



Anti-Discrimination and Anti-Harassment Notice

The United States Bankruptcy Court for the Eastern District of Texas prohibits employment discrimination on the basis of race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40 years and older), 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 the Fifth Circuit 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 any of the Court’s EDR Coordinators listed below. Employees can also seek confidential advice from the Fifth 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:

Kim Dixon
903-590-3236

kim_dixon@txeb.uscourts.gov

Mark Taylor
903-590-3222

mark_taylor@txeb.uscourts.gov

Fifth Circuit Director
Of Workplace Relations
Mary Gaber Thompson
504-310-7785

mary_thompson@ca5.uscourts.gov

Office of Judicial Integrity
Jill B. Langley
202-502-1603

jill_langley@ao.uscourts.gov

AO_Report_Workplace_Harrassment@ao.uscourts.gov

A handwritten signature in blue ink that reads "Bill Parker". The signature is written in a cursive style and is positioned above a horizontal line.

Bill Parker, Chief Judge