

CONFERENCE OF CHIEF JUSTICES

Resolution 2

In Support of Commitment to Awareness and Training on Workplace Harassment in the Judicial Branch

WHEREAS, the Conference of Chief Justices is committed to the rule of law and to strict observance of laws relating to conduct in the workplace; and

WHEREAS, the Conference of Chief Justices has historically championed gender equity in the state courts and in 1988 passed a resolution urging each Chief Justice to establish separate task forces devoted to the study of gender bias in the court system and minority concerns as they relate to the judicial system; and

WHEREAS, recent events have raised public awareness of pervasive sexual harassment in the workplace in government, the media, and private industry; and

WHEREAS, State codes of judicial conduct require judges, in the performance of their judicial duties, not to manifest bias or prejudice or engage in harassment (including sexual harassment) and not to permit court staff, court officials, or others subject to the judge's direction and control to do so; and

WHEREAS, a judicial disciplinary commission exists in every state to hold judges accountable; and

WHEREAS, as a separate branch of government, the judicial branch has the duty to protect its employees against harassment and intimidation in the workplace;

NOW, THEREFORE, BE IT RESOLVED that the Conference of Chief Justices encourages the judicial branch of each state, territory, and the District of Columbia to establish and maintain policies:

- (1) to provide every judge and employee with training that addresses the various forms of workplace harassment, including sexual harassment, and related intimidation and reprisal that are prohibited by law; and
- (2) to establish procedures for recognizing and responding to harassment and harassment complaints; and

BE IT FURTHER RESOLVED that the National Center for State Courts shall create a repository of resources that address workplace harassment in the state courts, including model policies and procedures.

Adopted as proposed by the CCJ Board of Directors at the Midyear Meeting on January 31, 2018.