

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

IN THE MATTER OF:  
APPOINTMENT OF EMPLOYMENT DISPUTE  
RESOLUTION COORDINATORS FOR THE  
EMPLOYMENT DISPUTE RESOLUTION PLAN

MISC NO. 14-MC-00004-32

**ADMINISTRATIVE ORDER**

The Model Employment Dispute Resolution Plan was approved by the Judicial Conference of the United States in its March 2010 session to provide rights and protections to judiciary employees comparable to those provided to legislative branch employees under the Congressional Accountability Act of 1995.

The Employment Dispute Resolution (EDR) Plan, as approved by the Judicial Council of the Tenth Circuit on January 9, 2013, was adopted by the United States District Court for the District of New Mexico on January 10, 2013. The EDR Plan, Chapter IX, Section 6, mandates that the Chief Judge designate, as the EDR Coordinator and Alternate EDR Coordinator, individuals of the opposite sex to provide a comfortable forum for employees to discuss sensitive issues during the initial counseling process. Therefore,

**IT IS HEREBY ORDERED** that Shaun Ward, Probation Officer Specialist, is appointed to replace Margaret Vigil, Chief Probation Officer, as the EDR Coordinator. Michael Kagan, Court Interpreter, is appointed to replace Alonzo Medina, Case Management Supervisor for the United States District Court Clerk's Office, as the alternate EDR Coordinator.

**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, as well as providing protection from retaliation in reporting wrongful conduct. 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 reported by Court employees or applicants to one of the Court's EDR Coordinators listed below who will protect the confidentiality of allegations and claims filed under the EDR Plan to the extent possible. 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.

**Shaun Ward**  
EDR Coordinator  
505-348-2744

**Michael Kagan**  
Alternate EDR Coordinator  
505-348-2090

**Done** this 13th of August, 2014.

A handwritten signature in black ink, appearing to read "Christina Armiño".

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