



OFFICE OF THE ATTORNEY GENERAL

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MEETING MINUTES

Name of Organization: Governor’s Task Force on Sexual Harassment and Discrimination Law and Policy

Date and Time of Meeting: April 19, 2019, 1:00 p.m.

Place of Meeting: Video Conferenced Between:

Attorney General’s Office
 Mock Courtroom
 100 N. Carson Street
 Carson City, Nevada

Attorney General’s Office
 Grant Sawyer Bldg. Rm. 4500
 555 E. Washington Avenue
 Las Vegas, Nevada

Carson City Attendees:	Las Vegas Attendees:	Via Phone Conference
<ul style="list-style-type: none"> • Jessica Adair • Deonne Contine • Mac Potter • Jan Morrison 	<ul style="list-style-type: none"> • Aaron Ford, Chair • Sophia Long, proxy for Kara Jenkins • Ann McGinley • Erin McMullen 	<ul style="list-style-type: none"> • Amanda Cuevas, Vice Chair • Melissa Piasecki • Pamela Ojeda

1. Call to order and roll call.

Chairman Attorney General Ford called the meeting to order at 1:05 p.m. and called roll.

2. Public comment.

Chairman Ford invited public comment. There was none.

3. Approval of the minutes of the March 1, 2019 meeting.

Erin McMullen moved to approve the March 1, 2019 task force meeting minutes; Sophia Long seconded. None opposed. Motion passed.

4. Review of the sexual harassment and discrimination policies of the State’s executive branch agencies.

The Task Force discussed sexual harassment and discrimination policies submitted by the executive branch agencies to the Attorney General’s Office (AGO) pursuant to Gov. Sisolak’s Executive Order 2019-1. It was noted there are many similarities among the State agencies’ sexual harassment and discrimination policies, with some agencies relying exclusively on the general State Executive Branch Sexual Harassment and Discrimination Policy (Executive Branch Policy) and mandatory State training.

Long suggested a requirement that all State agency policy manuals indicate a specific coordinator and a backup coordinator with contact information for reporting purposes, along with information about other ways to report complaints or concerns (contact the Equal Employment Opportunity Commission, talk to supervisor, etc.) Informal reporting is not protected, but may benefit victims who do not want to enter into a police investigation and could act as a built-in mechanism to give an agency the opportunity to rectify bad behavior before it escalates. Contine will check with the State training director to see if there is required reporting by bystanders. Long questioned one of the mechanisms for reporting—a third party 800 hotline phone number is not acceptable and should not be part of an agency’s policy. Contine will double check the hotline number provided to State employees to ensure it is State run, and not third party.

Long suggested the Executive Branch Policy be updated to be gender neutral rather than referring to male/female gender roles. Ann McGinley suggested other revisions should be made to training policies to clarify harassment and discrimination are not necessarily sexual in nature—gender harassment, hostile work environment, bullying, hazing, etc. also qualify. AG Ford asked McGinley to review the State policy and suggest updates and reiterated the Task Force goal to make recommendations for policy improvements to Governor Sisolak.

5. Discussion of possible statutory amendments regarding sexual harassment and discrimination prevention for introduction during the 2019 legislative session.

Adair noted the 2019 legislative bills were already in the works when the current AGO administration took office so management did not have the ability to work on any of the current AGO bills from the beginning. Because of Governor Sisolak’s Executive Order 2019-1, there may be an appetite for an emergency measure at the legislature, such as legislation to require policy and training are reviewed and updated on a consistent basis. AG Ford stated keeping State online training and information updated might make statutory changes unnecessary.

Adair pointed out many agencies rely on State training to do most of the work to educate their employees, but some agencies struggle with getting employees trained timely. Contine suggested new employees be signed up for sexual harassment and discrimination prevention training at the initial on-board meeting with Personnel rather than having them wait to get an employee identification number and sign themselves up. It was suggested department-specific training might also be a good idea.

[AG Ford departed meeting at 1:32 and Vice-Chair Amanda Cuevas continued the meeting.]

Contine stated agencies currently rely on one State policy. There is nothing in NRS 284 addressing sexual harassment, and there is no mandate to create policy or require regular reviews, not to mention the resources required to add those extra steps. Adair suggested the Task Force meet in early May to address statutory concerns and suggest language before the end of the 2019 legislative session.

6. Discussion regarding the Task Force’s next steps and topics for future meetings.

- The Task Force will discuss ways to conduct a status check on executive branch entities to make sure they are complying with State policy. Contine will work to redo State policy so statutory changes will be unnecessary.

- The Task Force will discuss how to make harassment and discrimination training relevant.
- Adair will take ideas for the legislature and work with an AGO team internally to bring to next meeting.

7. Public comment.

Vice-Chair Cuevas invited public comment. There was none.

8. Next meeting: Will be scheduled for early May.

9. The meeting was adjourned at 2 p.m.

Prepared by V. Beavers 4/30/19

Approved 5/7/19