



**JUDICIAL DISTRICT OF COLORADO**

**ADMINISTRATIVE ORDER** 19-103

**SUBJECT:** Civility in the 20<sup>th</sup> Judicial District

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**To:** All Judicial Officers, Court Executive, Clerk of Court, Court Staff, District Attorney, Public Defender, Boulder County Bar Association, Chief Probation Officer, Probation Staff, Boulder County Sheriff, Jail Division Chief, Boulder County Attorney, Interested Parties

**From:** Ingrid S. Bakke                      **DATE:** August 13, 2019  
Chief Judge

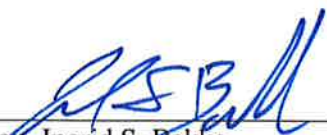
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The 20<sup>th</sup> Judicial District Courts and Probation will not tolerate, condone or allow harassment whether engaged in by classified and contract employees, volunteers, interns, supervisors, judicial officers, clients, customers or any others conducting business at or with the Judicial District at either the Longmont Courthouse or the Boulder Justice Center.

Harassment, when used in this order, represents any unwelcome or offensive conduct, verbal or physical, based on a person's race, color, national origin, gender, age, sexual orientation, gender identity, religion, socioeconomic status or disability if such conduct adversely affects that person's work performance or employment status, or otherwise creates an intimidating, hostile or offensive work environment. Examples of prohibited conduct include: derogatory comments, remarks, gestures, or jokes, including the same contained in electronic communications and media, relating to a person's race, color, national origin, gender, age, sexual orientation, gender identity, religion, socioeconomic status or disability, racial or ethnic slurs and negative epithets.

The Court reminds all attorneys, parties and members of the public that they are expected to demonstrate respect for the legal system and for those who serve it, including judges, other lawyers, public officials and court staff. All attorneys, parties and members of the public are expected to treat the court, opposing counsel, other parties, witnesses, jurors, court staff and court security officers with courtesy and respect at all times. This applies to all conduct and communications, verbal and nonverbal, written and oral, in court and out of court.

The courts will address conduct that is contrary to this order and apply enforcement mechanisms as necessary.

  
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Hon. Ingrid S. Bakke  
Chief Judge  
20th Judicial District