

**PROPOSED REGULATION OF THE
PERSONNEL COMMISSION**

LCB File No. R023-11

August 3, 2011

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

AUTHORITY: §1, NRS 284.065.

A REGULATION relating to state personnel; revising provisions relating to the affirmative action program for this State; and providing other matters properly relating thereto.

Section 1. NAC 284.114 is hereby amended to read as follows:

284.114 1. The Department of Personnel is responsible for establishing, coordinating and evaluating an affirmative action program for this State.

2. The Department of Personnel will cooperate and consult with agencies to:

(a) Identify barriers in the personnel management system which may adversely affect the ability of applicants and employees to reach their full employment potential without regard to race, sex, sexual orientation, *gender identity or expression*, religion, color, national origin, age, genetic information or disability.

(b) Coordinate programs to remove barriers to equal employment opportunity while ensuring the effectiveness of the merit system and the opportunity for persons to enter the system and progress in it to the extent of their merit.

3. As used in this section, “gender identity or expression” has the meaning ascribed to it in NRS 281.370, as amended by section 16 of Assembly Bill No. 211, chapter 112, Statutes of Nevada 2011, at page 501.