

State of Arizona  
COMMISSION ON JUDICIAL CONDUCT

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Disposition of Complaint 21-224

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Judge:

Complainant:

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**ORDER**

August 10, 2022

The Complainant alleged that a municipal court judge made derogatory comments to staff, made staff tense and fearful, was a poor manager, and improperly intervened in a criminal matter involving a family member.

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**

**2021-224**

**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.

To whom it may concern,

I have attached complaints, letters, emails, messages and proof regarding Judge unacceptable behavior.

Currently, there are approximately [redacted] submitted complaints to the Human Resources department since [redacted] and the situation is still the same. The hostile environment is still handled day by day at work. I fear for my health and my employment, I have currently taken all my personal belongings home since I don't know when my last day will be.

The other [redacted] employees that were terminated were not able to come back and get their belongings, and when Judge [redacted] gather their belongings she kept some personal notebooks. That were turned in weeks later to the H.R. department by her.

We found out yesterday that the

[redacted] therefore we are at square one, with nothing being done.

On the next page, you will see the original complaint that was submitted to Human Resources on

To whom it may concern,

For the past \_\_\_\_\_ or so there have been several incidents and cruelty from \_\_\_\_\_  
I have kept silent and patient because in some way I felt protection  
from the \_\_\_\_\_

\_\_\_\_\_ will always tell us that " \_\_\_\_\_ " and that she will try to  
speak sense into \_\_\_\_\_ I will always tell her that she wasn't a good person, that someone  
that is good, changes with time for the best. I will always tell \_\_\_\_\_ didn't trust  
her staff and that she always jumps to conclusions and gets upset at everything. With the sudden  
termination of \_\_\_\_\_ comes as a shock since she was \_\_\_\_\_ at this point I  
fear for my job and my health.

This day was the worst I have ever experienced in the past \_\_\_\_\_ that I have been working for the  
\_\_\_\_\_ I felt humiliated in front of several defendants, An attorney that was  
present, and court staff. There were several errors from my part, which I accept and understand that  
they could have been avoided. The only thing that I don't accept is that Judge  
doesn't listen to your explanation; she just jumps to conclusions and starts rolling her eyes in front of  
everyone. Even the Attorney apologized because he knew that we would be in trouble because of  
Judge \_\_\_\_\_ reaction. I didn't even want to go into her office for fear of her reaction.  
told me that she would handle it and she later on explained to me what I could have done differently  
to prevent future mistakes and errors.

Every time we go into court, and there's one single paper, or note missing on a file, she starts rolling  
her eyes and scattering paper loudly trying to look for that paper.  
Once you try to work on that paper to give it to her trying to type that paper as fast as you can, at this  
point it always happens that I am shaking and with my heart beating really fast because she is  
watching me type the form and in a way pressuring me to give it to her.

Once I hand it to her she grabs it from me with an attitude and it always happens that she makes me  
feel incompetent. Once we get out of court she is always investigating who the clerk was working on  
that case with the missing paper. She starts asking everyone who's writing is it, who's file is it to also  
humiliate that clerk.

She has a tendency to yell at us in front of other court staff or defendant's even attorneys. I  
understand that she has a way of leadership different than we might be used to, but there are ways to  
talk to her staff and the people that help her day by day run the court. She is not approachable; she  
easily explodes and jumps into conclusions about every little thing that happens.

Whenever we had a problem that needed to be solved, we would always try to solve it as best as  
possible fearing what she was going to say and how she was going to react. We would go tell  
\_\_\_\_\_ to try to help us solve the issue, and not in any way to do something  
behind the judge's back, it was just for her not to get more upset. \_\_\_\_\_ would always tell us, I will  
talk to her and basically " \_\_\_\_\_ ' to calm her down.

Since the day Judge \_\_\_\_\_ started working, it has been a really tense and hostile environment.  
I remember the first time we went into court \_\_\_\_\_ and I tried to correct her in something  
that she was doing that was illegal and that it couldn't be done. I remember she was walking out of  
the courtroom, and she turned around and with a deep angry tone of voice she told me "

" From that day

forward it hasn't changed, we always thought she would change but it has just gotten worse. Every single day, every single morning we ask the same question. Monday, Tuesday, Wednesday, Thursday, and Friday. We ask " " and it's not a question because we need her, it's a question of trying to see if it's going to be a good day or not. Most of the days of the week she is not in the office and the usually scans and sends her the files so she stays away from the court. and that shouldn't be happening it's wrong that we question if someone is coming to work, and celebrating when that person will not be present.

It shouldn't feel so tense when Judge is there, everyone is quite and as soon as we hear her come in, we fear how she is in the mood that day and what time is she going to leave because we don't want her there, I can't even concentrate because I feel like she is always looking over my shoulder, it's just really bad.

I also want to complain about Judge not being approachable when it comes to our health. Lately, I have been having and I am not a doctor but I feel it's all the tension that I have, because other co-workers complain about the same thing.

Recently I had a dr's appointment and when I went in there, my blood pressure which was really high. My doctor told me that if I knew the reason for my blood pressure being so high since I had it controlled for so many years, and I just told her that maybe it was all the pressure that I was having at work. She told me that she would check it again before I left just to make sure. When she checked it again it was already at and she got really scared and she told me that as soon as I left the office I needed to go to the emergency room without making any other stops since those numbers were for a potential heart attack. I left the dr's office and all in my head I was thinking of was that she was not going to be happy that I was not going to return to work that day, since I had only asked for to go to my appointment. So I went back to work, I felt horrible some co-workers told me I was pale and my heart was raisin really fast. The told me that if I felt bad that I should go to the urgent care and that she would text the judge.

Later on, she showed me the text that the judge replied to when told her that I wasn't feeling well and that I might go to the urgent care. She replied to " " " So I told I was just going to tough it out and stay working. I really don't think that an employee should feel that they have to have a " " at work in order to please the boss, instead of preventing and going to get treated.

Judge is always making comments out of place to humiliate everyone. She always demands to have and if there aren't any she gets upset. She says that she has to ; always available to her because she doesn't

" Which is, "

' like calling us and she was laughing at that comment. She is always making comments that she thinks are funny but they are all mostly humiliating and uncomfortable and she usually does it in front of everyone and doesn't think through it.

One time we were in court, and at the time an appointed counsel was in court with us, and he made a comment of the [redacted] that he had been hired because he was the "[redacted]" of the court, and Judge [redacted] like always didn't defend her staff and was laughing with the attorney about it, I felt that she should have stopped the Attorney from referring to one of the staff in an improper manner to me that had to be reported right away to human resources. The [redacted] did mention to us that he also felt uncomfortable about it, but that he was in fear of losing his job since he is [redacted] I believe that that's why he stayed quiet.

On another occasion, the [redacted] had mentioned that he [redacted] and that he was [redacted] and while he was telling us. [redacted] overheard and she looked at him and said "[redacted]" meaning "[redacted]" but in a flirting tone of voice. I turned around to look at him, and she looked like she had grabbed his waist but I am not sure, I just saw her smiling and looking at him checking him out. I looked at his face and he seemed very uncomfortable and looked at me with embarrassment. It made me feel uncomfortable and she wasn't telling me anything, I felt bad for him. but at the end of the day we had to stay quiet because she is the boss and has the power to fire us. [redacted] is always making comments about the [redacted] and referring [redacted] She is always telling me things like "[redacted]" She is always referring to him as "[redacted]" I don't say anything but it's embarrassing because sometimes she does it in front of him. It's very delicate because [redacted] and [redacted] When she says that, I usually tell her no Judge "[redacted]" but she just laughs.

One time the judge was talking about her contract, and she said that if they hadn't renewed her contract that she was surely going to take a few employees with her, and started laughing loudly. When she realized that we weren't laughing she tried to fix it to where she said "[redacted]" nobody believed that. I truly feel that she will fire us on any given day for no apparent reason now that we don't have someone that shields us. I have always felt that Judge [redacted] has a lot of power because not only she is the judge but she has "[redacted]" with an elective official which is also [redacted] that also has a lot of power as well. That is something that I always have in the back of my mind every time I approach her which has made me keep quiet about everything that happens in the court.

There are several incidents that have happened that involve this elective official, that makes me think that she is protected by him and whatever we say to try to find help, that at the end of the day it won't make a difference and we will lose our jobs. One time we were going to have a trial and our [redacted] were all ready to go inside the courtroom waiting for the judge to arrive since she was running late like always. That same day she had scheduled a wedding ceremony for a family member of the elective official that she is involved with. When she arrived at court about [redacted] ate, she literally told the [redacted] to go outside the courtroom, as well as [redacted] for the trial, [redacted] She ordered us to let the wedding party come into court to perform the ceremony and gave priority to the elective official. We have always seen the [redacted] as a very powerful and [redacted] but that day he was humiliated by having to wait for the Judge to finish performing the ceremony which was way before [redacted] At that time, we realized that we needed to stay away from the judge since apparently, she was really close to this elective official.

**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.**