



## Anti-Discrimination and Anti-Harassment Notice

The United States District Court and Probation Office for the District of Colorado (the Court) prohibit 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 decisions 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, and prohibits abusive conduct, regardless of motivation. The Court has adopted the Employment Dispute Resolution Plan (EDR Plan), which allows employees, interns/externs and applicants to seek redress for wrongful discrimination and harassment in the workplace and provides other employment protections. Retaliation for reporting discrimination, harassment, abusive conduct, or other wrongful conduct is prohibited.

Employees can report, resolve, or seek remedies for 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 AO's Office of Judicial Integrity, listed below. A copy of the EDR Plan is posted on the Court's internal and external websites, labeled "Your Employee Rights and How to Report Wrongful Conduct."

A handwritten signature in black ink, appearing to read "Philip A. Brimmer".

Philip A. Brimmer  
Chief District Judge

### EDR Coordinator:

Magistrate Judge Nina Y. Wang  
303-335-2600

[Nina\\_Y\\_Wang@cod.uscourts.gov](mailto:Nina_Y_Wang@cod.uscourts.gov)

### Alternate EDR Coordinators:

Cathy Pearson  
303-335-2089

[Cathy\\_Pearson@cod.uscourts.gov](mailto:Cathy_Pearson@cod.uscourts.gov)

Troy Ruplinger  
303-335-2447

[Troy\\_Ruplinger@cod.uscourts.gov](mailto:Troy_Ruplinger@cod.uscourts.gov)

### Circuit Director of Workplace Relations:

Jill Langley, Judicial Integrity Officer  
202-502-1604

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

### National Office of Judicial Integrity:

Jill Langley, Judicial Integrity Officer  
202-502-1604

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