

**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF NEW MEXICO**

IN THE MATTER OF:
ADOPTION OF THE EMPLOYMENT
DISPUTE RESOLUTION PLAN

MISC NO. 13-MC-00004-03

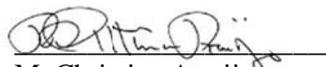
ADMINISTRATIVE ORDER

The Employment Dispute Resolution Plan of the United States District Court for the District of New Mexico was approved by the Judicial Council of the Tenth Circuit on January 9, 2013 to provide its employees the rights and protections of the Model Employment Dispute Resolution Plan adopted by the Judicial Conference of the United States in March 2010; the plan may be modified only by approval of the Judicial Council. The Employment Dispute Resolution Plan's protections are comparable to those provided to the legislative branch employees under the Congressional Accountability Act of 1995. On September 11, 2012 the plan was amended by the Judicial Council requiring all courts within the circuit to adopt the whistleblower protection language for employees of the federal judiciary. This Employment Dispute Resolution Plan supersedes any and all previous versions of the District Court's Employment Dispute Resolution Plan.

IT IS THEREFORE ORDERED that the Employment Dispute Resolution Plan of the United States District Court for the District of New Mexico, as approved by the Judicial Council of the Tenth Circuit on January 9, 2013, is hereby adopted in its entirety. This order supersedes any and all previous orders referencing previous Employment Dispute Resolution Plans.

Done this 10th day of January, 2013.

FOR THE COURT:



M. Christina Armijo
Chief United States District Judge



Nondiscrimination Policy

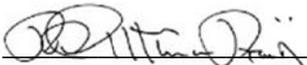
The United States District Court, District of New Mexico, is firmly committed to a policy that prohibits discrimination on the basis of race, sex (including sexual harassment), religion, national origin, disability or age. In order to provide equal employment opportunities to all individuals, employment considerations will be based on merit, qualifications, and abilities.

The Court has adopted the *Employment Dispute Resolution Plan of the United States District Court for the District of New Mexico* (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 under "General Information" and as part of the Court's *Personnel Manual* under the "Administrative Services > Policies & Procedures" link on its internal website. If you are having problems finding the EDR Plan or just have a question, please feel free to contact an EDR Coordinator today.

Margaret Vigil
EDR Coordinator
505-348-2632

Alonzo Medina
Alternate EDR Coordinator
575-528-1428



HONORABLE M. CHRISTINA ARMIJO
CHIEF JUDGE, DISTRICT OF NEW MEXICO