

Information About Orders for Protection Against Harassment in the Workplace

This information sheet is intended for those seeking an Order for Protection Against Harassment in the Workplace. It explains rules and general information pertaining to Henderson Justice Court.

WHO CAN APPLY FOR AN ORDER FOR PROTECTION AGAINST HARASSMENT IN THE WORKPLACE?

Only the employer of a business or the authorized agent (e.g., attorney representing the employer) may apply for an Order for Protection Against Harassment in the Workplace (NRS 33.250).

If you are an employee being harassed in the workplace, your employer must apply for this type of protection order, or you must file for a different type of protection order on your own behalf.

WHAT IS AN ORDER FOR PROTECTION AGAINST HARASSMENT IN THE WORKPLACE?

NRS 33.250 states that if an employer reasonably believes that harassment in the workplace has occurred, the employer may petition the Justice Court for an order restricting the conduct of the person who is allegedly committing the harassment.

HOW LONG WILL THIS TYPE OF PROTECTION ORDER REMAIN IN EFFECT?

Unlike other types of protection orders, the Temporary Order for Protection Against Harassment in the Workplace expires 15 days after it is issued (NRS 33.270). An extended order may be requested by filing an Application for Extended Order for Protection Against Harassment in the Workplace, however it must be filed before the temporary order expires.

DO I NEED TO NOTIFY THE PARTIES?

NRS 33.260 states that “if an employer has knowledge that a specific person is the target of harassment in the workplace and the employer intends to seek a temporary or extended order for protection against such harassment, the employer shall make a good faith effort to notify the person who is the target of the harassment that the employer intends to seek such an order”.

Additionally, NRS 33.270 generally requires an employer to provide written or oral notice to the Adverse Party informing them that the employer intends to seek a protection order. Exceptions to this requirement are outlined in NRS 33.270(4).

IS THERE A BOND REQUIRED?

Unlike other types of protection orders, the Temporary Order for Protection Against Harassment in the Workplace **requires a cash or equivalent bond at the time of filing** (see Henderson Justice Court Fee Schedule).

The Employer may file a *Motion for Refund of Remaining Security* once the protection order expires or if the protection order is not granted.

IS HENDERSON JUSTICE COURT THE CORRECT VENUE?

Henderson Justice Court has jurisdiction over matters in which the harassment occurred in Henderson Township or the person who was affected by the conduct was in Henderson Township at the time the conduct occurred (NRS 200.581).

WHAT ARE THE BASIC STEPS TO FILE THE APPLICATION?

1. **Notify both parties of your intent to file a protection order.**
2. **Complete the *Application for Temporary Order for Protection Against Harassment in the Workplace*.** The application must be legible (do not write in the margins or on the backside of the pages). “Continuation Pages” may be attached to the application if there is not enough space provided within the application.
3. **Attach supporting documents to your application, such as:**
 - Police reports, pictures, text messages, voicemail transcripts, emails, etc. printed on 8½in. x 11in. standard paper.
 - Video and audio files saved on a removable portable storage device in a format supported by Windows Media Player. Do not save text documents or pictures on the removable portable storage device, rather print the documents and pictures that you would like considered with your application.
4. **File the application and pay the bond.** Take note, that the application and any supporting documentation you file is public record and may be viewed by any member of the public,

including the Adverse Party. Additionally, you are signing the application under penalty of perjury, so any intentionally false or misleading statements may subject you to criminal penalties.

WHAT HAPPENS AFTER I FILE THE APPLICATION?

After filing the application, it will be reviewed by a Justice of the Peace who will either deny or grant your request.

If the order is granted, it will need to be served on the Adverse Party. If the Adverse Party resides outside Clark County, it will be your responsibility to contact the proper law enforcement agencies to have the protection order served.

WHERE CAN I GET MORE INFORMATION?

**Henderson Justice Court
243 Water Street
Henderson, NV 89015**

**(702) 455-7951
www.clarkcountynv.gov/hjc**