other provision of sections 10 to 21, inclusive, of this act, it is not an unlawful employment practice for an employer to fail or refuse to hire and employ any individual for any position, for an employer to discharge any individual from any posi-**

**tion, or for an employment agency to fail or refuse to refer any individual for employment in any position, or for a labor organization to fail or refuse to refer any individual for employment in any position, if:**

1. The occupancy of such position, or access to the premises in or upon which any part of the duties of such position is performed or is to be performed, is subject to any requirement imposed in the interest of the national security of the United States under any security program in effect pursuant to or administered under any statute of the United States or any executive order of the President; and

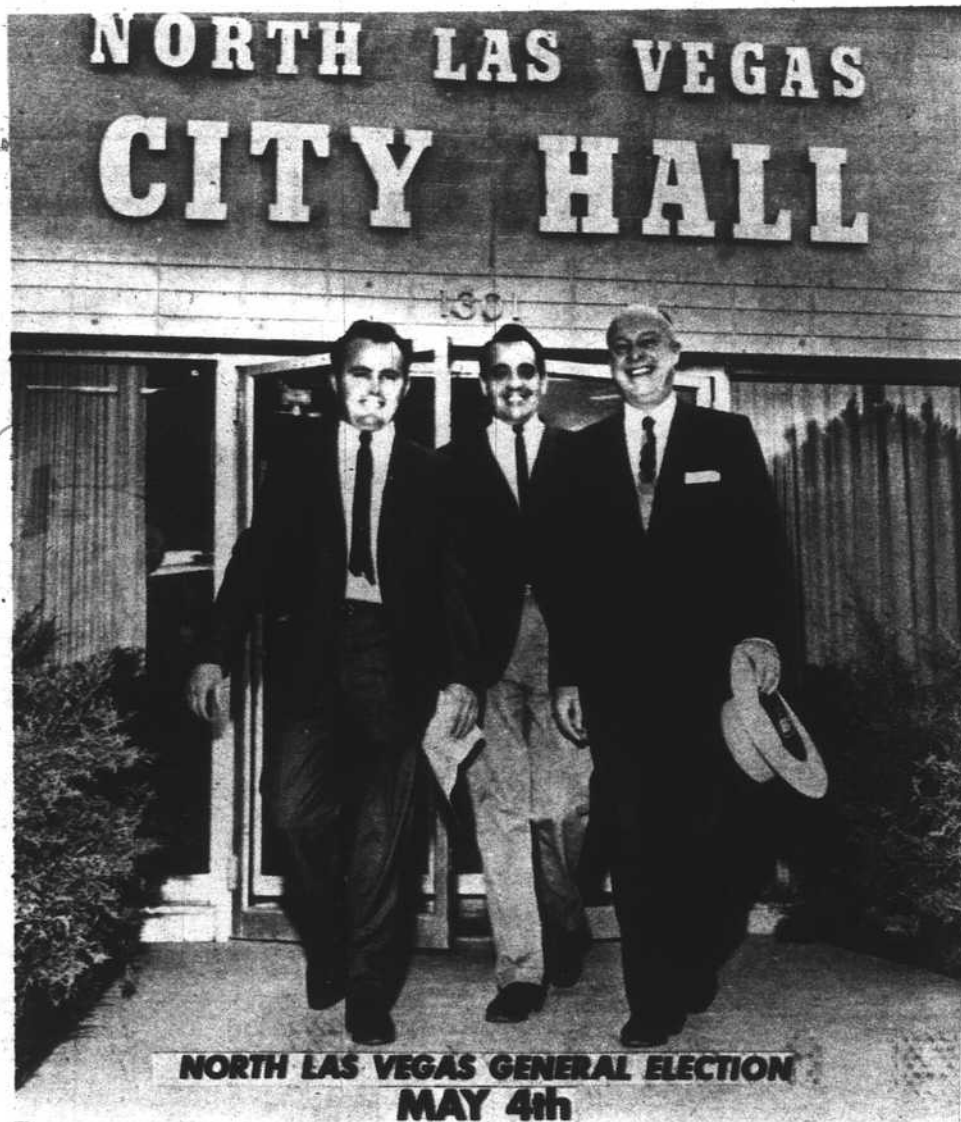
2. Such individual has not fulfilled or has ceased to fulfill that requirement.

**SEC. 17. Notwithstanding any other provision of sections 10 to 21, inclusive, of this act, it is not an unlawful employment practice for an employer to apply different standards of compensation, or different terms, conditions or privileges of employment pursuant to a bona fide seniority or merit system, or a system which measures earnings by quantity or quality of production or to employees who work in different locations, provided that such differences are not the result of an intention to discriminate because of race, color, religion or national origin, nor is it an unlawful employment practice for an employer to give and to act upon the results of any professionally developed ability test, provided that such test, its administration or action upon the results is not designed, intended or used to discriminate because of race, color, religion or national origin.**

**SEC. 18. Nothing contained in sections 10 to 21, inclusive, of this act applies to any business or enterprise on or near an Indian reservation with respect to any publicly announced employment practice of such business or enterprise under which a preferential treatment is given to any individual because he is an Indian living on or near a reservation.**

**SEC. 19. Nothing contained in sections 10 to 21, inclusive, of this act requires any employer, employment agency, labor organization or joint labor-management committee subject to sections 10 to 21, inclusive, of this act to grant preferential treatment to any individual or to any group because of the race, color, religion or national origin of such individual or group on account of an imbalance which may exist with respect to the total number or percentage of persons of any race, color, religion or national origin employed by any employer,**

(See LAW, page 19)



**FORREST  
PURDY  
For  
COUNCIL**

**PAUL  
ARENAS  
For  
COUNCIL**

**EARL  
HARTKE  
For  
MAYOR**