



Anti-Discrimination and Harassment Notice

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 EDR Plan 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.

Fourth Circuit EDR Coordinator:

Frank Laney, Circuit Mediator

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919-469-2853

Alternate EDR Coordinator and Director of Workplace Relations:

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Office of Judicial Integrity

Michael Henry

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202-502-3957 or 202-502-1603

The EDR Plan is located on the Court's website at:

<https://www.ca4.uscourts.gov/docs/pdfs/fourthcircuitfinaleldrplanwithorder2020.pdf>