

**EXECUTIVE SUMMARY
OF
THE REPORT OF THE FEDERAL JUDICIARY WORKPLACE CONDUCT
WORKING GROUP
TO
THE JUDICIAL CONFERENCE OF THE UNITED STATES
JUNE 1, 2018**

On December 20, 2017, Chief Justice John G. Roberts, Jr., asked the Director of the Administrative Office of the United States Courts to establish a working group to examine the sufficiency of the safeguards currently in place within the Judiciary to protect court employees from inappropriate conduct in the workplace. The goal of this undertaking is to “ensure an exemplary workplace for every judge and every court employee.” On January 12, 2018, the Director announced formation of the Federal Judiciary Workplace Conduct Working Group (Working Group), consisting of eight experienced judges and court administrators from diverse units within the Judiciary. The Working Group consulted with Administrative Office staff to collect information and formulate recommendations, meeting collectively on four occasions and collaborating continuously through telephonic and electronic means.

The Working Group proceeded from the premise that the Judiciary shares many common features with other public and private workplaces. Accordingly, studies conducted in those environments—most notably, a Select Task Force of the U.S. Equal Employment Opportunity Commission Study of Harassment in the Workplace in 2016 (EEOC Study)—provide pertinent guidance. But the Working Group also recognized that the judicial workplace is different in significant respects that can affect—both positively and negatively—the potential for inappropriate conduct. The Working Group accordingly embraced the guidance contained in the EEOC Study, but additionally focused on those distinguishing factors in evaluating the Judiciary’s current workplace standards, its procedures for addressing inappropriate behavior,