



## Nondiscrimination Policy

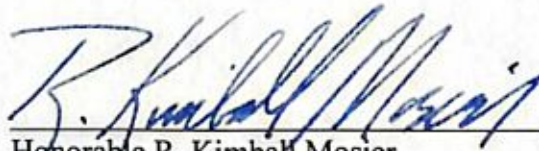
The United States Bankruptcy Court for the District of Utah is firmly committed to a policy that prohibits discrimination on the basis of race, sex (including sexual harassment), religion, national origin, disability or age. In order to provide equal employment opportunities to all individuals, employment considerations will be based on merit, qualifications, and abilities. This policy shall govern the conduct of all persons that are employed by the court as well as the conduct of others in their business affairs with the court.

For purposes of this policy, discrimination is defined as treatment or consideration based on race, sex, religion, national origin, disability or age rather than individual merit. The term "sexual harassment" means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission of such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

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.

Ms. Tina Coates  
EDR Coordinator  
(801) 524-6625  
[tina\\_coates@utb.uscourts.gov](mailto:tina_coates@utb.uscourts.gov)

Mr. Brian J. Lipinski  
Alternate EDR Coordinator  
(801) 524-6683  
[brian\\_lipinski@utb.uscourts.gov](mailto:brian_lipinski@utb.uscourts.gov)

  
Honorable R. Kimball Mosier  
Chief Bankruptcy Judge

April 3, 2018