

## PROTECTION FROM DISCRIMINATION:

### Nevada's Employment Nondiscrimination Law

- Employers may not refuse to hire a person on the basis of gender identity or expression, unless gender identity or expression is a necessary qualification of employment
- Employers cannot fire a person on the basis of gender identity or expression alone
- Transgender individuals may not be singled out in the workplace through harassment or differential treatment

### Nevada's Public Accommodations Law

- A public accommodation is any place to which the public is invited, such as a hotel, restaurant, hospital, store, or gym
- Individuals may not be excluded from places of public accommodations based on their gender identity or expression
- A transperson may not be treated differently or be denied goods or services based on their gender identity or expression

### Nevada's Fair Housing Law

- Landlords and property owners may not refuse to rent or sell property to someone based on their gender identity or expression
- However, some landlords and property owners may be exempt in a very few specific situations

Updated: 9/2011

## KNOW YOUR RIGHTS: GENDER IDENTITY AND EXPRESSION



The ACLU defines **gender identity** as a person's internal sense of being a man or a woman. **Gender expression** is the way a person reveals their gender identity, such as a person's clothing, mannerisms, and voice.

**Transgender** is frequently used to describe a broad range of identities and experiences that fall outside of the common understandings of gender. Transgender is often meant to encompass a larger community that includes crossdressers and intersex individuals along with those people who have transitioned or wish to transition from one gender to another.

### HOW TO PROTECT YOUR RIGHTS:

- If you feel your rights are violated, contact:
  - **Nevada Equal Rights Commission**  
www.nvdetr.org/nerc  
Phone: (702) 486-7161 & (775) 823-6690
  - **ACLU of Nevada**  
www.aclunv.org/complaint

The ACLU of Nevada **does not** have the resources to do any in-person or telephone consultations and **cannot guarantee** that we will be able to provide you with assistance.  
601 S. Rancho Dr. #B-11 1325 Airmotive Way #202  
Las Vegas, NV 89106 Reno, NV 89502

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## NAME AND GENDER CHANGE:

- **To legally change your name and/or gender in the state of Nevada you need a court order**
  - Obtain a court order by petitioning the District Court in the county where you live
  - Provide the court with evidence (eg. a physician's letter) stating that your gender has been changed
- Even if you legally change your gender in Nevada, you may encounter problems when traveling by air due to new TSA screenings regarding passports

A free Name Change Packet with forms and instructions can be obtained from:

- **Clark County:**
  - [www.clarkcountycourts.us/shc/Name%20Change/self\\_hlep\\_namechange.html](http://www.clarkcountycourts.us/shc/Name%20Change/self_hlep_namechange.html)
  - Self Help Center - Phone: (702) 455-1500
- **Washoe County:**
  - [www.washoecourts.com/index.cfm?page=selfhelp\\_forms](http://www.washoecourts.com/index.cfm?page=selfhelp_forms)
  - Self Help Center - Phone: (775) 325-6731
- **Other Nevada counties:** please contact the District Court in your county
  - A list of the District Courts in Nevada is available from the Nevada Supreme Court: [www.nevadajudiciary.us/index.php/district](http://www.nevadajudiciary.us/index.php/district)

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- **Washoe County:**
  - [www.washoecourts.com/index.cfm?page=selfhelp\\_forms](http://www.washoecourts.com/index.cfm?page=selfhelp_forms)
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## CHANGING A NEVADA BIRTH CERTIFICATE:

- Once you have a court order changing either your name and/or gender, the Office of Vital Statistics must make those changes on your birth certificate
- To obtain a new birth certificate:
  - Send a certified copy of the court order along with a small fee and a cover letter requesting a new birth certificate with your new name and/or gender to the Nevada Office of Vital Statistics
  - Office of Vital Statistics  
[www.health.nv.gov/vs.htm](http://www.health.nv.gov/vs.htm)  
Phone: (775) 684-4242.
- If you were not born in Nevada, you need to determine what is required by that state to change your birth certificate

## NEVADA IDs AND DRIVER'S LICENSES:

- **Changing your name**
  - Submit proof to the Department of Motor Vehicles showing that your name was legally changed (for example, a court order, new birth certificate, etc.)
- **Changing your gender marker**
  - Use the DMV form "Medical Certification and Authorization (Gender Change)" available at [www.dmvnv.com/pdf/forms/dld136.pdf](http://www.dmvnv.com/pdf/forms/dld136.pdf)
  - Have a physician complete and sign the form before submitting it to the DMV

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