AN ACT relating to employment; prohibiting an employer, employment agency or labor organization from discriminating against certain persons for inquiring about, discussing or disclosing information about wages under certain circumstances; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:
Existing law establishes certain employment practices as unlawful and prohibits employers, employment agencies and labor organizations from engaging in such practices. (NRS 613.330) This bill prohibits an employer, employment agency or labor organization from discriminating against a person with respect to employment or membership, as applicable, for inquiring about, discussing or disclosing information about wages. This provision does not apply to any person who has access to information about the wages of other persons as part of his or her essential job functions and discloses the information to a person who does not have access to that information.
THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. NRS 613.330 is hereby amended to read as follows:

613.330 1. Except as otherwise provided in NRS 613.350, it
is an unlawful employment practice for an employer:
(a) To fail or refuse to hire or to discharge any person, or
otherwise to discriminate against any person with respect to the
person’s compensation, terms, conditions or privileges of
employment, because of his or her race, color, religion, sex, sexual
orientation, gender identity or expression, age, disability or national
origin;
(b) To limit, segregate or classify an employee in a way which
would deprive or tend to deprive the employee of employment
opportunities or otherwise adversely affect his or her status as an
employee, because of his or her race, color, religion, sex, sexual
orientation, gender identity or expression, age, disability or national
origin; or
(c) Except as otherwise provided in subsection 7, to
discriminate against any employee because the employee has
inquired about, discussed or disclosed his or her wages or the
wages of another employee.

2. It is an unlawful employment practice for an employment
agency:
(a) To fail or refuse to refer for employment, or otherwise
to discriminate against, any person because of the race, color,
religion, sex, sexual orientation, gender identity or expression, age,
disability or national origin of that person; or
(b) To classify or refer for employment any person on
the basis of the race, color, religion, sex, sexual orientation, gender
identity or expression, age, disability or national origin of that
person; or
(c) Except as otherwise provided in subsection 7, to
discriminate against any person because the person has inquired
about, discussed or disclosed his or her wages or the wages of
another person.

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 person because of his or her race, color,
religion, sex, sexual orientation, gender identity or expression, age,
disability or national origin;
(b) To limit, segregate or classify its membership, or to classify
or fail or refuse to refer for employment any person, in any way
which would deprive or tend to deprive the person of employment
opportunities, or would limit the person’s employment opportunities
or otherwise adversely affect the person’s status as an employee or
as an applicant for employment, because of his or her race, color,
religion, sex, sexual orientation, gender identity or expression, age,
disability or national origin; or

(c) Except as otherwise provided in subsection 7, to
discriminate or take any other action prohibited by this section
against any member thereof or any applicant for membership
because the member or applicant has inquired about, discussed or
disclosed his or her wages or the wages of another member or
applicant; or

(d) To cause or attempt to cause an employer to discriminate
against any person 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, without
limitation, on-the-job training programs, to discriminate against any
person because of his or her race, color, religion, sex, sexual
orientation, gender identity or expression, age, disability or national
origin in admission to, or employment in, any program established
to provide apprenticeship or other training.

5. Except as otherwise provided in subsection 6, it is an
unlawful employment practice for any employer, employment
agency, labor organization or joint labor-management committee to
discriminate against a person with a disability by interfering,
directly or indirectly, with the use of an aid or appliance, including,
without limitation, a service animal, by such a person.

6. It is an unlawful employment practice for an employer,
directly or indirectly, to refuse to permit an employee with a
disability to keep the employee’s service animal with him or her at
all times in his or her place of employment, except that an employer
can refuse to permit an employee to keep a service animal that is a
miniature horse with him or her if the employer determines that it is
not reasonable to comply, using the assessment factors set forth in

7. The provisions of paragraph (c) of subsection 1, paragraph
(c) of subsection 2 and paragraph (c) of subsection 3, as
applicable, do not apply to any person who has access to
information about the wages of other persons as part of his or her
essential job functions and discloses that information to a person
who does not have access to that information unless the disclosure
is in response to a charge, complaint or investigation for a
violation of this section.

8. As used in this section, “service animal” has the meaning
ascribed to it in NRS 426.097.
Sec. 2. This act becomes effective on July 1, 2017.