Navigating Nevada's Rules Protecting Gay and Transgendered Employees

Description: In today's changing political climate, many businesses are unsure of what, if any, laws apply to gay and transgendered employees. In today's changing political climate, many businesses are unsure of what, if any, laws apply to gay and transgendered employees. For example, does Nevada law require companies to allow transgendered employees to use the bathroom associated with the gender they identify with, even if it is not the same as their biological gender? If a Nevada business hires both a gay employee and a conservative religious employee, how can that company avoid being sued by one - or both - of those employees? This topic will enable Nevada business owners and human resources professionals to understand the different laws that apply to their business so that they can not only develop a strategy to prevent discrimination and harassment based on sexual orientation and transgendered status, but also minimize liability if and when claims of such discrimination arise.

Contents: Federal vs. Nevada State Law
- Are Gay and Transgendered Employees Protected Under Federal Law? State Law? Both?
- How Do These Laws Differ?
- What Types of Businesses Are Governed by These Laws?
- What Do These Laws Require Me, as the Employer, to Do?

Practical Applications
- Preventing Discrimination
- Accommodations for Transgendered Employees

The EEOC vs. the Courts
- Is There Any Difference in How the EEOC vs. the Courts Are Handling Claims of Discrimination Based on Sexual Orientation or Transgendered Status?
- The EEOC Just Announced That the Company Has Been Accused of Discrimination on the Basis of Sexual Orientation or Transgendered Status - Now What?
- Practical Advice to Avoid Becoming the Next EEOC Case Study


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