



Anti-Discrimination and Anti-Harassment Notice

The United States District Court, Western District of New York prohibits employment discrimination on the basis of race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40 years and older), or 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 court also prohibits harassment based on any protected category, such as sexual or racial harassment, or any abusive conduct, regardless of motivation. The court has adopted the Employment Dispute Resolution Plan (EDR 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 any of the court’s EDR Coordinators listed below. Employees can also seek confidential advice from the Circuit Director of Workplace Relations or the AO’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:

U.S. Bankruptcy Court

Amy Lorenz, 716-362-3229, amy_lorenz@nywb.uscourts.gov

U.S. Probation

Lisa Janca, 716-362-5227, lisa_janca@nywp.uscourts.gov
Holly Powell, 716-362-5222, holly_powell@nywp.uscourts.gov

National Office of Judicial Integrity

Judicial Integrity Officer

Michael C. Henry, 202-502-3209,
AO_Report_Workplace_Harassment@ao.uscourts.gov

U.S. District Court

Doreen Griebel, 716-551-1755, doreen_griebel@nywd.uscourts.gov
Brian Jacek, 585-613-4091, brian_jacek@nywd.uscourts.gov
Matthew Yusick, 716-551-1882,
matthew_yusick@nywd.uscourts.gov

Circuit Director of Workplace Relations

Adam Coffey, 212-857-8705, adam_coffey@ca2.uscourts.gov

A handwritten signature in black ink, appearing to read "Frank P. Geraci, Jr.".

Honorable Frank P. Geraci, Jr.
Chief Judge