



## Nondiscrimination Policy

The District of Wyoming - including District Court, Bankruptcy, and the Probation Office - are firmly committed to a policy that prohibits discrimination on the basis of race, sex (including sexual harassment), religion, national origin, disability, or age. In order to provide equal employment opportunities to all individuals, employment considerations will be based on merit, qualifications, and abilities.

The court has adopted the Tenth Circuit Employment Dispute Resolution Plan (EDR Plan), which allows employees and applicants to seek redress for wrongful discrimination and harassment in the work place. The EDR Plan, together with the national EEO policy, governs many aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. The EDR Plan's protections against discrimination are comparable to those provided to legislative branch employees under the Congressional Accountability Act.

Incidents of perceived discrimination in violation of the EDR Plan may be confidentially reported by court employees or applicants to one of the court's EDR Coordinators listed below. A copy of the EDR Plan is posted on each unit's internal and external websites.

U.S. District Court

<http://www.wyd.uscourts.gov/>

<http://www.wyd.circ10.dcn/pages/base.html>

U.S. Probation

<http://www.wyp.uscourts.gov/>

<http://www.wyp.circ10.dcn/>

U.S. Bankruptcy Court

<http://www.wyb.uscourts.gov/>

<http://www.wyb.circ10.dcn/>

H.J Esterholdt

EDR Coordinator

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Maggie Botkins

Alternate EDR Coordinator

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A handwritten signature in blue ink, reading "Scott W. Skavdahl".

Honorable Scott W. Skavdahl  
Chief District Judge for the U.S. District Court,  
and the U.S. Probation and Pretrial Office

A handwritten signature in blue ink, reading "Cathleen D. Parker".

Honorable Cathleen D. Parker  
Chief Bankruptcy Judge for the  
U.S. Bankruptcy Court