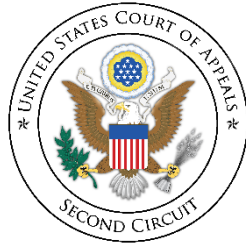


# ANTI-DISCRIMINATION AND ANTI-HARASSMENT NOTICE



The Second 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. The Second Circuit provides equal employment opportunities to all individuals, and employment considerations will be based solely on merit, qualifications, and abilities.

The Second Circuit also prohibits harassment based on any protected category, such as sexual or racial harassment, or any abusive conduct, regardless of motivation. The Second Circuit has adopted the [Second Circuit Employment Dispute Resolution 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 Policy by contacting any of the Second Circuit's EDR Coordinators. Employees can also seek confidential advice from the Director of Workplace Relations or the national Office of Judicial Integrity. A copy of the EDR Plan is posted on the Second Circuit's internal and external websites.

**Second Circuit Director of Workplace Relations/  
Alternate EDR Coordinator for the Second Circuit Court of Appeals**

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