



## ANTI-DISCRIMINATION AND ANTI-HARASSMENT NOTICE

The United States Bankruptcy Court for the Middle of District of Florida 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 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, 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 any 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.”

**Local EDR Coordinator:**

Kathryn M. Sullivan  
813.301.5028  
Kathryn\_M\_Sullivan@flmb.uscourts.gov

**Alternate EDR Coordinator:**

Tammie L. Day  
904.301.6425  
Tammie\_Day@flmpt.uscourts.gov

**Circuit Director of Workplace Relations:**

Kate Adams  
404.335.6538  
Kathleen\_Adams@ca11.uscourts.gov

**Office of Judicial Integrity:**

Michael Henry  
202.502.1603  
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