

## Ethics Quick Reference Guide

Descriptions of statutes are summaries and do not necessarily include all legal elements nor should this document be viewed as legal advice.

### ETHICS BASICS

**Topic:** Which individuals are covered by the Ethics Law?

**Answers:** Public Officers (position in Nevada Constitution, Nevada Law, local government charter or ordinance, or listed in NRS 281A.182), Public Employees, and in some cases former public officer or employees.

**Legal Citation:** NRS 281A.160, NRS 281A.150, NRS 281.180

**Topic:** State of limitations

**Answers:** Jurisdiction is limited to acts that occurred within last two years. Some exceptions for unknown or concealed activity.

**Legal Citation:** NRS 281A.280

**Topic:** Conduct Specifically Outside Jurisdiction

**Answers:** Allegations of harassment or other activity covered by Equal Employment Opportunity Commission or Nevada Equal Rights Commission or other employment related grievances or activity not specifically prohibited by NRS 281A

**Legal Citation:** NRS 281A.280

### IMPORTANT DEFINITIONS

**Term:** Commitment in a private capacity

**Definition:** Specific relationship such as 1) Spouse/domestic partner 2) Member of household 3) Related by third degree of consanguinity 4) Employer of individual or their spouse/partner/household member 5) Substantial and continuing business interest or 6) "Substantially similar" to any of the above

**Legal Citation:** NRS 281A.065

**Term:** Pecuniary Interest

**Definition:** Any beneficial or detrimental interest in a matter that consists or is measured in money or otherwise related to money including 1) Anything of economic value or 2) Payments or other money which a person is owed.

**Legal Citation:** NRS 281A.139

**Term:** Unwarranted

**Definition:** Without justification or reason

**Legal Citation:** NRS 281A.400

## STATUTORY PROHIBITIONS THE COMMISSION CAN ENFORCE

Gifts, services, favor, engagements that “tend improperly to influence a reasonable person to depart from the faithful and impartial discharge of duties. NRS 281A.400(1)

No unwarranted privileges, preferences, exemptions, or advantages using public officer’s position. NRS 281A.400(2)

Negotiating a contract for self or others with current agency. NRS 281A.400(3)

Salary, retainer, augmentation, expense allowance, or compensation from private source for performance of public duties. NRS 281A.400(4)

Use of non-public information for benefit of self or others. NRS 281A.400(5)

Suppression of government report to benefit self or others. NRS 281A.400(6)

Use of government time, property, equipment, or other facility to benefit a significant personal or pecuniary interest (Limited use exceptions). NRS 281A.400(7)

Legislator-only version of use of government time. NRS 281A.400(8)

Benefit to self or other using influence over a subordinate. NRS 281A.400(9)

Seeking/obtaining other employment or contracts using official position. NRS 281A.400(10)

Voting to benefit someone/entity without proper disclosure or abstention. NRS 281A.420

Failure to file a timely acknowledgment of statutory ethical standards form. NRS 281A.500

Receiving an honorarium (money for speaking, appearing) - limited exceptions. NRS 281A.510

Benefit to a ballot question or candidate using a governmental entity. NRS 281A.520

Compensation for lobbying, consulting, or representation on issue before current or former public agency. NRS 281A.410

New employment or soliciting new employment using current position. NRS 281A.550

## BASIC COMPLAINT PROCESS

1. A complaint is submitted to the Commission
2. The makes a jurisdictional determination
3. If there is jurisdiction, the case moves to a determination by a Review Panel
4. If the Review Panel refers to the Commission, the Commission hold an adjudicatory hearing

The complaint process is confidential until after a Review Panel has made a determination.