

UNITED STATES DISTRICT COURT



DISTRICT OF MAINE

ANTI-DISCRIMINATION AND CIVILITY POLICIES

(Approved by the First Circuit Judicial Council on 10/4/24)

I. ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY

The U.S. District Court for the District of Maine prohibits employment discrimination based on race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40 years and older), and physical or mental disability (“protected categories”). The court provides equal employment opportunities to all individuals, and employment considerations will be based solely on merit, qualifications, and abilities.

The U.S. District Court for the District of Maine 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 for the District of Maine has adopted the Model Employment Dispute Resolution Plan, which allows employees, intern/externs, and applicants who have been interviewed to seek redress for wrongful discrimination and harassment in the workplace 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 one of the court's EDR Coordinators listed below. Employees can also seek confidential advice from Noelle Barrist Stern, Director of Workplace Relations, or the Administrative Office's Office of Judicial Integrity, listed below. A copy of the EDR Plan is posted on the court's internal and external websites, labeled “Your Employee Rights and How to Report Wrongful Conduct.”

EDR Coordinators

Mary Withee
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Director of Workplace Relations

Noelle Barrist Stern
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Office of Judicial Integrity

Michael Henry, Judicial Integrity Officer
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II. CIVILITY POLICY

Those who participate in court proceedings and those persons who are employed by the federal courts have the responsibility to treat others with respect and courtesy. It is the aim of the federal courts within the First Circuit to promote a professional atmosphere for court employees and for all those with whom the courts interact. Although litigation is inherently adversarial, it is expected that it will be conducted in a professional manner and that individuals will be treated with courtesy. However, in maintaining order and supervising litigation, a presiding judge has very broad discretion to manage proceedings as the judge deems appropriate.

Anyone who is subject to what the individual perceives to be significant discourtesy by a court employee is entitled to report it to the appropriate court authority. In the case of disrespectful conduct allegedly committed by a court employee, the report should ordinarily be made to a supervisor in the office in which the employee works. Misconduct by judicial officers can be addressed through multiple avenues on which the Circuit Executive or Director of Workplace Relations can provide information.