



Federal Bar Association

Mr. James C. Duff Director
Administrative Office of the U.S. Courts One Columbus Circle, N.E.
Washington, D.C. 20544

Re: Report of the Federal Judiciary Workplace Conduct Working Group

Dear Director Duff:

I write to thank you for your leadership of the Federal Judiciary Workplace Conduct Working Group and the excellent report produced by the Working Group. Please relay to Chief Justice Roberts and the Judicial Conference of the United States the strong support of the Federal Bar Association for the report's thoughtful and systemic recommendations aimed at the prevention and elimination of inappropriate conduct, including harassment, in the Judicial Branch workplace.

Federal judges, clerks and deputy clerks of court, law clerks, legal interns, and other court personnel are among the members of the Federal Bar Association. The Association's endorsement of the Working Group's report reflects our strong desire to ensure that appropriate safeguards are in place to protect every court employee from inappropriate workplace conduct. Indeed, although federal judges daily demonstrate the utmost civility and respect, the isolation of the workplace in a judge's chambers can heighten the possibility of harassment and misconduct.

From the Working Group's initial "climate survey" of Judicial Branch to the formulation of specific recommendations for the improvement of training and reporting protocols, the Working Group has produced an excellent framework for assuring a zero-tolerance approach by the Federal Judiciary toward unwanted and inappropriate conduct in federal courthouses and judicial facilities. Their report recommends measures to improve courthouse/workplace conduct policies and procedures, including improvements in workplace standards and communications about how employees can file complaints, and the creation of less formal avenues for employees to seek advice and assistance on workplace conduct issues, along with training for judges and employees. The recommendations for informal resolution and exit interviews with clerks are particularly good ideas.

We believe the Working Group report's 24 specific recommendations to the Judicial Conference and its relevant committees deserve prompt approval and implementation.

Sincerely yours,

Kip T. Bollin National President

