



# Your Rights

## In a Federal Judiciary Workplace

Employees of the Federal Judiciary are protected by the employment rights listed below, as described in *Guide to Judiciary Policy*, Vol. 12, Ch. 2.

Employees have options for resolution, including Informal Advice, Assisted Resolution, and filing a Formal Complaint. Formal Complaints must be filed within 180 days of when the Employee knew or should have known of the alleged violation. More information, including a list of court EDR Coordinators, can be found on [JNet](https://jnet.ao.dcn/jio) at <https://jnet.ao.dcn/jio>.

Employees may confidentially report workplace discrimination, harassment, abusive behavior, or retaliation to the EDR Coordinator, Circuit Mediator Frank Laney, 919-469-2853, Circuit Director of Workplace Relations, Geetha Ravindra, 804-916-2181, or the Judicial Integrity Officer, Michael Henry, at 202-502-1603 or by filling out this form: <https://jnet.ao.dcn/reportheharassment>.

### Protection from Unlawful Discrimination

Prohibits discrimination in personnel actions based on race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40+), or disability.

### Protection from Harassment

Prohibits sexual harassment, discriminatory harassment, and abusive conduct.

### Protection for Exercising Workplace Rights

Prohibits intimidation, retaliation, or discrimination against employees who exercise their employment rights or report or oppose wrongful conduct, including **whistleblower protection**.

### Family and Medical Leave

Provides rights and protections for employees needing leave for specified family and medical reasons.

### Protection for Veterans and Members of the Uniformed Services

Protects employees performing service in the uniformed services from discrimination and provides certain benefits and reemployment rights.

### Notification of Office Closings and Mass Layoffs

Under certain circumstances, requires that employees be notified of an office closing or of a mass layoff at least 60 days in advance of the event.

### Hazard-Free Workspaces

Requires employing offices to comply with occupational safety and health standards, and provide workplaces free of recognized hazards.

### Polygraph Testing Prohibition

Restricts the use and the results of polygraph testing.

*These rights are fully explained in Guide to Judiciary Policy, Vol. 12, Ch. 2.*