



ANTI-DISCRIMINATION AND HARASSMENT NOTICE

Discrimination or harassment based on race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40 years and over),¹ or disability is prohibited. Employees can report, resolve, and seek remedies for discrimination, harassment, or other wrongful conduct under the EDR Plan by contacting any of the Court's EDR Coordinators and/or the Circuit Director of Workplace Relations, and/or the national Office of Judicial Integrity.

The EDR Plan can be located on the court's website at:
www.vawd.circ4.dcn/court-information/employee-dispute-resolution/

Western District of Virginia EDR Coordinators:

Mary Butenschoen
MaryB@vawd.uscourts.gov
540-857-5100 Ext 5312

Scott Jones
ScottJ@vawd.uscourts.gov
434-799-8700 Ext 8433

Circuit Director of Workplace Relations:

Geetha Ravindra
Geetha_Ravindra@ca4.uscourts.gov
804-916-2181

Office of Judicial Integrity:

Michael Henry
AO_OJI@ao.uscourts.gov
202-502-1603

¹ The age discrimination provision does not apply to hiring, retirement, or separation of probation and pretrial services officers under 5 U.S.C. chapters 83 and 84.