



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

The United States District Court for the Western District of Oklahoma is firmly committed to a workplace of respect, civility, fairness, tolerance, and dignity, free of discrimination and harassment. Discrimination or harassment based on race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40 years and over), or disability is prohibited.

Employees can report, resolve, and seek remedies for discrimination, harassment, or other wrongful conduct under the Court's Employment Dispute Resolution Plan (EDRPlan) by contacting any of the court's EDR Coordinators: Melanie Jester (405-609-5166); Kelly Edwards (405-609-5846); or Kathleena Kruck (405-609-5661). Employees may also contact the Director of Workplace Relations for the Tenth Circuit, Cleo Rauchway (303-335-2690), or Michael Henry at the national Office of Judicial Integrity (202-502-3209).

A copy of the EDR Plan is posted on the Court's internal website at the link titled "Your Employment Rights and How to Report Wrongful Conduct". The EDR Plan is also posted on the Court's external website under the Human Resources/Equal Employment Opportunity tab (<https://www.okwd.uscourts.gov/equal-employment-opportunity>).

A handwritten signature in blue ink, reading "Timothy D. DeGiusti", is written over a horizontal line.

TIMOTHY D. DeGIUSTI

CHIEF UNITED STATES DISTRICT JUDGE