

ASSEMBLY BILL NO. 423—ASSEMBLYWOMAN MILLER

MARCH 27, 2017

Referred to Committee on Government Affairs

SUMMARY—Requires the Nevada Commission for Women to collect and report information related to gender equality in the workplace. (BDR 18-1047)

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 gender equality; requiring the Nevada Commission for Women to conduct an annual survey of certain employers to collect data and information related to issues of gender equality in the workplace; requiring the Commission on an annual basis to create and maintain a gender equality index and submit a report to the Governor and the Director of the Legislative Counsel Bureau; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

1 Existing law creates the Nevada Commission for Women which is: (1) required
2 to study the roles of women in society; and (2) authorized to collect and
3 disseminate information on activities, programs and essential services available to
4 women in Nevada. (NRS 2331.020, 2331.060) **Section 2** of this bill requires the
5 Commission, with the assistance of the Director of the Department of
6 Administration, to design and conduct an annual survey of employers in this State
7 with 100 or more employees to collect data and information related to issues of
8 gender equality in the workplace. The Commission must use the data and
9 information to create and maintain a gender equality index that scores or rates each
10 employer on issues of gender equality in the workplace. The index must be made
11 available on the Internet website of the Department of Administration and the
12 Commission must submit an annual report to the Governor and the Director of the
13 Legislative Counsel Bureau on issues of gender equality in the workplace.

14 **Section 3** of this bill provides that if an employer does not respond to the
15 Commission’s survey, the Commission may rate the employer on issues of gender
16 equality if the Commission is otherwise able to obtain sufficient information about
17 the employer.

18 **Sections 4-6** of this bill make conforming changes.



THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 **Section 1.** Chapter 233I of NRS is hereby amended by adding
2 thereto the provisions set forth as sections 2 and 3 of this act.

3 **Sec. 2.** *With the assistance of the Director of the Department*
4 *of Administration, the Commission shall:*

5 1. *Design and conduct an annual survey of employers in this*
6 *State for the purpose of collecting data and information from each*
7 *employer related to issues of gender equality in the workplace. The*
8 *survey:*

9 (a) *Must be considered and approved by the Commission at a*
10 *public hearing; and*

11 (b) *May be conducted using a web-based system.*

12 2. *On or before July 1 of each year, use the data and*
13 *information collected pursuant to subsection 1:*

14 (a) *To create and maintain a gender equality index that scores*
15 *or rates each employer on issues of gender equality in the*
16 *workplace. The index must be made available to the public on the*
17 *Internet website of the Department of Administration.*

18 (b) *To create and submit a report to the Governor and the*
19 *Director of the Legislative Counsel Bureau on issues of gender*
20 *equality in the workplace.*

21 **Sec. 3.** *If an employer does not respond to a survey*
22 *conducted pursuant to section 2 of this act, the Commission may*
23 *rate the employer on issues of gender equality in the workplace if*
24 *the Commission is otherwise able to obtain sufficient information*
25 *about the employer on such issues.*

26 **Sec. 4.** NRS 233I.010 is hereby amended to read as follows:

27 233I.010 As used in this chapter, unless the context otherwise
28 requires **H**:

29 1. "Commission" means the Nevada Commission for Women.

30 2. "Employer" means any entity that performs a service or
31 *engages in a trade for profit and has 100 or more employees.*

32 **Sec. 5.** NRS 233I.080 is hereby amended to read as follows:

33 233I.080 1. The Director of the Department of
34 Administration shall provide staff assistance to the Commission *in*
35 *carrying out:*

36 (a) *The provisions of sections 2 and 3 of this act; and*

37 (b) *Other duties and responsibilities of the Commission,* as the
38 Governor deems appropriate.

39 2. The Commission may engage the services of volunteer
40 workers and consultants without salary as is necessary from time to
41 time.



1 **Sec. 6.** The provisions of subsection 1 of NRS 218D.380 do
2 not apply to any provision of this act which adds or revises a
3 requirement to submit a report to the Legislature.

4 **Sec. 7.** This act becomes effective on July 1, 2017.



