

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

Disposition of Complaint 18-403

Judge:

Complainant:

ORDER

The Complainant alleged a justice of the peace improperly discharged her administrative duties at the court.

The role of the Commission on Judicial Conduct is to impartially determine whether a judicial officer has engaged in conduct that violates the Arizona Code of Judicial Conduct or Article 6.1 of the Arizona Constitution. There must be clear and convincing evidence of such a violation in order for the Commission to take disciplinary action against a judicial officer.

The Commission reviewed all relevant available information and concluded there was not clear and convincing evidence of ethical misconduct in this matter. The complaint is therefore dismissed pursuant to Rules 16(a) and 23(a).

Dated: May 13, 2019

Copies of this order were distributed to all appropriate persons on May 13, 2019.

2018-403

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.

I began working for _____ on _____ and was fired on _____ When I was hired, _____ told me that the position was a _____ did not tell me that it was considered _____ by the county, or that I was indeed not _____ I asked repeatedly when _____ as I had serious _____ I was not given an answer until _____ when, during a reprimand, I was told I would have to pass a _____ probationary period.

On _____ asked me to come into the courtroom. When I entered, _____ was also in there. _____ asked if I was on medication and for what conditions, and did those medications cause " _____ I answered that _____

_____ advised me that I had left the _____ times. _____ stated that _____ was going to suspend me for _____ without pay, or fire me straight away, but thought that _____ would discuss the matter with me first. _____ was present through the entire conversation. I advised what _____ which was a HIPPA violation and a complete invasion of my privacy.

The following _____ I forgot to _____ but came right back. _____ was still in the building and advised me that another employee had _____ already. I checked _____ spoke with _____ briefly, then went home. When I came into work on _____ pulled me into the _____ in full hearing of the other employees and told me _____ was firing me. _____ said _____ not trust me, and that it was a shame because I had such _____ I calmly accepted _____ decision, cleaned out my desk and left the premises promptly.

During the _____ that I worked at _____ I observed _____ curse, make inappropriate remarks and reveal confidential information regarding a former employee. This information was also made public at a _____ when a _____ asked why _____ has such _____ in the _____ Several cases were brought before _____ and the attorneys asked for a change of venue, as they did not want _____ adjudating the cases due to _____ bias or inappropriate behavior.

The _____ is the most unprofessional place I have ever worked. The employees routinely curse, play inappropriate music with explicit lyrics, display their tattoos, and behave as if the office was the high school lunchroom. When I complained about the loud music, I was told that they would speak to the offender. However, it continued and when I complained again that I could not concentrate, it was turned around on me. I believe that the _____ and that I was blamed for not _____ I admit that I did forget on occasion. Someone from the office also called the _____ where my _____ and left a message that I was talking about confidential _____ matters. The fact that _____ had failed drug screens in the beginning of the _____ was not confidential.

There has been constant shuffling of staff for _____ in this office. _____ is, in my opinion, an ineffective manager and leader. The amount of mistakes (of which I made many as a _____) is incredible for a courthouse. When I was hired, _____ was to be my trainer. I was progressing well with _____ assistance. Then, without warning, _____ decided that everyone was going to learn another position. _____ removed _____ from a position where _____ could continue to train me, to learning



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the _____ position. Whenever I had a issue or a question, I would have to interrupt _____ learning. I felt like I was bothering my coworkers if I had to ask. I went from " _____ " to " _____ ". _____ also made a point to tell me that if I was having this much trouble with the duties I had at present, there was no way I would progress to the point of being fully competent within the position. I believe I was set up to fail.

_____ listened to a phone call I took from someone needing directions to the court. I advised the caller that the _____ were _____ and to _____ When I got off the phone, _____ told me to cut the time on the phone and to not " _____ "

All in all, the _____ I spent at _____ were stressful, exhausting and frustrating. We were expected to scan _____ of files into _____ using small scanners that would grab several papers at once. They were not designed to handle that load. I was expected to learn, master, and learn more without benefit of a dedicated trainer or mentor. The more I would stress, the more mistakes I would make. I took notes and followed the directions which were written down. I asked for help when I needed it, and was told that after a certain point, the others in the office would not help me. I needed to learn on my own what to do to solve the problem. I was told frequently that _____ was hard to work for and that I could be fired at any minute. When I was out in the community, citizens would make derogatory comments about _____ and ask how could I work for _____ ?

I would like for the Commission to investigate fully not only _____ but the entire office at _____. Customers were often treated rudely, which made the entire office look unprofessional. There were rules set by _____ which were ignored by other staff members.

Thank you for your time and consideration of my complaint.