

Joe Lombardo  
Governor



Joy Grimmer  
Director

Mandy Hagler  
Deputy Director

Kimberly D. Smith  
EEO Administrator

**STATE OF NEVADA**  
**DEPARTMENT OF ADMINISTRATION**  
***Division of Human Resource Management***  
***Sex- or Gender-Based Harassment and Discrimination Investigation Unit***

7251 Amigo Street, Suite 120 | Las Vegas, Nevada 89119  
Phone: (702) 486-2900 | <http://hr.nv.gov> | Fax: (702) 486-2925

September 26, 2025

University of Nevada, Las Vegas  
Human Resources – HRIS  
4505 S. Maryland Parkway  
Las Vegas, NV 89154

Reference: Approval to Conduct Sexual Harassment and Prevention Training

Dear Mr. Tomas Lee,

This letter serves as formal confirmation that the Sex and or Gender Based Harassment or Discrimination Units (SGHDIU) hereby approves the University of Nevada, Las Vegas (UNLV) to conduct Sexual Harassment and Prevention training with course: ***Preventing Harassment & Discrimination: Supervisors + Clery Act and Title IX***, on behalf of the Nevada Department of Human Resource Management (DHRM), Equal Employment Opportunity (EEO) Office.

This approval is granted in accordance with the terms outlined in the existing Delegation Agreement between our organizations. As specified in the agreement, UNLV is authorized to deliver training that meets all applicable federal, state, and institutional standards for sexual harassment prevention, including but not limited to Title IX and Title VII compliance.

Please note that this delegation is subject to annual audits conducted by DHRM's EEO Administrator to ensure continued compliance with training content, delivery standards, and recordkeeping practices. UNLV is expected to cooperate fully with these audits and provide all necessary documentation upon request.

We appreciate UNLV's commitment to fostering a safe and respectful learning and working environment, and we look forward to continued collaboration in support of this important initiative.

If you have any questions or require further clarification, please do not hesitate to contact our office.

Sincerely,

Kind regards,

*Kimberly D. Smith*

Kimberly D. Smith, EEO Administrator

Department of Administration | Human Resource Management Division | EEO Office | Eureka Building  
7251 Amigo Street, Suite #160, Las Vegas, NV 89119