



## Nondiscrimination Policy

The United States Bankruptcy Court for the District of New Mexico 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 an 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.

Patti Hennessy, EDR Coordinator  
[patti\\_hennessy@nmb.uscourts.gov](mailto:patti_hennessy@nmb.uscourts.gov)  
505-600-4656

Michael Kagan, Alternate EDR Coordinator  
[michael\\_kagan@nmd.uscourts.gov](mailto:michael_kagan@nmd.uscourts.gov)  
505-348-2090

Shaun Ward, Alternate EDR Coordinator  
[shaun\\_ward@nmp.uscourts.gov](mailto:shaun_ward@nmp.uscourts.gov)  
500-348-2744

---

Honorable Timothy M. Tymkovich  
Chief Circuit Judge

---

Honorable Robert H. Jacobvitz,  
Chief Bankruptcy Judge

Effective: April 1, 2019