



## **ANTI-DISCRIMINATION AND CIVILITY STATEMENT**

### **THE UNITED STATES COURTS FOR THE FIRST CIRCUIT**

#### **ANTI-DISCRIMINATION POLICY**

All persons who serve or use the federal courts within the First Circuit, whether judges, attorneys, employees, or other court users, have a responsibility to avoid discrimination based upon race, color, religion, sex, national origin, age or disability. Discrimination includes sexual harassment in its various forms.

Anyone who is subject to what he or she perceives to be discrimination is entitled to report it to the appropriate court authority. Administrative remedies that may be available include judicial misconduct procedures, the Employment Dispute Resolution Plan, discipline by supervisors, adverse action and/or grievance procedures, and action by the presiding judge in a judicial matter.

Information as to what remedies may be available may be obtained through the clerk's office of the local court or from the Circuit Executive (617/748-9614).

#### **CIVILITY POLICY**

Those who participate in court proceedings and those persons who are employed in the federal courts have the responsibility to treat others with respect and courtesy. It is the aim of the federal courts within the First Circuit to promote a professional atmosphere for court employees and for all those with whom the courts interact. Although litigation is inherently adversarial, it is expected that it will be conducted in a professional manner and that individuals will be treated with courtesy. However, in maintaining order and supervising litigation, a presiding judge has very broad discretion to manage proceedings as he or she deems appropriate.

Anyone who is subject to what he or she perceives to be significant discourtesy by a court employee is entitled to report it to the appropriate court authority. In the case of misbehavior allegedly committed by a court employee, the report should ordinarily be made to a supervisor in the office in which the employee works. Misconduct by judicial officers may be addressed through the judicial misconduct procedures on which the Circuit Executive can provide information.

*BY:* JUDICIAL COUNCIL OF THE FIRST CIRCUIT

*June, 2015*