

## ANTI-DISCRIMINATION AND ANTI-HARASSMENT NOTICE



The Court prohibits employment discrimination on the basis of race, color, sex, gender, gender identity, gender expression, marital status, pregnancy, parenthood, sexual orientation, religion, creed, ancestry, national origin, citizenship, genetic information, age (40 years and over), disability, or service in the uniformed forces (“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 [Ninth Circuit Employment Dispute Resolution Policy](#) (EDR Policy), 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, and seek remedies for any discrimination, harassment, or other wrongful conduct under the EDR Policy by contacting any of the Court’s EDR Coordinators and/or the Circuit Director of Workplace Relations and/or the National Office of Judicial Integrity. A copy of the EDR Policy is posted on the Court’s external and internal websites by clicking “Your Employee Rights and How to Report Wrongful Conduct” at the bottom of either page.

### **Local EDR Coordinators**

Blake Francois

213-894-2766

[blake\\_francois@cacb.uscourts.gov](mailto:blake_francois@cacb.uscourts.gov)

Melissa English

951-774-1003

[melissa\\_english@cacb.uscourts.gov](mailto:melissa_english@cacb.uscourts.gov)

### **Ninth Circuit Office of Workplace Relations**

415-355-8910

[workplacedirector@ce9.uscourts.gov](mailto:workplacedirector@ce9.uscourts.gov)

### **Office of Judicial Integrity**

202-502-1603

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