Readme First File

Summaries of decisions and orders have been transferred from physical binders to electronic files. This message will answer questions regarding the electronic transition and explain the upcoming changes.

The new electronic system has replaced the need for several indexes used in the latest 2008 edition of the binder. The new electronic version eliminates the need for indexes which sort table of cases by complainants/petitioners and for respondents. This is because the electronic version has search capabilities which allows for specific names and words to be found in a search request.

For example, the following is an order summary entry in the electronic database. The entry will present the item number, case number, parties, and date, above the summary as shown below. A researcher can type the word “discrimination” into the search bar and be directed to this entry which uses the word. Further, a researcher can find any cases involving particular parties by typing in the name into the search bar. Typing in “John Ducas,” for example, would redirect the researcher to the following entry.

Example:

**Item 812; Case 2015-003; John Ducas v. Las Vegas Metropolitan Police Department. (02/04/16).**

John Ducas was a police officer who worked for LVMPD. In 2014 he suffered a work-related back injury, which ultimately placed him on light duty. This light duty assignment resulted at various times in the changing of his shift and his days off. His desk job also resulted in his having to keep a log of the work he was doing as there was no direct supervision available. He also lost his work-assigned vehicle due to his no longer being in the field. Later he attempted a transfer to another light duty position in a different unit but was instead transferred to a desk job at the Fusion Center, which is a counterterrorism facility. Ducas only worked there one day, claiming aggravated his back pain. He thereafter filed for and accepted a medical retirement. He thereupon filed a complaint against LVMPD, alleging he had been discriminated against on the basis of his race, white, as his new supervisor was Hispanic. He further claimed that LVMPD discriminated against him on the basis of his handicap, for political reasons (he was conservative and his supervisor and co-workers were liberal), and for personal reasons. The Board found that Ducas failed to make a *prima facie* case of discrimination on the basis of any of the alleged reasons and that LVMPD made reasonable employment decisions that were in accordance with its established policies and procedures.

Moreover, the electronic version will be updated every 3 months. Nevertheless, all orders will be accessible on the EMRB website during the production of the electronic search database. Furthermore, the entries will be double checked. However, if you find mistakes please contact us to fix them.

The EMRB will work on making version 2 & 3 of the digital decision and order summaries database. Version 2 will incorporate hyperlinks. This will allow researchers to go back and forth between the summaries and the orders. Version 3 will include subject matter numbers. A numerical index was made for the physical binders which organized orders to specific subject groups. These subject matter numbers will be put below each digital summary and will permit a researcher to find all the cases within the same subject matter by conducting a document search.

Our goal is to assist with research questions and allow for better access to the decision and orders. We also welcome you to share these resources with others on staff.

Disclaimer:

Please note that summaries of decisions are provided for informational purposes only and are not intended to substitute for the opinions of the Board. These summaries should not be cited to or regarded as legal authority. The EMRB will provide copies of the decisions upon request. They also may be found on our website.