

**REASONABLE ACCOMMODATION FOR VICTIMS OF DOMESTIC VIOLENCE OR
SEXUAL ASSAULT**

It is the District's policy to comply proactively with the applicable employment provisions of discrimination laws, including NRS 613, which set forth requirements for employers, absent creating an undue hardship, to provide reasonable accommodation to employees who are victims of domestic violence or sexual assault, or whose family or household members are victims of domestic violence or sexual assault. For the purpose of this policy, "family or household members" include the employee's spouse, domestic partner, minor child, or parent or other adult person who is related within the first degree of consanguinity or affinity to the employee, or other adult person who is or was actually residing with the employee at the time of the act which constitutes domestic violence or sexual assault.

Reference: NRS 613

***REASONABLE ACCOMMODATION FOR VICTIMS OF DOMESTIC VIOLENCE OR
SEXUAL ASSAULT - ADMINISTRATIVE REGULATIONS***

1. Accommodation

Whenever a manager or supervisor becomes aware that an employee has a need for an accommodation due to domestic violence or sexual assault, the manager/supervisor should promptly notify the EEO Officer (Executive Director of Human Resources). The District is committed to provide *reasonable* accommodations as provided in the *Accommodation Process* section under LCSD Board Policy GBBD: *Employment Disabilities*.

2. Prohibitions

The District will not discharge, discipline, discriminate against, in any manner, or deny employment or promotion to, or threaten to take any such action against an employee because:

- The employee requested accommodation pursuant to this policy, or
- An act of domestic violence or sexual assault was committed against the employee at the workplace.