

The Supreme Court
State of Washington

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Rajeev Majumdar, President
Washington State Bar Association
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VIA E-MAIL ONLY

Terra Nevitt, Interim Director
Washington State Bar Association
terran@wsba.org

Dear Rajeev and Terra:

I am writing you as the leaders of the Washington State Bar Association (WSBA) as a response to the employees who requested review of existing WSBA policies. The investigation is closed, I have discussed with the investigator her conclusions and the perceptions that were shared with her. As a result, I recommend that the WSBA Board of Governors adopt some explicit changes in policy. The changes should ensure there are anti-harassment policies and procedures in general as well as clear policies and procedures for handling complaints against a governor, which include clear explanations and processes for dealing with such complaints and any conflict of interest.

Rajeev, you and I have discussed how this can be accomplished and you have assured me that together with Terra and Julie Shankland, General Counsel, you have consulted outside counsel in order to develop such a policy, which the Board of Governors will consider at a special meeting later this month. Thank you for your efforts. I look forward to learning of the action of the Board.

Very truly yours,

MARY E. FAIRHURST
Chief Justice