#### POSTERS APPENDIX 5



#### You Have Options

# How to Address Wrongful Conduct in the Workplace

### **INFORMAL ADVICE**

To request advice about a workplace concern, contact your Employment Dispute Resolution (EDR) coordinator, Circuit Director of Workplace-Relations, or the Office of Judicial Integrity. They can provide you with advice and guidance on how to address the issue including:

- Your rights under the EDR Plan
- Advice on handling discriminatory, harassing, or abusive conduct
- Options for addressing the conduct

### **ASSISTED RESOLUTION**

Contact an EDR Coordinator to request Assisted Resolution. This interactive, flexible process may include:

- Discussions with the source of the conduct
- Preliminary investigation, including interviewing witnesses
- Resolving the matter by agreement

### FORMAL COMPLAINT

Contact an EDR coordinator to file a formal complaint. The Complaint must be filed within **180 days** of the

alleged violation or the discovery of the violation. This formal process includes:

- Appointment of Presiding Judicial Officer
- An investigation and/or hearing if appropriate
- Written decision
- Appeal rights

#### Confidentiality

All options for resolution are intended to respect privacy of all involved to the greatest extent possible, and to protect the fairness and thoroughness of the process by which allegations of wrongful conduct are initiated, investigated, and ultimately resolved.

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Contact Information:

<u>Local EDR Coordinator</u> Melissa W. Wetzel (251)690-2071 Melissa\_Wetzel@alsba.uscourts.gov

<u>Alternate EDR Coordinators</u> Rhonda Case (251)690-2059 Rhonda\_Case@alsba.uscourts.gov

National Office of Judicial Integrity Jill Langley, Judicial Integrity Officer (202) 502-1604 AO\_OJI@ao.uscourts.gov

The Eleventh Circuit Court of Appeals EDR Plan is located on the internal and external main homepages under the link labeled "Employee Dispute Resolution".



Your Rights In a Federal Judiciary Workplace

Employees of the Federal Judiciary are protected by the employment rights listed below, as described in *Guide to Judiciary Policy*, Vol. 12, Ch. 2.

Employees have options for resolution, including Informal Advice, Assisted Resolution, and filing a Formal Complaint. Formal Complaints must be filed within 180 days of when the Employee knew or should have known of the alleged violation. More information, including a list of court EDR Coordinators, can be found on JNet.

Employees may confidentially report workplace discrimination, harassment, abusive behavior, or retaliation to an EDR Coordinator or the Judicial Integrity Officer, Jill B. Langley, at 202-502-1604.

### Protection from Unlawful Discrimination

Prohibits discrimination in personnel actions based on race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40+), or disability.

#### **Protection from Harassment**

Prohibits sexual harassment, discriminatory harassment, and abusive conduct.

#### Protection for Exercising Workplace Rights

Prohibits intimidation, retaliation, or discrimination against employees who exercise their employment rights or report or oppose wrongful conduct, including **whistleblower protection**.

#### **Family and Medical Leave**

Provides rights and protections for employees needing leave for specified family and medical reasons.

#### Protection for Veterans and Members of the Uniformed Services

Protects employees performing service in the uniformed services from discrimination and provides certain benefits and reemployment rights.

### Notification of Office Closings and Mass Layoffs

Under certain circumstances, requires that employees be notified of an office closing or of a mass layoff at least 60 days in advance of the event.

#### **Hazard-Free Workspaces**

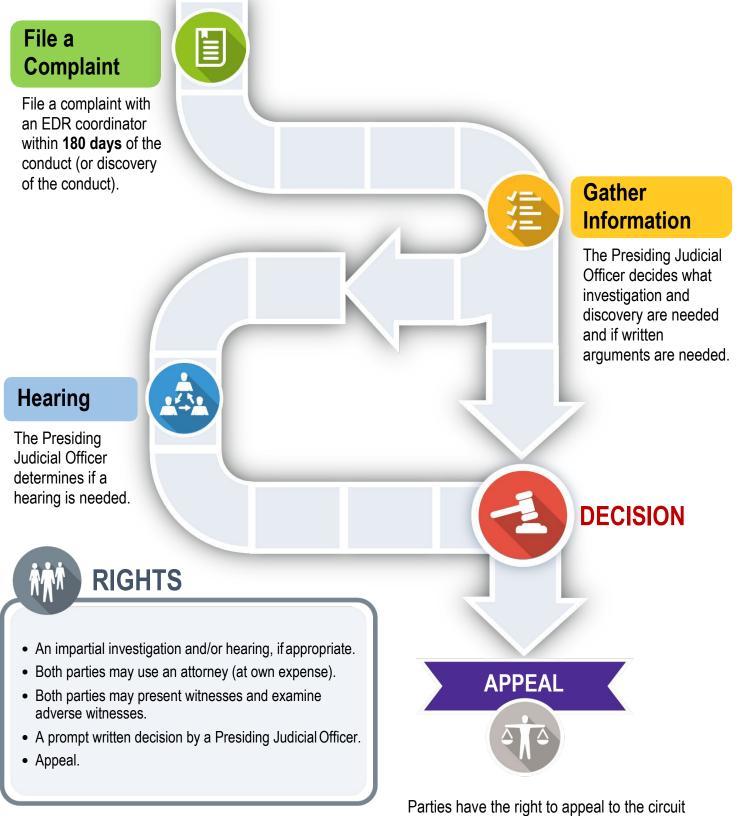
Requires employing offices to comply with occupational safety and health standards, and provide workplaces free of recognized hazards.

#### **Polygraph Testing Prohibition**

Restricts the use and the results of polygraph testing.



## The Employment Dispute Resolution Formal Complaint Process



judicial council within 30 days of a decision.