

State of Arizona  
COMMISSION ON JUDICIAL CONDUCT

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Disposition of Complaint 21-167

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Judge:

Complainant:

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**ORDER**

August 10, 2022

The Complainant alleged a municipal court judge engaged in harassment and retaliated against court staff, demanded staff do personal errands for her, made inappropriate comments about staff, and poorly managed 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 Commission Rules 16(a) and 23(a).

Commission members Roger D. Barton, Joseph C. Kreamer, and Christopher P. Staring did not participate in the consideration of this matter.

Copies of this order were distributed to all appropriate persons on August 10, 2022.

**CONFIDENTIAL**

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

**FOR OFFICE USE ONLY**

**2021-167**

**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.

\_\_\_\_\_ has engaged in harassment, unlawful conduct, and retaliation towards every member of the Municipal Court staff. In the \_\_\_\_\_ since her appointment, the career staff at the Municipal Court have been subjected to daily harassment, hostilities, and retaliation by Magistrate \_\_\_\_\_

There is currently an investigation pending with the \_\_\_\_\_ as a result of Magistrate \_\_\_\_\_ conduct. The continued harassment, retaliation, and unlawful conduct towards court staff cannot be permitted to continue.

On \_\_\_\_\_ the \_\_\_\_\_ or the Court requested time off that day to \_\_\_\_\_

This request is a protected activity under both Arizona and Federal law. The request was made through Complainant \_\_\_\_\_ because the \_\_\_\_\_ – and other Court staff – are terrified of Magistrate \_\_\_\_\_ Magistrate \_\_\_\_\_ denied the \_\_\_\_\_ request, then attempted to humiliate him in Court for simply asking for the time.

Magistrate \_\_\_\_\_ has made unprofessional and unlawful demands of her staff, including that they go to \_\_\_\_\_ – during work hours – to obtain birth control medication, lie to her husband regarding her whereabouts when she is with other men, and has had staff send all files to her at home so she does not have to come into work.

Magistrate \_\_\_\_\_ likewise has made inappropriate comments to staff, and allowed others to make inappropriate sexual comments about staff in open court. Magistrate \_\_\_\_\_ has repeatedly demanded an \_\_\_\_\_ retire and made comments pressuring her to do so. Magistrate \_\_\_\_\_ will issue directives to staff, then reprimand them for following her precise directives.

Ultimately, nearly every employee who reports to Magistrate \_\_\_\_\_ has filed a complaint against her for her harassing, retaliatory, and unlawful conduct. I am enclosing herein the complaints filed by \_\_\_\_\_

STATEMENTS

OF

To whom it may concern:

I am writing this letter to inform you about the recent events that have created a hostile atmosphere in my working environment. I have been a witness to insults, derogatory, and shameful remarks by a coworker, Judge [redacted]. This is a formal complaint and I request an early action and proper investigation of the situation. I [redacted] I have seen many verbal abuse's that take place at my work. On many occasions she has provided us with contradicting information and causing us to question ourselves. Causing us to question our creditability to perform our duties to the best of our abilities and question our own judgment.

On one personal occasion dated on [redacted] I had returned from my lunch and received a phone call from Judge [redacted] asking where, if and why [redacted] was not in the office? I had informed Judge [redacted] that I had just came back from lunch (my lunch is at [redacted] and was not sure if she was in. She had already confirmed with [redacted] earlier that day that she had not came in on that day due to her having an approved day off. I was confused by her questioning [redacted] absence since she was already aware of her not coming in. She would question one of us and call another for the same reason just to see what we would say. In by doing so, she causes confusion, fear, uncertainty, and entrapment if the proper answer is not provided to her. And out of fear of losing my job I sent Judge [redacted] a text apologizing for my confusion. She did text me back stating how would I know if she was in or not? I stated that since I usually stay in the front and do not go to the back offices or to her office unless I need something. Sometimes I do not see her in the morning unless I need something. She then stated that I should verify before I confirm something that it appears that I am covering for her. How could I be covering for someone that she had approved leave for? I continued to apologize for a mistake that I felt no wrongdoing in.

I did contac [redacted] that moment of what had occurred on that day. [redacted] then proceeded to tell me that Judge [redacted] had stated to her, that I said that she was out at lunch when I never made that statement. I had clarified to Judge [redacted] that I was not aware if [redacted] was or had been in the office.

We did have a meeting regarding this matter. She stated that I informed her of an exact time [redacted] left the office that day which I never gave her such information. I also stated to Judge [redacted] that she was very intimidating and made me nervous at the time. All because of her temper. How she would just explode, roll her eyes when something was not to her liking. At the ending of this meeting, she did state she would work more on her temper that it was just how she is [redacted] Temper that never changed and continued to happen.

Sincerely,

To whom it may concern:

I am writing this letter to inform you about the recent events that have created a hostile atmosphere in my working environment. I have been a witness to insults, derogatory, and shameful remarks by a coworker, Judge

This is a formal complaint and I request an early action and proper investigation of the situation. I work for the I have seen many verbal abuse's that take place at my work. On many occasions she has provided us with contradicting information and causing us to question ourselves. Causing us to question our creditability to perform our duties to the best of our abilities and question our own judgment.

On Judge approached me at my desk, she sat in the desk next to me and stated that I am the only employee that does not give her a headache. That she does not need to micromanage me like the others. She kept sighing and say This made me feel very uncomfortable, it was very out of line and unprofessional on her part. With not knowing what to say I just said an awkward thank you.

My fellow coworkers work intensively hard to manage their workload as quickly as possible. The way she expressed herself of her own employees was very demeaning and shameful.

Due to her many temper explosions, it has created a very hostile environment to work in. We the staff in all would question in what mood Judge was in that day to determine if it would be a good or bad workday at the office. Temper that was also seen in the courtroom during court sessions, in front of Defendants, Attorneys, officers etc. From eye rolling, tossing paperwork/cases, snatching paperwork/cases from staff's hand.

On many occasions Judge would question us on why we always went to first. Instead of going straight to Judge in any matter we needed assistance with no matter if it were personal or work related. As the staff always have always been informed to follow the chain of command. Even then she would still question us and always state something along the lines of well On many occasions I witnessed Judge undermine the authority that had and the authority of our as to why they took the liberty to make certain decisions without consulting her first Decisions that they needed to be made at that very moment and since Judge was not always physically at the office and was late most of the time. We would then try to reach her by phone and most of the time she would not be available. On different occasions I would witness arguments between Judge and In office that happened behind closed doors that ended in yelling. Yells that could be heard down the hall to the front lobby. Arguments that would happen due to Judge not getting her way and ying to calm her down by trying to rationalize with her.

Working in this hostile environment has put a strain in my personal and work life. It is very difficult and stressful to concentrate on my everyday task and has caused me severe anxiety. Having to always work as if you are walking around eggshells and constantly be reminded that we can be replaced at any given moment is not a healthy environment to be a part of.

Sincerely,

STATEMENT

OF

**THE COMMISSION'S POLICY IS  
TO POST ONLY THE FIRST FIVE  
PAGES OF ANY DISMISSED  
COMPLAINT ON ITS WEBSITE.**

**FOR ACCESS TO THE  
REMAINDER OF THE  
COMPLAINT IN THIS MATTER,  
PLEASE MAKE YOUR REQUEST  
IN WRITING TO THE  
COMMISSION ON JUDICIAL  
CONDUCT AND REFERENCE  
THE COMMISSION CASE  
NUMBER IN YOUR REQUEST.**