

**PROPOSED REGULATION OF THE  
PERSONNEL COMMISSION**

**LCB File No. R055-10**

**NAC 284.114 is hereby amended to read as follows:**

**Explanation of Proposed Change:** This regulation change, proposed by the Department of Personnel, adds genetic information to the list of items included in the provisions for equal employment opportunity as required by the Genetic Information Nondiscrimination Act that went into effect on November 21, 2009.

**NAC 284.114 Affirmative action program and equal employment opportunity. (NRS 284.065)**

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, religion, color, national origin, age, ~~or~~ disability *or genetic information*.
  - (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.

**NAC 284.718 is hereby amended to read as follows:**

**Explanation of Proposed Change:** This regulation change, proposed by the Department of Personnel, adds genetic information to the list of items that are considered confidential as required by the Genetic Information Nondiscrimination Act that went into effect on November 21, 2009.

**NAC 284.718 Confidential records. (NRS 284.065, 284.155, 284.407)**

1. The following types of information, which are maintained by the Department of Personnel or the personnel office of an agency, are confidential:
  - (a) Information relating to salaries paid in other than governmental employment which is furnished to the Department of Personnel on the condition that the source remain confidential;
  - (b) Any document which is used by the Department of Personnel or an agency in negotiations with employees or their representatives which has not been made public by mutual agreement;
  - (c) The rating and remarks concerning an applicant by the individual members of the board or assessors of a center for assessment;
  - (d) Any document which is used by the Department of Personnel or an agency in the process of interviewing an applicant, including, without limitation, a document containing interview questions, evaluation tools used for rating applicants and any notes concerning an applicant that were taken by a person as part of the process of rating an applicant;
  - (e) Materials used in examinations, including suggested answers for oral examinations;
  - (f) Records and files maintained by an employee assistance program offered by the State of Nevada;

(g) Reports by employers, appointing authorities or law enforcement officials concerning the hiring, promotion or background of applicants, eligible persons or employees;

(h) The class title and agency of an employee whose name is excluded from the official roster, as provided in subsection 3 of NAC 284.714, when an inquiry concerning the employee is received;

(i) Any information contained on a person's application or relating to his status as an eligible person; and

(j) Information in the file or record of employment of a current or former employee which relates to the employee's:

(1) Performance;

(2) Conduct, including any disciplinary actions taken against him;

(3) Usage or balance of his or her annual and sick leave;

(4) Race, ethnic identity or affiliation, sex, disability, *genetic information* or date of birth;

(5) Home telephone number; or

(6) Social security number.

2. If the employee has requested that his personal mailing address be listed as confidential, his file must be so designated and list his business address.

3. The name of any beneficiary of an employee contained in the payroll document must not be released to anyone unless:

(a) The employee dies; or

(b) The employee signs a release.

4. Any records in the possession of the Committee on Catastrophic Leave created pursuant to NRS 284.3627 that reveal the health, medical condition or disability of a current or former employee or a member of his immediate family are confidential.

5. Any notes, records, recordings or findings of an investigation conducted by the Department of Personnel relating to sexual harassment or discrimination, or both, and any findings of such an investigation that are provided to an appointing authority are confidential.