

**PROPOSED REGULATION OF THE
PERSONNEL COMMISSION**

LCB File No. R023-11

<p>Explanation of Proposed Change: Pursuant to A.B. 211 of the 2011 Legislative Session, this amendment adds “gender identity or expression” to ensure equal access and non-discrimination regarding employment. Staff recommends that this regulation become effective on October 1, 2011, the effective date of A.B. 211.</p>
--

Sec. 2 284.114 is hereby amended to read as follows:

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, *gender identity or expression*, religion, color, national origin, age, genetic information or disability.

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

[Personnel Div., Rule I § C, eff. 8-11-73]—(NAC A by Dep’t of Personnel, 10-26-84; 7-6-92; R098-99, 9-27-99; R055-10, 6-30-10)