



Nondiscrimination Policy

The United States District Court for the Western District of Oklahoma is firmly committed to a workplace of respect, civility, fairness, tolerance, and dignity, free of discrimination and harassment. These values are essential to the Judiciary, which holds its Judges and Employees to the highest standards. 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 Employment Dispute Resolution Plan (EDR Plan), which provides options for the reporting and resolution of allegations of wrongful conduct (discrimination, sexual, racial, or other discriminatory harassment, abusive conduct, and retaliation) in the workplace. 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 wrongful conduct are comparable to those provided to legislative branch employees under the Congressional Accountability Act.

Incidents of perceived wrongful conduct 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.

Melanie Jester
EDR Coordinator
405-609-5166

Jeff Yowell
Alternate EDR Coordinator
405-609-5845

Kathleena Kruck
Alternate EDR Coordinator
405-609-5661

A handwritten signature in blue ink, appearing to read "Timothy D. DeGiusti".

TIMOTHY D. DeGIUSTI
CHIEF UNITED STATES DISTRICT JUDGE