

Amendment No. 801

Assembly Amendment to Senate Bill No. 254 Third Reprint	(BDR 18-38)
Proposed by: Assemblywoman Benitez-Thompson	
Amends: Summary: No Title: No Preamble: No Joint Sponsorship: No Digest: Yes	

ASSEMBLY ACTION			Initial and Date	SENATE ACTION			Initial and Date		
Adopted	<input type="checkbox"/>	Lost	<input type="checkbox"/>	_____	Adopted	<input type="checkbox"/>	Lost	<input type="checkbox"/>	_____
Concurred In	<input type="checkbox"/>	Not	<input type="checkbox"/>	_____	Concurred In	<input type="checkbox"/>	Not	<input type="checkbox"/>	_____
Receded	<input type="checkbox"/>	Not	<input type="checkbox"/>	_____	Receded	<input type="checkbox"/>	Not	<input type="checkbox"/>	_____

EXPLANATION: Matter in (1) *blue bold italics* is new language in the original bill; (2) variations of green bold underlining is language proposed to be added in this amendment; (3) ~~red strikethrough~~ is deleted language in the original bill; (4) ~~purple double strikethrough~~ is language proposed to be deleted in this amendment; (5) orange double underlining is deleted language in the original bill proposed to be retained in this amendment.

ERS/HAC



Date: 5/26/2021

S.B. No. 254—Revises provisions relating to discrimination in housing.
(BDR 18-38)



SENATE BILL NO. 254—SENATOR NEAL

MARCH 16, 2021

Referred to Committee on Government Affairs

SUMMARY—Revises provisions relating to discrimination in housing. (BDR 18-38)

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 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 seeking an applicant or tenant’s arrest record, conviction record or record of criminal history constitutes an unlawful discriminatory practice in housing; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

Existing law creates the Nevada Equal Rights Commission. (NRS 233.030) The Commission is authorized to investigate and conduct hearings concerning acts of prejudice with regard to housing, employment and public accommodation. (NRS 233.150) Existing law also sets forth the Nevada Fair Housing Law to prohibit discrimination in housing. (NRS 118.010-118.120) In addition, the federal Fair Housing Act of 1968, as amended, prohibits discrimination in the sale, rental and financing of dwellings and in other housing related transactions. (42 U.S.C. §§ 3601 et seq.)

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

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

Section 14 of this bill establishes new procedures and requirements with respect to investigations and administrative hearings concerning such complaints. Following the Commission’s investigation of a complaint, if the Administrator of the Commission determines that probable cause exists to believe that an unlawful discriminatory practice in housing has occurred or is about to occur, the Attorney General is required to: (1) prepare a notice of hearing and serve the notice upon the parties; and (2) unless a party elects to have

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22 the matter determined by a court, prepare and prosecute the complaint in a public hearing
23 before the Commission. If the Commission, based on a preponderance of the evidence
24 presented at the hearing, determines that an unlawful discriminatory practice in housing has
25 occurred, the Commission may issue an order to cease and desist, order appropriate injunctive
26 or other equitable relief, award actual damages, impose civil penalties and award costs and
27 attorney's fees. **Section 27** of this bill makes a conforming change to eliminate the
28 requirement for the Commission to hold an informal meeting of the parties.

29 **Section 15** of this bill provides for the determination of the complaint by a court instead
30 of the Commission. **Section 16** of this bill establishes procedures for the judicial review of a
31 final decision of the Commission. **Sections 2-13 and 18** of this bill move the existing
32 definitions in chapter 233 of NRS and define various terms relating to the complaint process.
33 **Sections 24-26 and 28** make changes to existing provisions to use these terms.

34 **Section 29** of this bill provides that the provisions of chapter 233 of NRS for judicial
35 review of decisions of the Commission concerning unlawful discriminatory practice in
36 housing prevail over the provisions of the Administrative Procedure Act.

37 **Section 22** of this bill authorizes the Commission to enter into certain agreements with
38 the United States Department of Housing and Urban Development for the Commission to
39 investigate and enforce laws relating to fair housing as a certified agency under federal law.

40 **Section 33** of this bill prohibits, with certain exceptions, a person seeking to rent or lease
41 a dwelling, or renting or leasing a dwelling, from: (1) inquiring into the arrest record,
42 conviction record or record of criminal history of an applicant or tenant; (2) refusing to rent or
43 lease, or refusing to negotiate to rent or lease, a dwelling to an applicant on the basis of the
44 applicant's arrest record, conviction record or record of criminal history; (3) making, printing
45 or publishing any notice or advertisement which indicates a preference based on the arrest
46 record, conviction record or record of criminal history of an applicant; and (4) evicting a
47 tenant from a dwelling on the basis of his or her arrest record, conviction record or record of
48 criminal history for a misdemeanor offense unless the offense occurred on the premises of the
49 dwelling. **Section 33** provides that a person may inquire into or conduct a background check
50 into the conviction record or record of criminal history of an applicant to determine whether
51 the applicant has certain offenses on his or her record. A person may refuse to rent or lease a
52 dwelling to an applicant who has any such offense on his or her record. **Section 33** also
53 requires a person who makes a dwelling available for rent or lease to provide applicants with
54 information regarding these unlawful discriminatory practices and information on how to file
55 an appeal of a denial to rent or lease or file a complaint with the Commission. **Section 33**
56 limits the applicability of these provisions to ~~[(1)]~~ any dwelling that is owned by a natural
57 person and contains five or more dwelling units. ~~[(1) and (2)]~~ any dwelling that is owned by a
58 corporation or other business entity. For purposes of **section 33**, a "dwelling" is defined, with
59 certain exceptions, as: (1) public housing; (2) any housing that is rented or leased to a tenant
60 pursuant to a contract with a housing authority; or (3) any housing which accepts vouchers for
61 rental payment. A "dwelling" does not include: (1) a manufactured home; or (2) a single
62 family house owned by a natural person or any other housing that is owned by a natural
63 person and has four or fewer dwelling units.

64 **Sections 31, 32 and 34-44** of this bill amend the Nevada Fair Housing Law to conform to
65 federal law. **Section 36** of this bill revises the definition of "disability" to exclude any current
66 illegal use of or addiction to a controlled substance. **Sections 37 and 38** of this bill revise the
67 definitions of "dwelling" and "person." **Sections 31 and 32** define the terms "aggrieved
68 person" and "unlawful discriminatory practice in housing."

69 **Section 39** of this bill revises the prohibited practices which constitute an unlawful
70 discriminatory practice in housing in Nevada. **Section 39** prohibits discrimination in real
71 estate related transactions. **Section 39** also sets forth certain exceptions to the application of
72 its provisions.

73 **Section 40** of this bill prohibits a person from refusing: (1) to allow a person with a
74 disability to make reasonable modifications to a dwelling which may be necessary to afford
75 the person with a disability full enjoyment of the dwelling, if the person with the disability
76 pays for the modifications; or (2) to make reasonable accommodations in rules, policies,
77 practices or services which may be necessary to afford a person with a disability equal
78 opportunity to use and enjoy a dwelling.

79 **Section 41** of this bill revises accessibility requirements relating to the design and
80 construction of a covered multifamily dwelling. **Section 42** of this bill revises provisions

81 prohibiting a landlord from refusing to rent a dwelling to a person with a disability with a
82 service animal.
83 **Sections 43 and 44** of this bill revise provisions governing civil actions to enforce certain
84 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 thereto the
2 provisions set forth as sections 2 to 16, inclusive, of this act.

3 **Sec. 2.** *“Administrator” means the Administrator of the Commission.*

4 **Sec. 3.** *“Aggrieved person” has the meaning ascribed to it in section 31 of*
5 *this act.*

6 **Sec. 4.** *“Commission” means the Nevada Equal Rights Commission.*

7 **Sec. 5.** 1. *“Complainant” means a person by whom, or on whose behalf,*
8 *a complaint is made which alleges an unlawful discriminatory practice over*
9 *which the Commission has 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 issues raised by a*
12 *complaint, or by the investigation of a complaint, through informal negotiations*
13 *involving the aggrieved person, the respondent and the Commission.*

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

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

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

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

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

22 **Sec. 12.** *“Sexual orientation” has the meaning ascribed to it in NRS*
23 *118.093.*

24 **Sec. 13.** *“Unlawful discriminatory practice in housing” has the meaning*
25 *ascribed to it in section 32 of this act.*

26 **Sec. 14.** 1. *When a complaint is filed whose allegations if true would*
27 *support a finding of an unlawful discriminatory practice in housing:*

28 (a) *The Commission shall, to the extent practicable throughout the complaint*
29 *process, engage in conciliation with respect to the complaint. If an agreement is*
30 *reached with regard to the matters alleged in the complaint, no further action*
31 *may be taken by the complainant or the Commission with regard to the matters*
32 *alleged in the complaint.*

33 (b) *Each conciliation agreement between a complainant and a respondent*
34 *must be approved by the Commission. The Commission may reject any*
35 *conciliation agreement that it determines is not in the public interest. A*
36 *conciliation agreement may provide for binding arbitration of the matters alleged*
37 *in the complaint and for the awarding of any appropriate relief in the arbitration,*
38 *including, without limitation, monetary relief.*

39 (c) *The Commission shall make a conciliation agreement public unless the*
40 *complainant and the respondent agree that it not be made public and the*
41 *Commission determines that public disclosure of the agreement would not further*
42 *the purposes of this chapter or NRS 118.010 to 118.120, inclusive, and sections*
43 *31, 32 and 33 of this act.*

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

- 3 (i) *The name of and the date of contact with each witness;*
4 (ii) *A summary and the dates of correspondence and other contact with the*
5 *complainant and the respondent;*
6 (iii) *A summary description of other pertinent records;*
7 (iv) *A summary of witness statements; and*
8 (v) *Answers to interrogatories.*

9 ↪ *The Commission may amend the final investigative report if additional*
10 *evidence is discovered.*

11 3. *If, at the conclusion of the investigation required by NRS 233.157, the*
12 *Administrator determines that there is not probable cause to believe that an*
13 *unlawful discriminatory practice in housing has occurred or is about to occur,*
14 *the Administrator shall dismiss the complaint and notify the complainant and the*
15 *respondent.*

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

20 (i) *The Attorney General shall prepare a notice of hearing which complies*
21 *with the requirements of NRS 233B.121 and serve a copy of the notice upon the*
22 *complainant, the aggrieved person and the respondent, together with notice of the*
23 *right to elect, in lieu of the hearing, to have the matter determined in a civil*
24 *action in a court of competent jurisdiction pursuant to section 15 of this act.*

25 (ii) *Any aggrieved person may intervene as a party in the proceeding.*

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

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

- 38 (i) *Order the respondent to cease and desist from the unlawful practice;*
39 (ii) *Order such injunctive or other equitable relief as may be appropriate;*
40 (iii) *Award actual damages to the complainant;*
41 (iv) *Impose upon the respondent:*

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

44 (2) *If the respondent has been adjudged in a separate action to have*
45 *committed any violation of NRS 118.010 to 118.120, inclusive, and sections 31,*
46 *32 and 33 of this act within the 5-year period immediately preceding the filing of*
47 *the complaint, a civil penalty of not more than \$37,500; or*

48 (3) *If the respondent has been adjudged in one or more separate actions*
49 *to have committed two or more violations of NRS 118.010 to 118.120, inclusive,*
50 *and sections 31, 32 and 33 of this act within the 7-year period immediately*
51 *preceding the filing of the complaint, a civil penalty of not more than \$65,000;*
52 *and*

53 (v) *Award costs and reasonable attorneys' fees to the complainant.*

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

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

5 (b) May, upon motion of the respondent, award costs and reasonable
6 attorney's fees to the respondent if the Commission determines that the
7 complaint, had it been filed with a court, would have violated and been grounds
8 for sanctions under Rule 11 of the Nevada Rules of Civil Procedure.

9 8. Any resolution of a complaint before a final order of the Commission
10 following a hearing held pursuant to subsection 5 must, to the extent practicable,
11 be agreed to by the aggrieved person.

12 9. If the respondent fails to comply with a final order of the Commission,
13 the Commission shall apply to the district court for an order compelling
14 compliance. If the court finds that the respondent has violated the order by
15 failing to cease and desist from the unlawful practice, failing to make any
16 payment ordered or otherwise failing to comply with the order, the court shall
17 award the aggrieved person actual damages caused by the noncompliance.

18 10. After the Commission has held a public hearing and rendered a
19 decision, the complainant is barred from proceeding on the same facts and legal
20 theory before any other administrative body or officer.

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

29 2. The election must be made in writing and be received by the Commission
30 not later than 20 days after the date on which the notice was served as required
31 by subsection 4 of section 14 of this act.

32 3. The Attorney General shall, if requested by the complainant or the
33 aggrieved person, prepare, file and litigate a civil action on behalf of the
34 complainant or the aggrieved person.

35 4. Any aggrieved person, with respect to the issues to be determined in the
36 civil action, may intervene as a matter of right in the civil action.

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

40 (a) Award actual and punitive damages to the complainant or the aggrieved
41 person, except that the court may not award monetary damages to an aggrieved
42 person who does not intervene if that aggrieved person has not complied with
43 discovery orders entered by the court;

44 (b) Award costs and reasonable attorney's fees to the complainant or the
45 aggrieved person; and

46 (c) Order such other relief as the court determines appropriate, including,
47 without limitation:

48 (1) Ordering a permanent or temporary injunction;

49 (2) Issuing a temporary restraining order; or

50 (3) Enjoining the defendant from engaging in the unlawful practice or
51 ordering such other affirmative action as the court determines appropriate.

52 6. If the court, based on a preponderance of the evidence, determines that
53 the defendant has not committed and is not about to commit an unlawful

1 *discriminatory practice in housing, the court shall dismiss the action and may,*
2 *upon the motion of the defendant, award costs and reasonable attorney's fees to*
3 *the defendant if the court determines that the complaint was prosecuted in*
4 *violation of Rule 11 of the Nevada Rules of Civil Procedure.*

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

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

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

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

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

17 *(b) Be instituted by filing the petition in the district court in and for Carson*
18 *City, in and for the county in which the aggrieved party resides or in and for the*
19 *county in which the hearing occurred; and*

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

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

24 *5. The Commission and any party wishing to participate in the judicial*
25 *review must file a statement of intent to participate in the petition for judicial*
26 *review and serve the statement upon the petitioner and each named respondent*
27 *within 20 days after service of the petition.*

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

32 *7. The Commission shall, within 30 days after receipt of service of the*
33 *petition for judicial review or such time as allowed by the court, transmit to the*
34 *court the original or a certified copy of the entire record of the proceeding under*
35 *review, including, without limitation, a transcript of the evidence resulting in the*
36 *final decision of the Commission. The record may be shortened by stipulation of*
37 *the parties to the proceeding. If the court determines that a party has*
38 *unreasonably refused to stipulate to limit the record, the court may assess any*
39 *additional costs resulting from the refusal against that party. The court may*
40 *require or permit subsequent corrections or additions to the record.*

41 *8. If, before submission to the court, an application is made to the court for*
42 *leave to present additional evidence, and it is shown to the satisfaction of the*
43 *court that the additional evidence is material and that there were good reasons*
44 *for failure to present it in the proceeding before the Commission, the court may*
45 *order that the additional evidence and any rebuttal evidence be taken before the*
46 *Commission upon such conditions as the court determines appropriate. After*
47 *receipt of any additional evidence, the Commission:*

48 *(a) May modify its findings and decision; and*

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

51 *9. A petitioner or cross-petitioner who is seeking judicial review shall serve*
52 *and file a memorandum of points and authorities within 40 days after the*

1 *Commission gives written notice to the parties that the record of the proceeding*
2 *under review has been filed with the court.*

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

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

8 *12. Within 7 days after the expiration of the period within which the*
9 *petitioner is required to reply, any party may request a hearing. Unless a request*
10 *for a hearing has been filed, the matter shall be deemed submitted.*

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

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

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

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

18 *(b) Confined to the record.*

19 *↪ In cases concerning alleged irregularities in procedure before the Commission*
20 *that are not shown in the record, the court may receive evidence concerning the*
21 *irregularities.*

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

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

31 *(a) In violation of any constitutional or statutory provision;*

32 *(b) In excess of the statutory authority of the Commission;*

33 *(c) Made upon unlawful procedure;*

34 *(d) Affected by other error of law;*

35 *(e) Clearly erroneous in view of the reliable, probative and substantial*
36 *evidence on the whole record; or*

37 *(f) Arbitrary or capricious or characterized by abuse of discretion.*

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

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

46 *20. In making a ruling, the court shall:*

47 *(a) Give deference to the Commission; and*

48 *(b) Consider the risk to the public, if any, of staying the decision of the*
49 *Commission.*

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

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

2 233.010 1. It is hereby declared to be the public policy of the State of
3 Nevada to protect the welfare, prosperity, health and peace of all the people of the
4 State, and to foster the right of all persons reasonably to seek and obtain housing
5 accommodations without discrimination, distinction or restriction because of race,
6 religious creed, color, age, sex, disability, *familial status*, sexual orientation, gender
7 identity or expression, national origin or ancestry.

8 2. It is hereby declared to be the public policy of the State of Nevada to
9 protect the welfare, prosperity, health and peace of all the people of the State, and
10 to foster the right of all persons reasonably to seek and be granted services in places
11 of public accommodation without discrimination, distinction or restriction because
12 of race, ~~religious creed,~~ *religion*, color, age, sex, disability, sexual orientation,
13 national origin ~~or ancestry~~ or gender identity or expression.

14 3. It is hereby declared to be the public policy of the State of Nevada to
15 protect the welfare, prosperity, health and peace of all the people of the State, and
16 to foster the right of all persons reasonably to seek, obtain and hold employment
17 without discrimination, distinction or restriction because of race, ~~religious creed,~~
18 *religion*, color, age, sex, disability, sexual orientation, gender identity or expression
19 ~~or~~ national origin ~~or ancestry~~.

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

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

25 233.020 As used in this chapter ~~:~~

26 — 1. “Administrator” means the Administrator of the Commission.

27 — 2. “Commission” means the Nevada Equal Rights Commission within the
28 Department of Employment, Training and Rehabilitation.

29 — 3. “Disability” means, with respect to a person:

30 — (a) A physical or mental impairment that substantially limits one or more of the
31 major life activities of the person;

32 — (b) A record of such an impairment; or

33 — (c) Being regarded as having such an impairment.

34 — 4. “Gender identity or expression” means a gender related identity,
35 appearance, expression or behavior of a person, regardless of the person’s assigned
36 sex at birth.

37 — 5. “Member” means a member of the Nevada Equal Rights Commission.

38 — 6. “Sexual orientation” means having or being perceived as having an
39 orientation for heterosexuality, homosexuality or bisexuality, *, unless the context
40 otherwise requires, the words and terms defined in sections 2 to 13, inclusive, of
41 this act have the meanings ascribed to them in those sections.*

42 **Sec. 19.** NRS 233.085 is hereby amended to read as follows:

43 233.085 The Governor may designate another agency to perform the duties
44 and functions of the Commission set forth in NRS 233.150 ~~, 233.160, 233.165 and~~
45 ~~233.170,~~ *and 233.157 to 233.170, inclusive, and sections 14, 15 and 16 of this*
46 *act.*

47 **Sec. 20.** NRS 233.140 is hereby amended to read as follows:

48 233.140 The Commission shall:

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

52 2. Aid in securing equal health and welfare services and facilities for all the
53 residents of the State without regard to race, *color*, religion, sex, sexual orientation,

1 gender identity or expression, age, disability , *familial status* or ~~[nationality-]~~
2 *national origin*.

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

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

15 5. Cooperate with and seek the cooperation of federal and state agencies and
16 departments in carrying out projects within their respective authorities to eliminate
17 intergroup tensions and to promote intergroup harmony.

18 6. Develop and carry out programs of education and disseminate information
19 as necessary to inform employers, employees, employment agencies and job
20 applicants about their rights and responsibilities set forth in NRS 613.4353 to
21 613.4383, inclusive.

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

23 233.150 The Commission may:

24 1. Order its Administrator to:

25 (a) With regard to public accommodation, investigate tensions, practices of
26 discrimination and acts of prejudice against any person or group because of race,
27 color, ~~[creed,]~~ *religion*, sex, age, disability, *familial status*, sexual orientation,
28 national origin ~~[, ancestry]~~ or gender identity or expression and may conduct
29 hearings with regard thereto.

30 (b) With regard to housing, investigate tensions, practices of discrimination
31 and acts of prejudice against any person or group because of race, color, ~~[creed,]~~
32 *religion*, sex, age, disability, *familial status*, sexual orientation, gender identity or
33 expression ~~[,]~~ *or* national origin , ~~[for ancestry,]~~ and may conduct hearings with
34 regard thereto.

35 (c) With regard to employment, investigate:

36 (1) Tensions, practices of discrimination and acts of prejudice against any
37 person or group because of race, color, ~~[creed,]~~ *religion*, sex, age, disability,
38 *familial status*, sexual orientation, gender identity or expression ~~[,]~~ *or* national
39 origin , ~~[for ancestry,]~~ and may conduct hearings with regard thereto; and

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

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

45 3. Issue subpoenas for the attendance of witnesses or for the production of
46 documents or tangible evidence relevant to any investigations or hearings
47 conducted by the Commission.

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

50 5. *Initiate a complaint against an unlawful discriminatory practice in*
51 *housing*.

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

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

2 233.153 1. The Commission ~~[shall not]~~ *may* contract with or enter into a
3 memorandum of understanding with the United States Department of Housing and
4 Urban Development for the Commission to investigate and enforce laws relating to
5 fair housing as a certified agency . ~~[unless the Legislature, by resolution or other~~
6 ~~appropriate legislative measure, expressly authorizes the Commission to do so.]~~

7 2. As used in this section:

8 (a) “Certified agency” has the meaning ascribed to it in 24 C.F.R. § 115.100(c).
9 The term refers to the certification of an agency as substantially equivalent as
10 described in 42 U.S.C. § 3610(f)(3)(A) and 24 C.F.R. Part 115, Subpart B.

11 (b) “Memorandum of understanding” means the memorandum of
12 understanding described in 24 C.F.R. § ~~[115.210.]~~ *115.205.*

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

14 233.157 *1.* The Commission shall accept any complaint alleging an
15 unlawful discriminatory practice over which it has jurisdiction pursuant to this
16 chapter.

17 2. The Commission shall adopt regulations setting forth the manner in which
18 the Commission will process ~~[any such]~~ *a* complaint ~~[and]~~ *received pursuant to*
19 *subsection 1.*

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

23 4. *If a complaint alleges an unlawful discriminatory practice in housing,*
24 *the Commission shall investigate the complaint and shall, to the extent*
25 *practicable, engage in conciliation with respect to the complaint.*

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

27 233.160 1. A complaint which alleges unlawful discriminatory practices in:

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

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

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

38 2. The complainant shall specify in the complaint the alleged unlawful
39 practice and sign it under oath.

40 3. The Commission shall send to the ~~[party against whom an unlawful~~
41 ~~discriminatory practice is alleged:]~~ *respondent:*

42 (a) A copy of the complaint;

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

45 (c) A copy of the Commission’s procedures.

46 4. The Commission shall notify each party to the complaint of the limitation
47 on the period of time during which a person may apply to the district court for relief
48 pursuant to NRS 613.430.

49 5. If a person files a complaint pursuant to paragraph (b) of subsection 1
50 which alleges an unlawful discriminatory practice in employment, the Commission
51 shall, as soon as practicable after receiving the complaint, notify in writing the
52 person who filed the complaint that the person may request the Commission to
53 issue a right-to-sue notice pursuant to NRS 613.412.

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

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

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

9 ***7. If a person files a complaint pursuant to paragraph (a) of subsection 1
10 which alleges an unlawful discriminatory practice in housing:***

11 ***(a) The Commission shall, not later than 10 days after receiving the
12 complaint:***

13 ***(1) Serve upon the aggrieved person:***

14 ***(I) Notice that the complaint was filed with the Commission;***

15 ***(II) A copy of the procedures of the Commission;***

16 ***(III) The information set forth in sections 14 and 15 of this act; and***

17 ***(IV) Information relating to the state and federal administrative
18 bodies and courts with which the aggrieved person may file the complaint.***

19 ***(2) Send to the respondent the information set forth in subsection 3.***

20 ***(b) The respondent may file with the Commission an answer to the complaint
21 not later than 10 days after the respondent receives the information set forth in
22 subsection 3.***

23 ***(c) A person who is not named as a respondent but who is identified as a
24 respondent in the course of the investigation may be joined as an additional or
25 substitute respondent upon written notice from the Commission to that person.***

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

27 233.165 1. ~~If the Commission determines to conduct~~ ***In conducting*** an
28 investigation of a complaint which alleges an unlawful discriminatory practice in
29 housing in accordance with the regulations adopted pursuant to NRS 233.157, the
30 Commission ~~must~~ ***shall:***

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

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

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

37 2. If the Commission determines that it is impracticable to complete an
38 investigation or make a final disposition of a complaint which alleges an unlawful
39 discriminatory practice in housing within the period prescribed in subsection 1, the
40 Commission shall send to the complainant and the ~~person against whom the
41 complaint was filed~~ ***respondent*** a statement setting forth its reasons for not
42 completing the investigation or making a final disposition of the complaint within
43 that period.

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

45 233.170 1. When a complaint is filed whose allegations if true would
46 support a finding of ***an*** unlawful practice ~~the~~ ***in employment or public
47 accommodations:***

48 ***(a) The Commission shall determine whether to hold an informal meeting to
49 attempt a settlement of the dispute in accordance with the regulations adopted
50 pursuant to NRS 233.157. If the Commission determines to hold an informal
51 meeting, the Administrator may, to prepare for the meeting, request from each party
52 any information which is reasonably relevant to the complaint. No further action
53 may be taken if the parties agree to a settlement.***

1 ~~[2.]~~ (b) If an agreement is not reached at the informal meeting, the
2 Administrator shall determine whether to conduct an investigation into the alleged
3 unlawful practice in accordance with the regulations adopted pursuant to NRS
4 233.157. After the investigation, if the Administrator determines that an unlawful
5 practice has occurred, the Administrator shall attempt to mediate between or
6 reconcile the parties. The ~~[party against whom a complaint was filed]~~ **respondent**
7 may agree to cease the unlawful practice. If an agreement is reached, no further
8 action may be taken by the complainant or by the Commission.

9 ~~[3.]~~ (c) If the attempts at mediation or conciliation fail, the Commission may
10 hold a public hearing on the matter ~~[After]~~ **in accordance with the requirements**
11 **of chapter 233B of NRS.**

12 **2. If, after the hearing ~~[if]~~ held pursuant to paragraph (c) of subsection 1,**
13 **the Commission determines that an unlawful practice has occurred, ~~[it may:] the~~**
14 **Commission:**

15 (a) ~~[Serve]~~ **Shall serve** a copy of its findings of fact within 10 calendar days
16 upon any ~~[person]~~ **respondent** found to have engaged in the unlawful practice; and

17 (b) ~~[Order]~~ **May order** the ~~[person]~~ **respondents** to:

18 (1) Cease and desist from the unlawful practice. The order must include,
19 without limitation, the corrective action the ~~[person]~~ **respondent** must take.

20 (2) In cases involving an unlawful employment practice, restore all
21 benefits and rights to which the aggrieved person is entitled, including, but not
22 limited to, rehiring, back pay for a period described in subsection ~~[4.]~~ **3**, annual
23 leave time, sick leave time or pay, other fringe benefits and seniority, with interest
24 thereon from the date of the Commission's decision at a rate equal to the prime rate
25 at the largest bank in Nevada, as ascertained by the Commissioner of Financial
26 Institutions, on January 1 or July 1, as the case may be, immediately preceding the
27 date of the Commission's decision, plus 2 percent. The rate of interest must be
28 adjusted accordingly on each January 1 and July 1 thereafter until the judgment is
29 satisfied.

30 (3) In cases involving an unlawful employment practice relating to
31 discrimination on the basis of sex, pay an amount determined to be appropriate by
32 the Commission for lost wages that would have been earned in the absence of
33 discrimination or other economic damages resulting from the discrimination,
34 including, without limitation, lost payment for overtime, shift differential, cost of
35 living adjustments, merit increases or promotions, or other fringe benefits.

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

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

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

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

48 ~~[4.]~~ **3.** For the purposes of subparagraph (2) of paragraph (b) of subsection
49 ~~[3.]~~ **2**, the period for back pay must not exceed a period beginning 2 years before
50 the date on which the complaint was filed and ending on the date the Commission
51 issues an order pursuant to paragraph (b) of subsection ~~[3.]~~ **2**.

52 ~~[5.]~~ **4.** Before imposing a civil penalty pursuant to subparagraph (4) of
53 paragraph (b) of subsection ~~[3.]~~ **2**, the Commission must allow the ~~[person]~~

1 *respondent* found to have willfully engaged in an unlawful employment practice 30
2 days to take corrective action from the date of service of the order pursuant to
3 paragraph (a) of subsection ~~[3-]~~ 2. If the ~~[person]~~ *respondent* takes such corrective
4 action, the Commission shall not impose the civil penalty.

5 ~~[6-]~~ 5. The order of the Commission is a final decision in a contested case for
6 the purpose of judicial review. If the ~~[person]~~ *respondent* fails to comply with the
7 Commission's order, the Commission shall apply to the district court for an order
8 compelling such compliance, but failure or delay on the part of the Commission
9 does not prejudice the right of an aggrieved party to judicial review. The court shall
10 issue the order unless it finds that the Commission's findings or order are not
11 supported by substantial evidence or are otherwise arbitrary or capricious. If the
12 court upholds the Commission's order and finds that the ~~[person]~~ *respondent* has
13 violated the order by failing to cease and desist from the unlawful practice or to
14 make the payment ordered, the court shall award the aggrieved party actual
15 damages for any economic loss and no more.

16 ~~[7-]~~ 6. After the Commission has held a public hearing and rendered a
17 decision, the complainant is barred from proceeding on the same facts and legal
18 theory before any other administrative body or officer.

19 ~~[8-]~~ 7. For the purposes of this section, an unlawful employment practice
20 shall be deemed to be willful if a person engages in the practice with knowledge
21 that it is unlawful or with reckless indifference to whether it is lawful or unlawful.

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

23 233.180 If, after the Administrator has conducted a preliminary investigation
24 into an alleged unlawful discriminatory practice in housing, employment or public
25 accommodations, the Commission determines that the practice will cause
26 immediate and irreparable harm to any person aggrieved by the practice, the
27 Commission, ~~[after the informal meeting and]~~ before holding a public hearing upon
28 the matter, may apply on behalf of such person to the district court for a temporary
29 restraining order or preliminary injunction as provided in the Nevada Rules of Civil
30 Procedure.

31 **Sec. 28.** NRS 233.190 is hereby amended to read as follows:

32 233.190 1. Except as otherwise provided in this section or NRS 239.0115,
33 *or paragraph (c) of subsection 1 of section 14 of this act*, any information gathered
34 by the Commission in the course of its investigation of an alleged unlawful
35 discriminatory practice in housing, employment or public accommodations is
36 confidential.

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

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

41 (b) To any other person if the information is provided in a manner which does
42 not include any information that may be used to identify the complainant, the ~~[party~~
43 ~~against whom the unlawful discriminatory practice is alleged]~~ *respondent* or any
44 person who provided information to the Commission during the investigation.

45 3. Except as otherwise provided in subsection 4, the Commission shall
46 disclose information gathered pursuant to subsection 1 to the complainant and the
47 ~~[party against whom the unlawful discriminatory practice is alleged]~~ *respondent* if:

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

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

52 4. The Commission may not disclose to the complainant or the ~~[party against~~
53 ~~whom the unlawful discriminatory practice is alleged-]~~ *respondent*.

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

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

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

7 5. After the filing of a complaint with the Commission, access to information
8 related to the complaint must be limited only to such staff of the Commission as is
9 necessary to carry out the duties of the Commission relating to the complaint. Such
10 staff shall not disclose such information to the other officers and employees of the
11 Department of Employment, Training and Rehabilitation, including, without
12 limitation, supervisors and the Director of the Department, unless the disclosure is
13 necessary to carry out the duties of the Commission relating to the complaint.

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

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

22 **Sec. 29.** NRS 233B.039 is hereby amended to read as follows:

23 233B.039 1. The following agencies are entirely exempted from the
24 requirements of this chapter:

25 (a) The Governor.

26 (b) Except as otherwise provided in NRS 209.221, the Department of
27 Corrections.

28 (c) The Nevada System of Higher Education.

29 (d) The Office of the Military.

30 (e) The Nevada Gaming Control Board.

31 (f) Except as otherwise provided in NRS 368A.140 and 463.765, the Nevada
32 Gaming Commission.

33 (g) Except as otherwise provided in NRS 425.620, the Division of Welfare and
34 Supportive Services of the Department of Health and Human Services.

35 (h) Except as otherwise provided in NRS 422.390, the Division of Health Care
36 Financing and Policy of the Department of Health and Human Services.

37 (i) Except as otherwise provided in NRS 533.365, the Office of the State
38 Engineer.

39 (j) The Division of Industrial Relations of the Department of Business and
40 Industry acting to enforce the provisions of NRS 618.375.

41 (k) The Administrator of the Division of Industrial Relations of the Department
42 of Business and Industry in establishing and adjusting the schedule of fees and
43 charges for accident benefits pursuant to subsection 2 of NRS 616C.260.

44 (l) The Board to Review Claims in adopting resolutions to carry out its duties
45 pursuant to NRS 445C.310.

46 (m) The Silver State Health Insurance Exchange.

47 (n) The Cannabis Compliance Board.

48 2. Except as otherwise provided in subsection 5 and NRS 391.323, the
49 Department of Education, the Board of the Public Employees' Benefits Program
50 and the Commission on Professional Standards in Education are subject to the
51 provisions of this chapter for the purpose of adopting regulations but not with
52 respect to any contested case.

53 3. The special provisions of:

1 (a) Chapter 612 of NRS for the adoption of an emergency regulation or the
2 distribution of regulations by and the judicial review of decisions of the
3 Employment Security Division of the Department of Employment, Training and
4 Rehabilitation;

5 (b) Chapters 616A to 617, inclusive, of NRS for the determination of contested
6 claims;

7 (c) *Chapter 233 of NRS for the judicial review of decisions of the Nevada*
8 *Equal Rights Commission concerning an unlawful discriminatory practice in*
9 *housing;*

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

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

13 ~~☛~~ prevail over the general provisions of this chapter.

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

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

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

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

26 (c) A regulation adopted by the State Board of Education pursuant to NRS
27 388.255 or 394.1694;

28 (d) The judicial review of decisions of the Public Utilities Commission of
29 Nevada;

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

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

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

39 (h) The adoption, amendment or repeal of regulations by the Director of the
40 Department of Health and Human Services pursuant to NRS 447.335 to 447.350,
41 inclusive.

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

45 **Sec. 30.** Chapter 118 of NRS is hereby amended by adding thereto the
46 provisions set forth as sections 31, 32 and 33 of this act.

47 **Sec. 31.** *“Aggrieved person” means any person who:*

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

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

52 **Sec. 32.** *“Unlawful discriminatory practice in housing” means a practice*
53 *prohibited by NRS 118.100 and section 33 of this act.*

1 **Sec. 33. 1. Except as otherwise provided in this section, it is an unlawful**
 2 **discriminatory practice for any person to:**

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

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

9 **(c) Make, print or publish, or cause to be made printed or published, any**
 10 **notice, statement or advertisement with respect to the rental or lease of a dwelling**
 11 **that indicates any preference, limitation or discrimination, or an intention to**
 12 **make any preference, limitation or discrimination, on the basis of an applicant's**
 13 **arrest record, conviction record or record of criminal history; or**

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

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

21 **(a) First degree arson pursuant to NRS 205.010, or the equivalent offense in**
 22 **another jurisdiction, within the immediately preceding year;**

23 **(b) At least two instances of second, third or fourth degree arson pursuant to**
 24 **NRS 205.015, 205.020 or 205.025, or the equivalent offense in another**
 25 **jurisdiction, within the immediately preceding year;**

26 **(c) A violent or sexual offense as defined in NRS 202.876, or the equivalent**
 27 **offense in another jurisdiction; or**

28 **(d) If the rental or lease is being made available by a public housing**
 29 **authority and the public housing authority has adopted a policy to use such**
 30 **offenses as a basis for denying the rental or lease in the public housing and has**
 31 **made a list of the offenses publicly available, any offense set forth in 24 C.F.R. §**
 32 **982.553 as a permissive prohibition, other than drug-related criminal offenses**
 33 **related to cannabis from another jurisdiction, if such offense would not be a**
 34 **criminal offense in this State.**

35 **↳ A person who inquires into or conducts a background check in accordance**
 36 **this subsection may refuse to rent or lease, refuse to negotiate for the rental or**
 37 **lease of, or otherwise make unavailable a dwelling on the basis of a conviction**
 38 **record or record of criminal history for the offenses set forth in this subsection.**

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

41 **(a) The provisions of this section and NRS 118.110 and 118.120;**

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

44 **(c) How the applicant may file a complaint with the Commission pursuant to**
 45 **NRS 233.160 if the applicant believes that his or her application was denied on**
 46 **the basis of an unlawful discriminatory practice.**

47 **4. The provisions of this section:**

48 **(a) Except as otherwise provided in paragraph (b), apply to the rental or**
 49 **lease, including, without limitation, a week to week tenancy, of ~~+~~**

50 ~~**(1) Any any dwelling that is owned by a natural person and contains five**~~
 51 ~~**or more dwelling units. + and**~~

52 ~~**(2) Any dwelling that is owned by a corporation or other business entity.]**~~

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

1 (1) Pursuant to any federal or state law or regulation that requires the
2 person to inquire into or conduct a background check to determine the arrest
3 record, conviction record or criminal history of an applicant and exclude certain
4 applicants based on certain types of criminal history, including, without
5 limitation, the provisions of NRS 315.031, 42 U.S.C. § 13663 and 24 C.F.R. §
6 982.553.

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

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

12 5. As used in this section:

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

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

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

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

19 (b) "Arrest record" means any information indicating that a person has been
20 apprehended, detained, taken into custody, held for investigation or restrained by
21 a law enforcement department of military authority due to an accusation or
22 suspicion that a person committed a crime. The term includes pending criminal
23 charges where an accusation has not resulted in a final judgment, acquittal,
24 conviction, plea, dismissal or withdrawal.

25 (c) "Background check" means any report regarding the arrest record,
26 conviction record or record of criminal history of a person intended to obtain the
27 person's record of criminal history.

28 (d) "Conviction record" means any information regarding a final
29 adjudication or other criminal disposition adverse to a person. The term includes,
30 without limitation, dispositions for which the defendant received a deferred or
31 suspended sentence, unless the adverse disposition has been vacated or expunged.

32 (e) "Dwelling":

33 (1) Except as otherwise provided in subparagraph (2), means:

34 (I) Public housing;

35 (II) Any housing that is rented or leased to a tenant pursuant to a
36 contract with a housing authority; or

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

39 (2) Does not include:

40 (I) A manufactured home; or

41 (II) A single-family house owned by a natural person or any other
42 housing that is owned by a natural person and has four or fewer dwelling units.

43 (f) "Dwelling unit" means a building or a portion of a building planned,
44 designed or used as a residence for one family only, living independently of other
45 families or persons, and having its own bathroom and housekeeping facilities
46 included in the unit.

47 (g) "Housing authority" has the meaning ascribed to it in NRS 315.021.

48 (h) "Public housing" has the meaning ascribed to it in NRS 315.021.

49 (i) "Record of criminal history" has the meaning ascribed to it in NRS
50 179A.070.

51 Sec. 33.5. (Deleted by amendment.)

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

2 118.020 1. It is hereby declared to be the public policy of the State of
3 Nevada that all people in the State have equal opportunity to inherit, purchase,
4 lease, rent, sell, hold and convey real property without discrimination, distinction or
5 restriction because of race, ~~religious creed,~~ color, national origin, *religion*,
6 disability, sexual orientation, gender identity or expression, ~~ancestry,~~ familial
7 status or sex.

8 2. Nothing in ~~[this chapter]~~ *NRS 118.010 to 118.120, inclusive, and sections*
9 *31, 32 and 33 of this act* shall be deemed to render enforceable a conveyance or
10 other contract made by a person who lacks the capacity to contract.

11 **Sec. 35.** NRS 118.030 is hereby amended to read as follows:

12 118.030 As used in NRS 118.010 to 118.120, inclusive, *and sections 31, 32*
13 *and 33 of this act*, unless the context otherwise requires, the words and terms
14 defined in NRS 118.040 to 118.093, inclusive, *and sections 31 and 32 of this act*
15 have the meanings ascribed to them in those sections.

16 **Sec. 36.** NRS 118.045 is hereby amended to read as follows:

17 118.045 1. “Disability” means, with respect to a person:

18 ~~1-1~~ (a) A physical or mental impairment that substantially limits one or more
19 of the major life activities of the person;

20 ~~1-2~~ (b) A record of such an impairment; or

21 ~~1-3~~ (c) Being regarded as having such an impairment.

22 2. *The term does not include any current illegal use of or addiction to a*
23 *controlled substance as defined in 21 U.S.C. § 802(6).*

24 **Sec. 37.** NRS 118.060 is hereby amended to read as follows:

25 118.060 ~~1-1~~ “Dwelling” means any building, structure or portion thereof
26 which is occupied as, or designed or intended for occupancy as, a residence by one
27 or more families, and any vacant land which is offered for sale or lease for the
28 construction or location thereon of any such building, structure or portion thereof.

29 ~~1-2. “Dwelling” does not include:~~

30 ~~— (a) A single family house sold or rented by an owner if:~~

31 ~~— (1) The owner does not own more than three single family houses at any~~
32 ~~one time or the owner does not own any interest in, nor is there owned or reserved~~
33 ~~on his or her behalf, under any express or voluntary agreement, title to or any right~~
34 ~~to all or a portion of the proceeds from the sale or rental of, more than three single~~
35 ~~family houses at any one time; and~~

36 ~~— (2) The house was sold or rented without the use in any manner of the sales~~
37 ~~or rental facilities or the sales or rental services of any real estate broker, real estate~~
38 ~~broker salesperson or real estate salesperson licensed pursuant to chapter 645 of~~
39 ~~NRS.~~

40 ~~— (b) Rooms or units in dwellings containing living quarters occupied or~~
41 ~~intended to be occupied by not more than four families living independently of each~~
42 ~~other if the owner actually maintains and occupies one of the living quarters as his~~
43 ~~or her residence and the owner has not within the preceding 12 month period~~
44 ~~participated:~~

45 ~~— (1) As the principal in three or more transactions involving the sale or~~
46 ~~rental of any dwelling or any interest therein; or~~

47 ~~— (2) As an agent, otherwise than in the sale of his or her own personal~~
48 ~~residence in providing sales or rental facilities or sales or rental services in two or~~
49 ~~more transactions involving the sale or rental of any dwelling or any interest~~
50 ~~therein.~~

51 ~~— 3. The sale of a single family house by an owner not residing in that house at~~
52 ~~the time of the sale or who was not the most recent resident of that house before the~~

1 ~~sale does not bring the house within the definition of “dwelling” unless there is~~
2 ~~more than one such sale within any 24-month period.]~~

3 **Sec. 38.** NRS 118.080 is hereby amended to read as follows:

4 118.080 “Person” includes ~~[the]~~:

5 *1. One or more natural persons, corporations, partnerships, associations,*
6 *labor organizations, legal representatives, mutual companies, joint stock*
7 *companies, trustees, trustees in cases under Title 11 of the United States Code,*
8 *receivers or fiduciaries;*

9 *2. The State of Nevada; and [all]*

10 *3. All political subdivisions and agencies [thereof] of the State.*

11 **Sec. 39.** NRS 118.100 is hereby amended to read as follows:

12 118.100 ~~[A]~~

13 *1. Except as otherwise provided in subsections 4 and 5, a person shall not,*
14 *because of race, [religious-creed,] color, religion, national origin, [disability,]*
15 *sexual orientation, gender identity or expression, [ancestry,] familial status, [or]*
16 *sex [H] or disability, including, without limitation, the disability of a buyer or*
17 *renter or any person who may reside in a dwelling after it is sold, rented or made*
18 *available, or because the buyer or renter is associated with a person who is, or is*
19 *perceived to be, a member of any class of persons protected by the provisions of*
20 *NRS 118.010 to 118.120, inclusive, and sections 31, 32 and 33 of this act:*

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

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

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

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

37 ~~[5.]~~ *(e) For profit, induce or attempt to induce any person to sell or rent any*
38 *dwelling by representations regarding the entry or prospective entry into the*
39 *neighborhood of a person of a particular race, [religious-creed,] religion, color,*
40 *national origin, disability, sexual orientation, gender identity or expression,*
41 *[ancestry,] familial status or sex.*

42 ~~[6.—Coerce.]~~

43 *(f) Deny any person access to or membership or participation in any*
44 *multiple-listing service, real estate brokers’ organization or other service,*
45 *organization or facility relating to the business of selling or renting dwellings, or*
46 *discriminate against any person in the terms or conditions of such access,*
47 *membership or participation.*

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

51 *3. A person shall not coerce,* intimidate, threaten or interfere with any person
52 *in the exercise or enjoyment of, or on account of that person having exercised or*
53 *enjoyed or aided or encouraged any other person in the exercise or enjoyment of,*

1 any right granted or protected in ~~[this chapter.]~~ *NRS 118.010 to 118.120, inclusive,*
2 *and sections 31, 32 and 33 of this act.*

3 4. *The provisions of this section:*

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

8 (b) *Do not prohibit a religious organization, association or society, or a*
9 *nonprofit institution or organization operated, supervised or controlled by or in*
10 *conjunction with a religious organization, association or society, from limiting*
11 *the sale, rental or occupancy of any dwelling which it owns or operates for other*
12 *than a commercial purpose to persons of the same religion or from giving*
13 *preferences to such persons, unless membership in the religion is restricted on*
14 *account of race, color or national origin.*

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

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

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

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

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

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

30 (3) *The house is sold or rented:*

31 (I) *Without the use in any manner of the sales or rental facilities or*
32 *services of any real estate broker, agent or salesman licensed under chapter 645*
33 *of NRS, other person in the business of selling or renting dwellings or the*
34 *employee or agent of such a real estate broker, agent or salesman or other*
35 *person; and*

36 (II) *Without the publication, posting or mailing of any advertisement*
37 *or written notice in violation of paragraph (c) of subsection 1.*

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

23 (1) *The making or purchasing of loans or providing other financial*
 24 *assistance for purchasing, constructing, improving, repairing or maintaining a*
 25 *dwelling;*

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

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

29 **Sec. 40.** NRS 118.101 is hereby amended to read as follows:

30 118.101 1. A person may not refuse to ~~f~~

31 ~~—(a) Authorize~~ *authorize* a person with a disability to make reasonable
 32 modifications to a dwelling which he or she occupies or will occupy if:

33 ~~{(+)}~~ (a) The person with the disability pays for the modifications; and

34 ~~{(2)}~~ (b) The modifications ~~{are}~~ *may be* necessary to ~~{ensure that}~~ *afford*
 35 the person with the disability ~~{may use and enjoy}~~ *the full enjoyment of* the
 36 dwelling. ~~{or}~~

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

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

44 3. Except as otherwise provided in subsection 4, a landlord may not increase
 45 the amount of security the landlord customarily requires a person to deposit because
 46 that person has requested authorization to modify a dwelling pursuant to subsection
 47 1.

48 4. If a person requests authorization to modify a dwelling pursuant to
 49 subsection 1, the landlord may require that person to deposit a reasonable amount
 50 of security in addition to the amount the landlord usually requires if the additional
 51 amount:

52 (a) Is necessary to ensure the restoration of the dwelling pursuant to subsection

53 2;

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

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

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

8 6. As used in this section, “security” has the meaning ascribed to it in NRS
9 118A.240.

10 **Sec. 41.** NRS 118.103 is hereby amended to read as follows:

11 118.103 1. A covered multifamily dwelling which is designed and
12 constructed for occupancy on or after ~~[March 13, 1991,]~~ **October 1, 2021**, must be
13 constructed in such a manner that the *primary entrance to the* dwelling ~~[contains at~~
14 ~~least one entrance which]~~ is accessible to a person with a disability unless it is
15 impracticable to so design or construct the dwelling because of the terrain or
16 unusual characteristics of the site upon which it is constructed.

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

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

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

24 (c) The units of the dwelling contain:

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

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

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

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

33 3. As used in this section, “covered multifamily dwelling” means:

34 (a) A building which consists of four or more units and contains at least one
35 elevator; ~~[or]~~ **and**

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

38 **Sec. 42.** NRS 118.105 is hereby amended to read as follows:

39 118.105 1. ~~[Except as otherwise provided in subsection 2, a]~~ A landlord
40 ~~[may]~~ **must** not refuse to rent a dwelling subject to the provisions of chapter 118A
41 of NRS to a person with a disability solely because ~~[an]~~ **a service animal** *which*
42 *affords the person an equal opportunity to use and enjoy the dwelling* will be
43 residing with the prospective tenant in the dwelling . ~~[if the animal assists, supports~~
44 ~~or provides service to the person with a disability.]~~

45 2. ~~[A landlord may require proof that an animal assists, supports or provides~~
46 ~~service to the person with a disability. This requirement may be satisfied, without~~
47 ~~limitation, by a statement from a provider of health care that the animal performs a~~
48 ~~function that ameliorates the effects of the person's disability.]~~ **As used in this**
49 **section, “service animal” has the meaning ascribed to it in NRS 426.097.**

50 **Sec. 43.** NRS 118.110 is hereby amended to read as follows:

51 118.110 Any aggrieved person ~~[who claims to have been injured by a~~
52 ~~discriminatory housing practice or who believes that he or she will be injured by~~
53 ~~such a practice that is about to occur]~~ may file a complaint with the Commission in

1 the manner prescribed in NRS 233.160 ~~[-]~~ *and avail himself or herself of the rights*
2 *and remedies set forth in NRS 233.165 and sections 14, 15 and 16 of this act.*

3 **Sec. 44.** NRS 118.120 is hereby amended to read as follows:

4 118.120 ~~[-Any]~~

5 **1. Except as otherwise provided in subsection 2, an aggrieved person may**
6 **commence an action in any district court in this state to enforce the provisions of**
7 **NRS 118.100, 207.300, 207.310, 645.321 or 645C.480 and sections 31, 32 and 33**
8 **of this act not ~~[-less]~~ more than 1 year after the date of the occurrence or termination**
9 **of an alleged violation of any of those provisions. If the court determines that the**
10 **provisions of any of those sections have been violated by the defendant, and that**
11 **the plaintiff has been injured thereby, it may enjoin the defendant from continued**
12 **violation or may take such other affirmative action as may be appropriate, and, in**
13 **the case of a prevailing plaintiff, may award to the plaintiff actual damages,**
14 **punitive damages, court costs and a reasonable attorney's fee.**

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

18 **3. An aggrieved person may commence a civil action under this section**
19 **regardless of whether the person has filed a complaint under NRS 118.110,**
20 **unless the person has entered into a conciliation agreement concerning the**
21 **complaint or the Commission has commenced a hearing pursuant to section 14 of**
22 **this act with respect to the matters alleged in the complaint.**

23 **Sec. 45.** 1. This section becomes effective upon passage and approval.

24 2. Sections 1 to 44, inclusive, of this act become effective:

25 (a) Upon passage and approval for the purpose of adopting regulations and
26 performing any other preparatory administrative tasks that are necessary to carry
27 out the provisions of this act; and

28 (b) On October 1, 2021, for all other purposes.