



ANTI-DISCRIMINATION AND ANTI-HARASSMENT NOTICE

The Michigan Western U.S. District Court and Probation and Pretrial Services Office prohibits employment discrimination on the basis of race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40 years and over), or disability (“protected categories”). The Court provides equal 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 U.S. District Court and Probation and Pretrial Services Office has adopted the Employment Dispute Resolution Plan (EDR Plan), which allows employees, interns/externs, and applicants who have been interviewed to see redress for wrongful discrimination and harassment in the work place 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 EDR Coordinators listed below. Employees can also seek confidential advice from the Circuit Director of Workplace Relations (*to be announced*) or the AO’s Office of Judicial Integrity, listed below.

EDR Coordinator for Probation Office staff:

Melanie Vugteveen, Personnel Specialist, 616-456-2389
melanie_vugteveen@miwd.uscourts.gov

Alternate EDR Coordinator:

Carol Tiihonen, HR Specialist, 616-456-2013
carol_tiihonen@miwb.uscourts.gov

Circuit Director of Workplace Relations:

Kelly Roseberry, Circuit Director of Workplace Relations, 513-564-7203
Kelly_Roseberry@ca6.uscourts.gov

National Office of Judicial Integrity

202-502-1603, AO_OJI@ao.uscourts.gov

A copy of the EDR Plan is posted on the Probation Office’s internal and external websites, labeled “*Your Employee Rights and How to Report Wrongful Conduct.*”