



Nondiscrimination Policy

The United States Court of Appeals for the Tenth Circuit is 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 the court's external website and under the "Human Resources" link on its internal website.

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A handwritten signature in cursive script that reads "Timothy M. Tymkovich".

Honorable Timothy M. Tymkovich
Chief Circuit Judge