

# ANTI-DISCRIMINATION AND ANTI-HARASSMENT NOTICE



The United States Fifth 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 Fifth Circuit 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 any of the Court’s EDR Coordinators listed below. Employees can also seek confidential advice from the Circuit Director of Workplace Relations 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.

## **EDR Coordinators for the Fifth Circuit Court of Appeals and Federal Public Defender Offices**

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**National Office of Judicial Integrity**  
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A handwritten signature in cursive script that reads "Priscilla Richman".

Honorable Priscilla Richman  
Chief Judge