

From: [Weeks, Liz](#)
To: [AO Code and Conduct Rules](#)
Subject: JC&D Rules Comment
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Submitting as a private individual and practicing NY attorney

I am writing in support of the changes to Article II “Misconduct and Disability.” Generally, I rely upon the Code, JC&D, and the Report of Federal Judiciary Workplace Conduct Working Group.

Specifically, I support the proposed changed because:

- Judges are in a position of public trust and the community and practitioners should have confidence that they will be held to the highest ethical standards vis-à-vis their colleagues;
- Judges frequently weigh in on controversies of workplace and sexual harassment. Safe workplaces are a normative expectation for anyone in a professional setting. Judges are more likely to be viewed as impartial if they are credibly believed to abide by the same normative expectations in their own workplace, rather than “rules for thee and thine, not for me and mine”;
- Workplace harassment makes it difficult or impossible to produce quality work product and therefore has a direct, material impact on clients and the judicial system;
- Work becomes difficult and/or impossible because one has concerns over personal safety and professional regard;
- It has a disproportionate impact on women and minorities who frequently find themselves in subordinate positions to judges;
- The disproportionate impact on women and minorities creates an incentive to leave the legal profession, maintaining a level of homogeneity that is counterproductive to affecting justice and fair outcomes.

Thank you,

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