

IN THE CIRCUIT COURT OF LINCOLN COUNTY, MISSOURI
45th JUDICIAL CIRCUIT

In Re: Hostile Work Environment

ADMINISTRATIVE ORDER 2022-04

WHEREAS, the elected Circuit Court Clerk of Lincoln County has caused there to be a hostile work environment for the circuit court clerk employees;

WHEREAS, three circuit court clerk employees have ceased their employment with the Lincoln County Circuit Court due to the hostile work environment cause by the elected Circuit Court Clerk of Lincoln County;

WHEREAS, today a 22+ year circuit court clerk employee was harassed, demeaned and humiliated to the extent that two circuit court clerks came to the aid of that employee and they were also harassed, demeaned and humiliated by the elected Circuit Court Clerk of Lincoln County;

WHEREAS, that the 22+ year circuit court clerk employee left upset, crying and unable to perform her duties;

WHEREAS, the entire circuit court clerk office was disrupted by the behavior of the elected Circuit Court Clerk of Lincoln County rendering the circuit court employees unable to perform their duties;

WHEREAS, the hostile work environment caused by the elected Circuit Court Clerk has affected nearly all of the circuit court clerk employees to the extent that they are considering resigning;

WHEREAS, the elected Circuit Court Clerk of Lincoln County refused to reply to the above allegations;

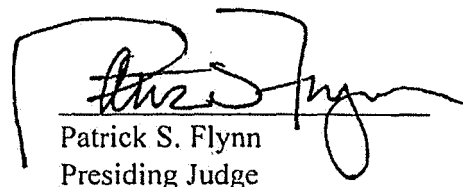
WHEREAS, there is a need for the circuit court clerk employees to feel safe, valued and have a non-hostile work environment in order to perform their duties to provide for an effective administration of justice for the citizenry;

COMES NOW the Presiding Judge and enters the following Administrative Orders:

1. The elected Circuit Court Clerk of Lincoln County shall refrain from continuing behavior which causes a hostile work environment for the circuit court clerk employees.

2. Any circuit court clerk employee who is subjected to a hostile work environment by the elected Circuit Court Clerk may call upon the Lincoln County Justice Center Security to respond immediately.
3. The Lincoln County Justice Center Security may take such action as is necessary to address the situation as in their discretion is needed to deescalate the situation, investigate and then report such incident to the Presiding Judge.
4. The 22+ year circuit court clerk who left today shall be granted administrative leave for such time period necessary for her to be able to return to perform her duties.

ORDERED this date March 4, 2022 subject, to further orders of the Court.



Patrick S. Flynn
Presiding Judge

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Jim D Beck, Milan Berry, David Ash, Thomas Frawley, Gregory Allsberry,
Kathy Hall to Kayleigh Ellison, Amanda Neel, Caroline Kight, Cheryl Kerns, Dayna Will, 03/04/2022 04:29 PM
Janey Menne, Karen Dye, Lori Goodman, Mary Evans, Mary Gregory,
Cc Catherine Zacharias, Leanne Lorts

From Kathy Hall/45/Courts/Judicial
To Jim D Beck/45/Courts/Judicial@JUDICIAL, Milan Berry/45/Courts/Judicial@JUDICIAL, David
Ash/45/Courts/Judicial@JUDICIAL, Thomas Frawley/22/Courts/Judicial@Judicial, Gregory
Allsberry/45/Courts/Judicial@JUDICIAL, Kayleigh Ellison/45/Courts/Judicial@JUDICIAL, Amanda
Cc Catherine Zacharias/OSCA/Courts/Judicial@Judicial, Leanne Lorts/OSCA/Courts/Judicial@JUDICIAL

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