

State of Arizona  
COMMISSION ON JUDICIAL CONDUCT

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Disposition of Complaint 25-197

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Judge:

Complainant:

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**ORDER**

January 14, 2026

The Complainant alleged a municipal court judge assigned personal tasks to a staff member during work hours, did not provide due process in termination proceedings, and improperly detained parties at the courthouse in lieu of jail time.

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 and Delia R. Neal did not participate in the consideration of this matter.

Copies of this order were distributed to all appropriate persons on January 14, 2026.

2025-197

**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.

**Subject: Formal Complaint Against Judge \_\_\_\_\_ for Misconduct and Abuse of Authority.**

I am writing to file a formal complaint against Judge \_\_\_\_\_ for multiple instances of misconduct and abuse of judicial authority. The actions described below represent clear violations of ethical standards, misuse of public resources, and a severe compromise of due process within the Town's judicial and administrative proceedings.

**Misuse of Public Resources and Employee Labor**

It has come to my attention that Judge \_\_\_\_\_ has engaged in multiple inappropriate uses of public resources by directing town employees to perform personal tasks during paid working hours. These include:

1. **Furniture Moving:** In or around \_\_\_\_\_, during court hours between 9:00 AM and 4:00 PM. Judge \_\_\_\_\_ directed town employees \_\_\_\_\_ and \_\_\_\_\_ to move his personal furniture from a moving truck in \_\_\_\_\_. This is a clear misuse of publicly funded labor for personal benefit.
2. **Pet Care During Court Hours:** Judge \_\_\_\_\_ Judicial Assistant and Court Administrator \_\_\_\_\_ Judge \_\_\_\_\_ for \_\_\_\_\_ while they were on duty at the courthouse, \_\_\_\_\_ was instructed to \_\_\_\_\_ Judge \_\_\_\_\_ when he resided \_\_\_\_\_ n \_\_\_\_\_ - using public time for personal errands.
3. **Personal Transportation:** On multiple occasions between \_\_\_\_\_ and \_\_\_\_\_ Judge \_\_\_\_\_ had \_\_\_\_\_ transport him to the \_\_\_\_\_ and International Airports during re \_\_\_\_\_ working hours (between 12:00 PM 5:00 PM), diverting public personnel for non-official travel.

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

**FOR OFFICE USE ONLY**



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**Due Process Violations and Investigative Bias**

In addition to misusing town resources, Judge \_\_\_\_\_ appears to have exerted undue influence over an internal personnel matter involving \_\_\_\_\_. Notably:  
Judge \_\_\_\_\_ prematurely declared \_\_\_\_\_ employment terminated via an email to all court staff, despite \_\_\_\_\_ appeal rights not yet being exhausted. This public pronouncement not only circumvented due process but cast serious doubt on the fairness and impartiality of the proceedings.

The investigation against \_\_\_\_\_ was riddled with conflicts of interest:

1. Judge \_\_\_\_\_ initiated the allegations.
2. He was directly involved in reviewing the investigative findings.
3. He worked closely with the HR Director to determine the validity and completeness of the investigation - based on his own claims.
4. He decided the disciplinary measures himself.
5. He sent an email to all town court staff stating \_\_\_\_\_ would not be returning, while the appeal process was still active.

This chain of events effectively made Judge \_\_\_\_\_ the complainant, investigator, adjudicator, and final authority - an arrangement that is inherently unjust and deeply problematic.

Even if one were to argue that the process was technically compliant, the appearance of impropriety is overwhelming. The entanglement of Judge \_\_\_\_\_ with both the disciplinary process and its enforcement undermines public trust and violates fundamental principles of fairness and accountability.

It appears that Judge \_\_\_\_\_ has violated his obligations under the **Arizona Code of Judicial Conduct**, particularly:

- Rule 1.2 – Promoting Confidence in the Judiciary**
- Rule 1.3 – Avoiding Abuse of the Prestige of Judicial Office**
- Rule 2.2 – Impartiality and Fairness**
- Rule 2.4 – External Influences on Judicial Conduct**
- Rule 2.11 – Disqualification**

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I would like to report **Judge** \_\_\_\_\_ for failing to take appropriate and timely action upon receiving credible and ongoing reports concerning a hostile work environment within his court, specifically tied to the conduct of his Court Administrator, \_\_\_\_\_, between \_\_\_\_\_ and \_\_\_\_\_. Numerous complaints and firsthand accounts were brought to Judge \_\_\_\_\_ attention indicating that \_\_\_\_\_ consistently created a toxic and demoralizing workplace. Her management style has been described by multiple staff members as excessively controlling and demeaning. Specific concerns included:

- Speaking to court employees — \_\_\_\_\_ —in a **disrespectful, belittling, and condescending** manner.
- Engaging in **micromanagement** that eroded the autonomy and professional dignity of staff.
- Fostering an atmosphere of fear and low morale, which **directly contributed to the resignation or termination** of the aforementioned court employees.

Despite being made aware of this hostile behavior on multiple occasions, Judge \_\_\_\_\_ **failed to intervene, investigate, or implement corrective measures.** \_\_\_\_\_ behavior has persisted without meaningful accountability, continuing to degrade the working conditions within the court and contributing to high turnover and dissatisfaction among court staff.

This failure to act constitutes a dereliction of judicial leadership and undermines the public's trust in the administration of justice. A judge has an ethical duty not only to ensure the fair and impartial adjudication of cases, but also to maintain a workplace that adheres to the standards of respect, professionalism, and dignity expected of judicial institutions.

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By permitting \_\_\_\_\_ behavior to continue unaddressed, Judge \_\_\_\_\_ has violated his obligations under the **Arizona Code of Judicial Conduct**, particularly:

- **Rule 1.2** – Promoting Confidence in the Judiciary
- **Rule 2.5(A)** – Competence, Diligence, and Cooperation
- **Rule 2.12(A)** – Supervisory Duties over Court Personnel

It is imperative that the Commission thoroughly investigate this matter, including interviewing former court staff who experienced or witnessed the hostile environment. Judge \_\_\_\_\_ inaction has had real and lasting consequences on the careers and well-being of public employees, and it reflects a concerning lapse in ethical leadership. I urge the Commission to review this complaint and initiate appropriate proceedings to address this failure of judicial responsibility.

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I am writing to formally file a complaint against **Judge** \_\_\_\_\_ for making inappropriate, discriminatory, and unprofessional remarks that raise serious concerns about his conduct.

**Discriminatory Comment**

Between \_\_\_\_\_ during a one-on-one conversation regarding his \_\_\_\_\_ Judge \_\_\_\_\_ made a racially insensitive and offensive statement directly to me. He asked:

“ \_\_\_\_\_ ?”

This statement was deeply offensive, perpetuating harmful stereotypes and calling into question Judge \_\_\_\_\_ impartiality and respect for diversity. As a court official, such a comment is unacceptable under any circumstance and especially concerning when it comes from a judicial officer with authority and influence.

**Repeated Inappropriate Personal Remarks**

Judge \_\_\_\_\_ has also made multiple inappropriate and demeaning personal comments about my marital status, both publicly and privately:

- On several occasions in front of court staff and while presiding from the bench, he made jokes about me being divorced, referencing me by saying things like “ \_\_\_\_\_ ” using my personal circumstances as the subject of humor.
- In private meetings, Judge \_\_\_\_\_ stated, “ \_\_\_\_\_ ” adding that my spouse is “ \_\_\_\_\_ ”

These comments are intrusive, unprofessional, and have caused me both discomfort and embarrassment in my workplace. The fact that they were made both in private and in front of others—often from the bench—further demonstrates a disregard for appropriate boundaries and judicial decorum.

**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.**