

## NONDISCRIMINATION POLICY

The United States Courts for the Tenth Circuit are firmly committed to a policy that prohibits discrimination on the basis of race, sex (including sexual harassment), religion, national origin, disability, or age. This policy shall govern the conduct of all persons that are employed by the court as well as the conduct of others in their business affairs with the court. It is the intention of this policy to promote a professional atmosphere for court employees and for all those with whom the court interacts.

For purposes of this policy, discrimination is defined as treatment or consideration based on race, sex, religion, national origin, disability or age rather than individual merit. The term "sexual harassment" means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

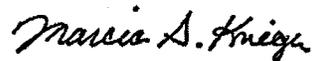
Court employees and applicants for employment are specifically covered under the court's written Equal Employment Opportunity Plan. A copy of this Plan is available at [www.cod.uscourts.gov](http://www.cod.uscourts.gov) and the Courts' intranet sites. Copies of these procedures are available without charge from the Clerk of Court.

Incidents of perceived violations of this nondiscrimination policy may be confidentially reported by court employees, applicants or by any member of the public to the EDR Coordinator or Alternate EDR Coordinator listed below.

Honorable Elizabeth E. Brown  
EDR Coordinator  
720.904.7348

Honorable Michael E. Hegarty  
Alternate EDR Coordinator  
303.844.4507

Effective this  
6th day of March, 2013, by:



Honorable Marcia S. Krieger  
Chief District Judge



Honorable Howard R. Tallman  
Chief Bankruptcy Judge