

IN THE SUPREME COURT OF THE STATE OF NEVADA

RENEE RUSSO,  
Appellant,  
vs.  
UNION PLAZA HOTEL AND CASINO,  
A NEVADA CORPORATION,  
Respondent.

No. 35537

**FILED**

**MAR 29 2002**

JANETTE M. BLOOM  
CLERK OF SUPREME COURT  
BY *J. Richard*  
CHIEF DEPUTY CLERK

ORDER OF AFFIRMANCE


This is an appeal from an order of the district court granting respondent's motion to dismiss all charges for failure to state a claim upon which relief could be granted.


Appellant Renee Russo ("Russo") acknowledges that throughout her tenure with the Union Plaza Hotel and Casino ("Union Plaza"), she was an at-will employee. Russo's complaint alleged that the Union Plaza terminated her based on a false accusation of misappropriating company funds. She asserts the allegations were false because the Gaming Control Board agent reviewing the videotape of the alleged theft did not find that it constituted probable cause of a crime. Her complaint did not allege discrimination of any kind. However, Russo contends that termination of an at-will employee for the wrong reasons violates Nevada's public policy, as articulated in NRS 233.010(1). We disagree.


We recently reiterated that "[t]he at-will rule gives the employer the right to discharge an employee for any reason, subject to

limited public policy exceptions.”<sup>1</sup> We have recognized these few limited exceptions only in cases where the termination was found to violate a compelling public policy of the state.<sup>2</sup> We have previously declined to expand the exception even in cases involving discrimination.<sup>3</sup> We decline to do so here where no discrimination is involved. Accordingly, we

ORDER the judgment of the district court AFFIRMED.

  
\_\_\_\_\_, J.  
Young

  
\_\_\_\_\_, J.  
Agosti

  
\_\_\_\_\_, J.  
Leavitt

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<sup>1</sup>Coast Hotels v. State, Labor Commission, 117 Nev. \_\_\_, \_\_\_, 34 P.3d 546, 551-52 (2001) (citing Dillard Department Stores v. Beckwith, 115 Nev. 372, 376, 989 P.2d 882, 884-85 (1999) (citation omitted)).

<sup>2</sup>See D'Angelo v. Gardner, 107 Nev. 704, 719, 819 P.2d 206, 216 (1991) (concluding that termination because of the employee's refusal to work around cyanide with open surgical wounds violated public policy); Hansen v. Harrah's 100 Nev. 60, 64, 675 P.2d 394, 396 (1984) (recognizing the public policy exception is applicable where an employee is terminated for filing a workers' compensation claim).

<sup>3</sup>See Sands Regent v. Valgardson, 105 Nev. 436, 439-40, 777 P.2d 898, 900 (1989) (holding that the public policy against age discrimination did not warrant another exception to the at-will employment doctrine), Bigelow v. Bullard, 111 Nev. 1178, 1180-81, 901 P.2d 630, 631 (1995) (refusing to recognize the tort for wrongful discharge in a case alleging racial discrimination).

cc: Hon. Sally L. Loehrer, District Judge  
Kirk T. Kennedy  
Beckley, Singleton, Chtd./Las Vegas  
Beckley, Singleton, Chtd./Reno  
Clark County Clerk