



## **Anti-Discrimination and Anti-Harassment Notice**

The United States District Court for the Eastern District of Tennessee prohibits employment discrimination on the basis of race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40 years and older),<sup>1</sup> or disability (“protected categories”). The Court provides equal employment opportunities to all individuals, and employment considerations 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, or any abusive conduct, regardless of motivation. The Court has adopted an Employment Dispute Resolution Plan (EDR Plan), which allows employees, intern/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 one of the Court’s EDR Coordinators listed below. Employees can also seek confidential advice from the Circuit Director of Workplace Relations or 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.”

### **EDR Coordinators**

Christopher C. Field  
865-329-4819

[Chris\\_Field@tned.uscourts.gov](mailto:Chris_Field@tned.uscourts.gov)

C. Dan Thornton, Jr.

423-240-9852 (Primary) or 423-783-2553

[Dan\\_Thornton@tnep.uscourts.gov](mailto:Dan_Thornton@tnep.uscourts.gov)

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

Kelly J. Roseberry  
513-564-7203

[Kelly\\_Roseberry@ca6.uscourts.gov](mailto:Kelly_Roseberry@ca6.uscourts.gov)

### **Office of Judicial Integrity**

Michael C. Henry  
Judicial Integrity Officer  
202-502-1603

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

A handwritten signature in blue ink that reads "Travis R. McDonough".

Honorable Travis R. McDonough  
Chief United States District Judge

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<sup>1</sup> 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.