



## **ANTI-DISCRIMINATION AND ANTI-HARASSMENT NOTICE**

The U.S. District Court 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 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 U.S. District Court has adopted the Employment Dispute Resolution Plan (EDR Plan), which allows employees, interns/externs, and applicants who have been interviewed to see redress for wrongful discrimination and harassment in the work place 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 EDR Coordinators listed below. Employees can also seek confidential advice from the Circuit Director of Workplace Relations (*to be announced*) or the AO’s Office of Judicial Integrity, listed below.

**EDR Coordinator for District Court staff:**

Shelly Jester, Personnel Specialist, 616-456-2091  
[shelly\\_jester@miwp.uscourts.gov](mailto:shelly_jester@miwp.uscourts.gov)

**Alternate EDR Coordinator:**

Carol Tiihonen, HR Specialist, 616-456-2013  
[carol\\_tiihonen@miwb.uscourts.gov](mailto:carol_tiihonen@miwb.uscourts.gov)

**Circuit Director of Workplace Relations**

**Kelly Roseberry, 513-564-7203**  
[kelly\\_roseberry@ca6.uscourts.gov](mailto:kelly_roseberry@ca6.uscourts.gov)

**Office of Judicial Integrity**

202-502-1603  
[AO\\_OJI@ao.uscourts.gov](mailto:AO_OJI@ao.uscourts.gov)

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.*”