

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

Disposition of Complaint 16-209

Judge:

Complainant:

ORDER

The complainant alleged a justice of the peace displayed improper demeanor toward her and created a hostile work environment.

The responsibility of the Commission on Judicial Conduct is to impartially determine if the judge engaged in conduct that violated the provisions of Article 6.1 of the Arizona Constitution or the Code of Judicial Conduct and, if so, to take appropriate disciplinary action. The purpose and authority of the commission is limited to this mission.

After review, the commission found no evidence of ethical misconduct and concluded that the judge did not violate the Code in this case. Accordingly, the complaint is dismissed in its entirety, pursuant to Rules 16(a) and 23(a).

Commission members Peter J. Eckerstrom, Anna Mary Glaab, and Art Hinshaw did not participate in the consideration of this matter.

Dated: January 31, 2017

FOR THE COMMISSION

/s/ George A. Riemer

George A. Riemer
Executive Director

Copies of this order were mailed to the complainant and the judge on January 31, 2017.

This order may not be used as a basis for disqualification of a judge.

I understand the commission cannot reverse court orders or assign a new judge to a case.

I declare, under penalty of perjury, that the foregoing information and the facts I have provided upon which my allegations of judicial misconduct are based are true and correct

Signature: _____

Date: _____

INSTRUCTIONS

Use the following space or plain paper of the same size to explain your complaint. Explain why you believe what the judge did constitutes judicial misconduct. Be specific and list the names, dates, times, and places relevant to your allegations. Additional pages may be used and relevant copies of documents may be sent with your complaint (please do not send original documents). Use one side of each page only and write legibly or type your complaint. Please keep a copy of your complaint for your records.

PLEASE SEE ATTACHED:

I will provide information which will support my allegations of the following:

Violations of Canon 1 and Canon 2.

JUDICIAL MISCONDUCT: Rule 1.1 COMPLIANCE WITH THE LAW A JUDGE SHALL COMPLY WITH THE LAW INCLUDING THE CODE OF JUDICIAL CONDUCT: RUDE & ABUSIVE DEemeanor;

RULE 1.3 AVOIDING ABUSE OF PRESTIGE OF JUDICIAL OFFICE. IT IS IMPROPER FOR A JUDGE TO USE OR ATTEMPT TO USE HIS POSITION TO GAIN PERSONAL ADVANTAGE OR DEFERENTIAL TREATMENT OF ANY KIND.

RULE 2.2 IMPARTIALITY AND FAIRNESS SHALL PERFORM ALL DUTIES OF JUDICIAL OFFICE FAIRLY AND IMPARTIALLY BY BEING OBJECTIVE AND OPEN MINDED.

RULE 2.3A BIAS, PREJUDICE, AND HARASSMENT SHALL PERFORM ADMINISTRATIVE DUTIES WITHOUT BIAS OR PREJUDICE.

RULE 2.3B ENGAGE IN HARASSMENT INCLUDING BUT NOT LIMITED TO RACE, GENDER, AGE, SOCIOECONOMIC STATUS, NATIONAL ORIGIN, ETHNICITY.

RULE 2.5 COMPETENCE, DILIGENCE, AND COOPERATION SHALL PERFORM JUDICIAL AND ADMINISTRATIVE DUTIES COMPETENTLY, DILIGENTLY, AND PROMPTLY.

RULE 2.6 ENSURING THE RIGHT TO BE HEARD.

RULE 2.8 DECORUM, Demeanor SHALL BE PATIENT, DIGNIFIED, AND COURTEOUS TO COURT STAFF.

RULE 2.16B COOPERATION WITH DISCIPLINARY AUTHORITIES SHALL NOT RETALITATE, DIRECTLY OR INDIRECTLY OR INDIRECTLY, AGAINST A PERSON KNOWN OR SUSPECTED TO HAVE ASSISTED OR COOPERATED WITH AN INVESTIGATION OF A JUDGE OR A LAWYER.

I began assisting with the preparation of
with

and I began working for (not with) her as

From the beginning, showed a dislike towards me with her demeanor, directives, accusations, and excluding me whenever possible. (would turn her back towards me during floor meetings and dismiss me when I spoke). did not personally hire me and I believe this was a big issue. It was mentioned Especially since I am not a "YES MAM" person.

used her "POWER OF AUTHORITY" TO COERCE to target me. They caused be jeopardized and my reputation to be tarnished with their constant attacks of my work ethic, work product, and criticism Although previously, before involvement, I was given high praises and accolades of how great I am from

was hired as the will testify to the fact that wanted me replaced or removed and violated Canon 1 and 2. I presented suggested policies, procedures and information to shared them with It was suggested I not approach the Simply wait until initiated any communications with me which I believe is not the best way to run a business.

Without prior knowledge, where I worked with (I received). I was very successful. (with

I was told that I would be returning to I was very hesitant to agree. stated it was in the best interest of They needed me even though I had already been helping with the I was very reluctant. I felt scared and anxious to be forced back into a bad situation. Against my better judgment I tried not to put up a fuss. I insisted that I would not go back Truth is I needed my pay check! was until one was hired as

was hired Please note that I was directed to keep my conversations with was to a minimum so she could be trained by This was odd since I had been I also had had a very open and honest line of communication until I decided to constantly interfere and press turn against me.

I earned my Degree

I received I was so excited I shared with the What a big mistake!! Next thing I know I was placed on a which said was ordered by

informed me that I successfully complied. However, had directed her to place me on another. I communicated with by voicing my concerns. I just know that I will be successful with any plans you place me on. Please note that will have to explain why I am treated differently than others as no one else is being placed on

After denying my opportunity to on occasions, I was finally allowed to attend. Not only did I complete the course I invited However, she did not attend. The sad thing is all the other graduates had their present. My supported me by attending.

I received with an overall rating of Sabotaging my career took form and was very relevant. All this tracking and micro managing was wearing me down and caused me to be off a week with medical anxiety. I was written up with no progressive disciplinary actions. I was also placed on an unrealistic and unattainable

I contacted the During the interview it was explained to me, since the ratio is one they were unable to help or accept my complaint. Please note was kept in the loop this entire time of my torment.

I was finally removed from the hostile work environment and now work with the This ordeal has financially cost me dearly with loss in pay which I have to say was devastating to my pocket and my heart.

overheard speaking with at a meeting. It was opinion that should not be able to assist the individual courts with preparation of the nor receive overtime. (What is it of her concern as I no longer work for her)?

I received with an will testify how different the current is being treated compared to the way I was treated they will also testify that continues to violate Canon 1 and 2.

is a outside of who will testify to his interactions and witness of rude behavior.

Thank you in advance for your time and consideration into this matter.

Respectfully