



Public Information Office
United States Courts for the Ninth Circuit

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P R E S S R E L E A S E

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Update on Ninth Circuit Workplace Environment Initiatives

SAN FRANCISCO - The Ninth Circuit is strongly committed to providing a good workplace environment for all employees. We have had many informal, as well as formal, procedures in place for decades, including a confidential hotline. In early 2018, we made a special effort to communicate those avenues to all employees and established a Committee on Workplace Environment to see how we could improve. The Committee and Ninth Circuit staff sent confidential surveys to thousands of current and former employees and law clerks, conducted dozens of confidential focus groups, conducted personal interviews, and met with interested parties. As a result, we created an [Office of Workplace Relations](#), led by the Director of Workplace Relations, to address any adverse workplace issues. We updated and revamped our formal Employment Dispute Resolution Policy, trained employment dispute resolution coordinators throughout the Circuit, and we developed better ways of communicating these formal and informal methods of raising any workplace issue.

We make a special effort at law clerk orientations, as well as small and large group meetings of Judges and Unit Executives, to reaffirm and communicate options. We also have a Law Clerk Resources Group comprised of a diverse group of former law clerks available to act as mentors or sounding board to current law clerks.

Through all these methods, formal and informal, we have successfully resolved many employment issues. We continue to refine our procedures and communicate with all employees, and we hope and trust that any current or former employee who has concerns will utilize our formal or informal reporting avenues so that we have an opportunity to hear from them and address their concerns.