

State of Arizona
COMMISSION ON JUDICIAL CONDUCT

Disposition of Complaint 21-228

Judge:

Complainant:

ORDER

August 10, 2022

The Complainant alleged a municipal court judge wore inappropriate clothing to work, made her staff feel stressed, and recorded a conversation with Complainant that made her feel uncomfortable.

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

2021-228

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.

April 26, 2021

HR Department

City of

On [redacted] Judge [redacted] called me into her office to talk to me regarding work. She asked me for permission to record our conversation with her phone which caught me off guard. I said "[redacted]". At the beginning of our conversation, Judge [redacted] was asking me questions regarding work but with a tone of anger. It made me feel so uncomfortable and intimidated, I would of preferred if someone else had been there, not just the two of us.

After our conversation, I returned to my desk feeling shocked on the way Judge [redacted] approached our conversation. I asked my co workers if their conversation were also recorded like mine, and they all stated no. That made me feel embarrassed and that I'm always the one being targeted by her.

I had to resort to other methods to help me reduce stress I acumulated from working with her. For example, I drink green teas every morning to help me calm my nerves due to the hostile environment that Judge [redacted] has created at work. All the work environment depended on how the mood of the Judge was that day, it determine our day at work. For example if she came in feeling angry or upset, it was going to be a nightmare for all the staff. And what i mean by nightmare, it is by heryelling at us (in and out of the courtroom), rolling her eyes at us during a hearing or even throwing us the files if there were to be any minor mistake on it. She will do this in front of Attorneys, officers, defendants etc. Most of the times when the Judge will appeared by phone to the hearings she will also get frustrated with the defendants when they weren't able to hear her loud enough or wouldn't understand clearely. All of this has been affecting me emotionally and personally. Many times my co-workers and I spoke to the Judge letting her know how we felt about her being rude and disrespectful to us. She would always apologize and admit that she was wrong. But she stated that's the way she is, would never change and we had to deal with it cause of the end of the day she was our boss. In a joking matter she will tell us that even her family like her mom and husband were afraid of her way of being. The Judge would always tell us that she didn't trust us and therefore she will micromanage our work.

I have witness so many times how Judge would yell at my co-worker [redacted] regarding not being satisfied how she performed her work, she would make her cry and feel miserable. Judge has always wanted for [redacted] to retired she has said it so many times to [redacted]. The Judge personally handed [redacted] with paperwork regarding the retirment. Her words were "[redacted]!" This would make [redacted] feel undesirable. With all this stress

that the Judge has cause in _____ she was diagnose with _____ was afraid to ask the Judge for some days off to get treatment due to her explosive reaccions. Many times _____ confinded me her reasons of leaving her position due to the Judge agressive way of speaking to her.

I also witness so many times if _____ wouldn't agree with the Judge how she will snap at _____ by yelling at her so loud that it was heard all the way to the front lobby. We would of avoid all contact with the Judge when we knew she was in a rage of stage. We will wait until the Judge leaft the court to talk to _____ and ask her if she was ok and what cause the argument. She will tell us that the Judge wanted for her to write us up, and since she didn't agree with it, the Judge will get furious. The Judge for careless mistakes that we will make, she will tell _____ to write us up. the Judge would not seek for a solution for our simple mistakes or talk to us about it. She would always go with the worst quick fix. _____ will always _____ and use _____ to get her through the day. This arguments were often and _____ always try to calm her down.

The Judge many times have walk into work wearing sandals or inappropriate clothing. Our bailiff told her that she was showing to much cleavage that she needed to cover up because it was unprofessional. The Judge just laughed and said to him in a flirty way " _____ and _____ ust said " _____ , _____ !"

Working in this stressfull environment has made me realized is not safe working at the court due to not knowing how the Judge mood is going to be that day or her reaction towards us. There's countless situations that has happen in court with the Judge but the few statements that I mention above were the ones that have affected me the most and I just hope my statements can make a difference for the future of the court and the safety of my fellow coworkers.

Sincerely,

To whom it may concern,

I would like to file another complaint against Judge [redacted] I forgot to mention in my last statement. During covid season, Judge [redacted] will conduct weddings and wouldn't allow any wedding party to assist only the bride and groom. The court staff will have to be the witness for the wedding parties. On one occasion it was a [redacted] wedding and I told my Coworker [redacted] that I was not going to be able to be witness for that wedding, to advise the Judge. Because I was going to pick up my stepson since my husband has shared custody of him and we have him every other weekend. That specific weekend he was scheduled to be with us my husband and I had to make other arraignments to pick him up from [redacted] where he lives with his mother. Judge [redacted] got upset since I was not going to be able to attend the wedding. I didn't let [redacted] know the reason why I couldn't make it to the wedding. I am always available on the weekends when they need me to go to work.