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**FIRST CIRCUIT COURT OF APPEALS FORMS WORKPLACE CONDUCT COMMITTEE,
APPOINTS CHRISTINE GUTHERY DIRECTOR OF WORKPLACE RELATIONS**

BOSTON (March 5, 2019) — Chief Judge Jeffrey Howard of the United States Court of Appeals for the First Circuit announced today the formation of a permanent Workplace Conduct Committee for the United States Courts for the First Circuit and the appointment of Christine Fortune Guthery as the First Circuit's Director of Workplace Relations.

On an ongoing basis, the Workplace Conduct Committee will examine the First Circuit's policies and procedures for preventing and addressing workplace misconduct and develop recommendations for improvement in these areas. In forming its proposals, the Committee will be guided by the recommendations of the Federal Judiciary Workplace Conduct Working Group formed last year at the direction of Chief Justice John Roberts. Chief Judge Howard, who is a member of the national Working Group, will serve as Chair of the Committee. Other members include: Judge Nancy Torresen of the United States District Court for the District of Maine; Chief Judge Landya McCafferty of the United States District Court for the District of New Hampshire; Judge Aida Delgado-Colón of the United States District Court for the District of Puerto Rico; Magistrate Judge M. Page Kelley of the United States District Court for the District of Massachusetts; Magistrate Judge Patricia Sullivan of the United States District Court for the

District of Rhode Island; Chief Judge Peter Cary of the United States Bankruptcy Court for the District of Maine; and Susan Goldberg, Circuit Executive. In announcing the formation of the Committee, Chief Judge Howard noted that in the last year the courts of the First Circuit have been proactively focused on best practices for addressing issues of workplace conduct. He observed that the Judicial Conference of the United States is scheduled in March to consider several additional recommended improvements to codes of conduct affecting the federal judiciary. The First Circuit Workplace Conduct Committee and its advisory committees will be uniquely poised to assist the courts of the First Circuit in maintaining an exemplary workplace.

As Director of Workplace Relations, Ms. Guthery will oversee the implementation of employment dispute resolution policies for all courts within the First Circuit, which include the Court of Appeals and the federal trial and bankruptcy courts in the Districts of Maine, Massachusetts, New Hampshire, Puerto Rico, and Rhode Island. The Director of Workplace Relations will also create a circuit-wide workplace conduct office that will develop policies and provide trainings to foster healthy workplace environments and facilitate resolution of workplace issues. Ms. Guthery is the Founder and Executive Director of SPARK Kindness, Inc., a grass roots organization, based in Natick, Massachusetts, that seeks to promote kindness and resilience while addressing harmful behaviors such as bullying on a community wide basis. Prior to her work with SPARK Kindness, Ms. Guthery served as the Assistant Director of the First Circuit Gender, Race, and Ethnic Bias Task Forces from 1996 to 2001. The Task Forces engaged in an in-depth review of issues related to bias in the First Circuit courts. Ms. Guthery received a Bachelor of Science in Language/Linguistics, magna cum laude, from Georgetown University and a Juris Doctor from Boston University School of Law.