



## **Anti-Discrimination and Anti-Harassment Notice**

The United States Court of Appeals for the Tenth Circuit prohibits employment discrimination on the basis of race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40 years and over), or disability ("protected categories"). The court provides equal employment opportunities to all individuals, and employment considerations will be based solely on merit, qualifications, and abilities.

The court also prohibits harassment based on any protected category, such as sexual or racial harassment, or any abusive conduct, regardless of motivation. The court has adopted the Employment Dispute Resolution Plan (EDR Plan), which allows employees, interns/externs and applicants to seek redress for wrongful discrimination and harassment in the workplace and provides other employment law protections. Retaliation for reporting any discrimination, harassment, abusive conduct, or other wrongful conduct is prohibited.

Employees can report, resolve, or seek remedies for any discrimination, harassment, or other wrongful conduct under the EDR Plan by contacting any of the court's EDR Coordinators listed below. Employees can also seek confidential advice from the AO's Office of Judicial Integrity, listed below. A copy of the EDR Plan is posted on the court's internal and external websites, labeled "Your Employee Rights and How to Report Wrongful Conduct."

### **Director of Workplace Relations/Primary EDR Coordinator:**

Jill B. Langley, Denver, CO  
303.335.2975  
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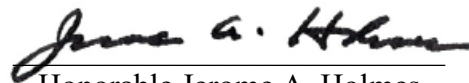
### **Alternate EDR Coordinators:**

Cleo Rauchway, Denver, CO  
303.335.2690  
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Matt Kitson, Denver, CO  
303-335-2689  
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Office of Judicial Integrity  
Michael C. Henry  
202.502.3209  
AO\_Report\_Workplace\_Harassment@ao.uscourts.gov

  
Honorable Jerome A. Holmes  
Chief Judge