

From: [Keith Williams](#)
To: [AO Code and Conduct Rules](#)
Subject: Proposed Changes to Code of Conduct for U.S. Judges and Judicial Conduct and Disability Rules
Date: Tuesday, November 13, 2018 6:38:50 PM

Keith Williams
Commenting on behalf of myself
Commenting on Code and JC&D Rules

In the last paragraph of Canon 1, please consider adding the following after the 4th sentence (after "system." before "Many"):

"When there is an appropriate violation of the Code, the punishment for an offense shall be the following: Whoever engages in the conduct constituting the offense shall be imprisoned for not more than one year or fined in the amount of \$50,000, or both. Whoever willfully engages in the conduct constituting the offense shall be imprisoned for not more than five years or fined in the amount of \$50,000, or both."

This language could also be inserted in a newly created Article I, Rule 4, (d), and by replacing the language "the conduct constituting the offense" in both sentences with "misconduct".

This concept came directly from "18 U.S. Code § 216 - Penalties and injunctions." If you allow certain bad judges to continue to violate the law without any consequences, their actions will never change. If no action is taken (in regards to inserting disciplinary language), employees will continue to be afraid to speak up while confidence and morale within the judicial workplace will decline. Adding the disciplinary language will help eliminate a systemic pattern of conflict, continuous harassment, workplace bullying, and abuse of authority that others may not be able to see.

Thank you for the opportunity to comment.

Sincerely,

Keith Williams
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