

State of Arizona  
COMMISSION ON JUDICIAL CONDUCT

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Disposition of Complaint 18-123

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Judge:

Complainant:

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**ORDER**

The complainant alleged a superior court judge did not conduct an adequate personnel investigation and allowed the complainant to be subjected to 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 member Art Hinshaw did not participate in the consideration of this matter.

Dated: August 15, 2018

Copies of this order were distributed to all appropriate persons on August 15, 2018.

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

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Arizona Commission on Judicial Conduct  
1501 W. Washington Street, Suite 229  
Phoenix, Arizona 85007

**FOR OFFICE USE ONLY**

18-123

**COMPLAINT AGAINST A JUDGE**

Name: \_\_\_\_\_ Judge's Name: \_\_\_\_\_

**Instructions:** Use this form or plain paper of the same size to file a complaint. Describe in your own words what you believe the judge did that constitutes judicial misconduct. Be specific and list all of the names, dates, times, and places that will help the commission understand your concerns. Additional pages may be attached along with copies (not originals) of relevant court documents. Please complete one side of the paper only, and keep a copy of the complaint for your records.

In or around \_\_\_\_\_ a \_\_\_\_\_ complaint was submitted on our then \_\_\_\_\_  
\_\_\_\_\_ whom had allegedly shared \_\_\_\_\_ of one of our \_\_\_\_\_ to  
the \_\_\_\_\_ later confided in a \_\_\_\_\_  
\_\_\_\_\_ that \_\_\_\_\_ had \_\_\_\_\_ Our HR representative (whom was  
controversially \_\_\_\_\_) attempted to cover up and prevent the truth of the allegation  
to surface by not providing Judge \_\_\_\_\_ all the information related to the offense nor did she relay  
information about witnesses wanting to speak to the investigator. Judge \_\_\_\_\_ advised me that I did a  
\_\_\_\_\_ but that the investigator had \_\_\_\_\_  
\_\_\_\_\_ The investigator \_\_\_\_\_ or,  
from what I understand, from \_\_\_\_\_ who had hard evidence to prove the allegations. This is  
what led many to believe the matter \_\_\_\_\_ would continue his  
\_\_\_\_\_ and continue \_\_\_\_\_

Judge \_\_\_\_\_ apparently \_\_\_\_\_ after being provided evidence to him that any  
reasonable person would have suspected \_\_\_\_\_ behavior when it  
was \_\_\_\_\_ that \_\_\_\_\_ held \_\_\_\_\_ and threatened to  
place the \_\_\_\_\_ while he \_\_\_\_\_  
\_\_\_\_\_ on the allegations before \_\_\_\_\_ had permitted \_\_\_\_\_ to advise  
the Judge of his allegations (this bought \_\_\_\_\_ time to collude with \_\_\_\_\_ and others in  
\_\_\_\_\_ When Judge \_\_\_\_\_ earned that \_\_\_\_\_ had \_\_\_\_\_  
\_\_\_\_\_ and was NOT \_\_\_\_\_ but instead was \_\_\_\_\_  
permitted to \_\_\_\_\_  
\_\_\_\_\_ creating a hostile work environment and retaliated, along with \_\_\_\_\_ who often told  
the \_\_\_\_\_ were wrong and would make \_\_\_\_\_ and emotional with \_\_\_\_\_ and  
\_\_\_\_\_ became physically sick and highly stressed out over the incident and  
the hostile work environment \_\_\_\_\_ to deal with the bantering, belittling and  
sabotaging by \_\_\_\_\_ and \_\_\_\_\_ where the environment also created stress,  
depression and physical health issues, \_\_\_\_\_

After \_\_\_\_\_ passed, in which I believe was a tactic to allow \_\_\_\_\_ without being investigated,  
Judge \_\_\_\_\_ and advised me \_\_\_\_\_

me. I advised him that things are already bad and already getting worse but that I wanted \_\_\_\_\_

During the " \_\_\_\_\_ " \_\_\_\_\_ continued \_\_\_\_\_ unethical behaviors and it was reported on several  
occasions to Judge \_\_\_\_\_ that our computers were being hacked into, passwords were changing,  
\_\_\_\_\_ were continuing their behaviors and that \_\_\_\_\_ had asked a

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\_\_\_\_\_ to remove sensitive items ( \_\_\_\_\_ resumes, passwords, SSN, DOB and other sensitive items) from \_\_\_\_\_ in my absence where after his \_\_\_\_\_ he kept in \_\_\_\_\_ and intentionally failed to return. This was brought to Judge \_\_\_\_\_ attention and \_\_\_\_\_ where nothing was done until I brought it up a second time. \_\_\_\_\_ was directed by Judge \_\_\_\_\_ to retrieve \_\_\_\_\_ and it was returned but Judge \_\_\_\_\_ asked the \_\_\_\_\_ instead of me as to whether the \_\_\_\_\_ appeared to be missing. In my opinion, \_\_\_\_\_ was tampered with and appeared to have \_\_\_\_\_

\_\_\_\_\_ was permitted to \_\_\_\_\_ to take his place in which he and \_\_\_\_\_ knew each other \_\_\_\_\_ also \_\_\_\_\_ on new \_\_\_\_\_ that were allies with \_\_\_\_\_ in order to buy their loyalty and gain favor with them and build alliances to later get others and the \_\_\_\_\_ to plot against us (the \_\_\_\_\_ also gained favor with other employees by moving/placing them in favored positions and begun smear campaigning against me and the other \_\_\_\_\_ who were once allies begun ignoring and treating me poorly.

When the new \_\_\_\_\_ came on board \_\_\_\_\_ continued where \_\_\_\_\_ left off and the retaliation and hostile work environment continued to get worse. I was \_\_\_\_\_

\_\_\_\_\_ My health deteriorated and the other \_\_\_\_\_ were terminated and/or demoted and pushed out. Judge \_\_\_\_\_ was advised of these issues and he \_\_\_\_\_

For these reasons I am submitting a formal complaint against Judge \_\_\_\_\_ and further request that the corruption in \_\_\_\_\_ be looked into, ceased and aid the other victims affected by the poor leadership and their corrupt, unethical and bias behaviors.

