



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

The U.S. District Court, Eastern District of Texas 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 an Employment Dispute Resolution Plan (EDR Plan), which allows employees, interns/externs, and applicants who have been interviewed 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 the Court's EDR Coordinators, the Circuit Director of Workplace Relations, and/or the national Office of Judicial Integrity, listed below. A copy of the EDR Plan is posted on the Court's internal and external websites.

### **Court EDR Coordinators**

Local Primary EDR Coordinator

Smith Wimberley

903-590-1023

[Smith.Wimberley@txed.uscourts.gov](mailto:Smith.Wimberley@txed.uscourts.gov)

Local Secondary EDR Coordinator

Jennifer Orgeron

903-794-1011

[Jennifer.Orgeron@txed.uscourts.gov](mailto:Jennifer.Orgeron@txed.uscourts.gov)

Circuit Director of Workplace Relations

Rebecca Coman

504-310-7785

[Rebecca.Coman@ca5.uscourts.gov](mailto:Rebecca.Coman@ca5.uscourts.gov)

National Office of Judicial Integrity

Michael Henry, Judicial Integrity  
Officer

202-502-1603

[AO\\_OJI@ao.uscourts.gov](mailto:AO_OJI@ao.uscourts.gov)