

United States Courts
District of Columbia Circuit
333 Constitution Avenue, NW
Washington, D.C. 20001

Merrick B. Garland
Chief Judge

Beryl A. Howell
Chief Judge

Chief Judges Announce Adoption of New Employment Dispute Resolution Plans

Washington, D.C. – February 10, 2020: Chief Judge Merrick Garland and Chief Judge Beryl Howell announce the adoption of new Employment Dispute Resolution (EDR) Plans by the U.S. Court of Appeals for the D.C. Circuit and the U.S. District and Bankruptcy Courts for the District of Columbia. The Plans simplify and expand the options for addressing wrongful workplace conduct. This is the latest step in the courts’ continued commitment to fostering and maintaining an exemplary workplace.

The new Plans include definitions and examples of wrongful conduct; three flexible options for resolving conduct issues; flowcharts that explain EDR rights and options; and training requirements for EDR coordinators and court employees. The Plans adopted by the courts are based on the Model EDR Plan adopted by the Judicial Conference of the United States.

The Chief Judges also approved the adoption of a new Confidentiality Protection Policy and Resource Chart prepared by the circuit-wide Workplace Conduct Committee. The Confidentiality Protection Policy offers information about confidentiality for court employees reporting misconduct, seeking advice, or getting assistance resolving workplace problems - with or without filing a formal EDR complaint. The Resource Chart shows the informal and formal ways a court employee can get advice about a workplace conduct issue or report workplace misconduct free from retaliation.

Each court now has a direct link from the homepage of their websites to the following information: (1) the entire EDR Plan with all appendices and relevant contact information; (2) the Confidentiality Protection Policy; (3) the Resource Chart; (4) the Judicial Conduct and Disability Act; (5) the Rules for Judicial-Conduct and Judicial-Disability Proceedings; and (6) the Judicial Conduct and Disability Complaint form. The link on the homepage is called *Your Employee Rights and How to Report Wrongful Conduct*. Click on the links below to visit the courts’ websites.

U.S. Court of Appeals	www.cadc.uscourts.gov
U.S. District Court	www.dcd.uscourts.gov
U.S. Bankruptcy Court	www.dcb.uscourts.gov

The Chief Judges appointed the Circuit’s Workplace Conduct Committee in May 2018. The committee is co-chaired by Circuit Judge Nina Pillard and Senior District Judge Rosemary Collyer and includes Circuit Judge Thomas Griffith, District Judge Rudolph Contreras, Circuit Executive Betsy Paret, and District and Bankruptcy Court Clerk of Court Angela Caesar.

Chief Judges Garland and Howell “express their continued appreciation to the Workplace Conduct Committee for the great amount of time and effort devoted to making the courts of the D.C. Circuit an exemplary workplace.”

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