

**UNITED STATES BANKRUPTCY COURT  
DISTRICT OF MAINE**



**ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY**

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

The U.S. Bankruptcy 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. Bankruptcy 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. Bankruptcy Court for the District of Maine has adopted the District of Maine 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 one of the District of Maine’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**

Rachel Parker  
(207) 274-5961  
[rparker@meb.uscourts.gov](mailto:rparker@meb.uscourts.gov)

Jennifer Lyons  
(207) 274-5964  
[Jennifer\\_Lyons@meb.uscourts.gov](mailto:Jennifer_Lyons@meb.uscourts.gov)

Michael Walker  
(207) 274-5150  
[Michael\\_Walker@med.uscourts.gov](mailto:Michael_Walker@med.uscourts.gov)

Mary Withee  
(207) 922-6422  
[mary\\_witheer@med.uscourts.gov](mailto:mary_witheer@med.uscourts.gov)

**First Circuit Director of Workplace Relations**

Noelle Barrist Stern  
(617) 748-9654  
[noelle\\_stern@ca1.uscourts.gov](mailto:noelle_stern@ca1.uscourts.gov)

**Office of Judicial Integrity**

Michael Henry  
202-502-1603  
[michael\\_henry@ao.uscourts.gov](mailto:michael_henry@ao.uscourts.gov)

Carolyn Dubay  
202-502-1012  
[carolyn\\_dubay@ao.uscourts.gov](mailto:carolyn_dubay@ao.uscourts.gov)