



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 blue ink, appearing to read "Philip A. Brimmer".

Philip A. Brimmer
Chief District Judge

EDR Coordinator:

Magistrate Judge Scott T. Varholak
303-335-2365

Scott_T_Varholak@cod.uscourts.gov

Alternate EDR Coordinators:

Cathy Pearson
303-335-2089

Cathy_Pearson@cod.uscourts.gov

Troy Ruplinger
303-335-2447

Troy_Ruplinger@cod.uscourts.gov

Circuit Director of Workplace Relations:

Jill Langley
303-335-2975

Jill_Langley@ca10.uscourts.gov

National Office of Judicial Integrity:

Mike Henry, Judicial Integrity Officer
202-502-1603

AO_OJI@ao.uscourts.gov