



BRIAN SANDOVAL  
Governor

## NEVADA GAMING CONTROL BOARD

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SHAWN R. REID, *Member*  
TERRY JOHNSON, *Member*

## NOTICE TO LICENSEES

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Notice #	2018-11
<b>DATE:</b>	<b>March 1, 2018</b>
<b>TO:</b>	<b>All Gaming Licensees</b>
<b>FROM:</b>	<b>Becky Harris, Chairwoman</b>
<b>SUBJECT:</b>	<b>Verification of Policies, Procedures and Training Related to Sexual Harassment in the Workplace – Minimum Standards</b>

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Sexual harassment continues to be one of the most frequent complaints raised in the workplace. Sexual harassment includes, among other things, bullying or coercion of a sexual nature, unwanted sexual attention and gender harassment. An anti-sexual harassment policy is a key component to sexual harassment prevention.

Pursuant to Nevada Revised Statute (“NRS”) 463.0129 and Nevada Gaming Commission (“NGC”) Regulation 5.010, it is the policy of the Nevada Gaming Control Board (the “Board”) to protect public confidence and trust in the gaming industry and the inhabitants of the State of Nevada. Specifically, NGC Regulation 5.010(1) provides:

It is the policy of the commission and the board to require that all establishments wherein gaming is conducted in this state be operated in a manner suitable to protect the public health, safety, morals, good order and general welfare of the inhabitants of the State of Nevada.

Further, NGC Regulation 5.010(2) states:

Responsibility for the employment and maintenance of suitable methods of operation rests with the licensee, and willful or persistent use or toleration of methods of operation deemed unsuitable will constitute grounds for license revocation or other disciplinary action.

Actions deemed “inimical to the public health, safety, morals, good order and general welfare of the people of the State of Nevada, or that would reflect or tend to reflect discredit upon the State of Nevada or the gaming industry” may be grounds for disciplinary action against the licensee. See NGC Regulation 5.011.

A licensee’s policies, procedures and training related to sexual harassment in the workplace are relevant to the Board’s aforementioned policy goals. Because of this, in the near future, the Board intends to start the process of enacting regulations or minimum internal control standards that set out procedures and requirements that will help ensure that licensees meet these policy goals.

Attached to this notice is a checklist, which sets out elements that may be considered for implementation as regulations or minimum internal control standards. It is formatted as a checklist for review of a sexual harassment policy. A sample reporting form is also attached for your review and consideration. Please note that the Board’s ultimate position and requirements on this subject will be informed through a workshop and input from stakeholder parties. Thus, the attached checklist is intended only as a guide and should not be expected to reflect the Board’s final action.

The Board will provide the necessary notice of any such workshop on the proposed requirements that may take place. In the meantime, licensees are free to submit any suggestions or ideas they may have regarding possible regulations or minimum internal control standards on this subject to: [regcomments@gcb.nv.gov](mailto:regcomments@gcb.nv.gov)