

**PROPOSED REGULATION OF THE
HUMAN RESOURCES COMMISSION**

LCB File No. R155-26

July 23, 2026

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

AUTHORITY: § 1, NRS 281.641.

A REGULATION relating to the Human Resources Commission; revising certain provisions relating to reprisal or retaliatory actions to conform with existing law; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

Existing law authorizes a state officer or employee to file a written appeal not later than 60 working days after an alleged violation of existing law relating to the use of official authority or influence in certain circumstances or an alleged reprisal or retaliatory action taken against him or her occurs. (NRS 281.631, 281.641) Existing regulations require that such a written appeal must be filed within 10 workdays such an alleged violation or action, which conflicts with existing law. (NAC 281.305) **Section 1** of this regulation revises such existing regulations to conform with existing law.

Section 1. NAC 281.305 is hereby amended to read as follows:

281.305 1. A state officer or employee who claims a reprisal or retaliatory action was taken against him or her for disclosing information concerning improper governmental action may file a written appeal pursuant to NRS 281.641 with a hearing officer of the Human Resources Commission. The appeal must be:

- (a) Filed ~~[within 10 workdays]~~ *not later than 60 working days* after the date the alleged reprisal or retaliatory action took place.
- (b) Submitted on a form provided by the Division of Human Resource Management of the Department of Administration.

2. The hearing officer may reject a form that is incomplete or otherwise deficient as insufficient to commence the appeal.