

# ANTI-DISCRIMINATION AND ANTI-HARASSMENT NOTICE

The Office of the Federal Public Defender for the Western District of Texas prohibits employment discrimination on the basis of race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (over 40 years and over), or disability (“protected categories”). The Defender provides equal employment opportunities to all individuals, and employment considerations will be based solely on merit, qualifications, and abilities.

The Defender also prohibits harassment based on any protected category, such as sexual or racial harassment, or any abusive conduct, regardless of motivation. The Defender has adopted the Fifth Circuit Employment Dispute Resolution Plan (EDR 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 Plan by contacting Susan Andrade or any of the Court’s EDR Coordinators listed below. Employees can also seek confidential advice from the Circuit Director of Workplace Relations or the national Office of Judicial Integrity, listed below. A copy of the EDR Plan is posted on the FPD, TX/W’s internal and external websites.

## EDR Coordinators for the Fifth Circuit Court of Appeals and Federal Public Defenders Offices

### **Fifth Circuit Director of Workplace Relations**

Mary Thompson  
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### **Coordinator for the Court of Appeals**

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### **Local EDR Coordinator**

Susan Andrade  
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### **Coordinator for Fifth Circuit FPD Office s**

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### **Office of Judicial Integrity**

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*Maureen Scott Franco*

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