

Anti-Discrimination and Anti-Harassment Notice

The United States District Court for the District of South Carolina prohibits employment discrimination on the basis of race, color, sex, gender, gender identity, pregnancy, sexual orientation, religion, national origin, age (40 years and older), or 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 court also prohibits harassment based on any protected category, such as sexual or racial harassment, or any abusive conduct, regardless of motivation. The court has adopted the United States District Court for the District of South Carolina 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 any of the court’s EDR Coordinators listed below. Employees can also seek confidential advice from a Circuit Director of Workplace Relations or the AO’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:

Billie B. Goodman, Primary EDR
Coordinator, U.S. District Court for the
District of South Carolina, 901 Richland
Street, Columbia, SC 29201
Office: 803-253-3491
Email: billie_goodman@scd.uscourts.gov

Larry Long, Alternate EDR Coordinator, U.S.
District Court for the District of South
Carolina, 901 Richland Street, Columbia, SC
29201
Office: 803-253-3482
Email: larry_long@scd.uscourts.gov

Leila Jabbar, Director of Workplace Relations, U.S. Court of Appeals for the Fourth Circuit,
1000 East Main Street, Richmond, VA 23219, Office: 804-916-2181, Email:
leila_jabbar@ca4.uscourts.gov

Michael Henry, Judicial Integrity Officer, Office of Judicial Integrity, Office: 202-502-1603,
Email: AO_OJI@ao.uscourts.gov

The EDR Plan is located on the Court’s website at:
<https://www.scd.uscourts.gov/mediation/edr.asp>

Honorable R. Bryan Harwell
Chief United States District Judge