

## Justin Riches

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**From:** Linley Wilson  
**Sent:** Thursday, September 14, 2023 3:03 PM  
**To:** Justin Riches  
**Subject:** FW: Ethics Complaint-Rep. Nancy Gutierrez

**From:** Tim Fleming <[tfleming@azleg.gov](mailto:tfleming@azleg.gov)>  
**Sent:** Monday, May 15, 2023 10:51 AM  
**To:** Leezah Elsa Sun <[LSun@azleg.gov](mailto:LSun@azleg.gov)>  
**Cc:** Andres Cano <[ACano@azleg.gov](mailto:ACano@azleg.gov)>; Rhonda Barnes <[RBarnes@azleg.gov](mailto:RBarnes@azleg.gov)>; Lisette Flores <[LFlores@azleg.gov](mailto:LFlores@azleg.gov)>; Linley Wilson <[LWilson@azleg.gov](mailto:LWilson@azleg.gov)>; Michael Hunter <[mhunter@azleg.gov](mailto:mhunter@azleg.gov)>  
**Subject:** RE: Ethics Complaint-Rep. Nancy Gutierrez

Dear Representative Sun,

Thank you for reaching out. The Rules Attorney Office is in receipt of your email dated 5/10/2023 at 8:48 p.m. entitled "Ethics Complaint – Rep. Nancy Gutierrez." Reviewing the matter as described in your email, we understand that you and Rep. Gutierrez share an office suite and also had one staff employee who was assigned to assist you both. Your complaint expresses sincere grievance about the actions of Rep. Gutierrez and the staff assistant. However, the conduct and behavior described implicate neither the jurisdiction of the House Ethics Committee nor House Policy on Workplace Harassment. Instead, the details described in your email appear to reflect a complaint about the behavior of the House employee and also a personality conflict between you and Rep. Gutierrez. In the context you have described, the resolution of your grievance will be primarily administrative in nature and outside of the scope of assistance that can be offered by the Rules Attorney Office. Accordingly, we have directed your complaint through the appropriate channels for resolution.

Best regards,

Tim Fleming & Jennifer Holder  
Rules Attorneys



Arizona House of Representatives  
Phone: (602) 926-4615  
Email: [jholder@azleg.gov](mailto:jholder@azleg.gov); [tfleming@azleg.gov](mailto:tfleming@azleg.gov)

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**From:** Leezah Elsa Sun <[LSun@azleg.gov](mailto:LSun@azleg.gov)>  
**Sent:** Wednesday, May 10, 2023 8:48 PM  
**To:** Tim Fleming <[tfleming@azleg.gov](mailto:tfleming@azleg.gov)>  
**Cc:** Andres Cano <[ACano@azleg.gov](mailto:ACano@azleg.gov)>; Rhonda Barnes <[RBarnes@azleg.gov](mailto:RBarnes@azleg.gov)>; Lisette Flores <[LFlores@azleg.gov](mailto:LFlores@azleg.gov)>  
**Subject:** Ethics Complaint-Rep. Nancy Gutierrez

On April, 26, [redacted] called in sick and notified me via a group chat with Rep. Gutierrez, who took the liberty of sending him home. Although I agreed that it would be best for him to rest, I also needed to touch base with him later to transition information needed later in the day. I had an AAPI caucus event and required some necessary information.

When I arrived at the capitol, I discussed the matter with Rep. Gutierrez, and I found her response to be unprofessional. She told me that he was sick and needed to rest. I agreed but told her that I still needed to speak briefly with him. At this point, she said, "he's scared of you." I became aware that there was a workplace issue involving us that I was not privy to and was not being handled appropriately. I informed her that it was none of her business and that this was to be resolved between myself and [redacted]. If our assistant had an issue, he should discuss it with me or the supervisor so that we could properly address the problem. It was at this point that she asked me to leave her office.

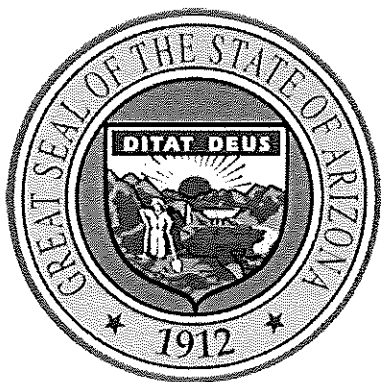
As a State Legislator, I am well-versed in conflict resolution and its implementation. Rep. Gutierrez, however, has repeatedly violated my trust by escalating conflict and encouraging it from our shared assistant. This matter should have been resolved by the affected parties, but it may now require intervention. In the past, our assistant has shared inappropriate information or opinions regarding Rep. Gutierrez, and I pushed back and asked him to resolve those issues with her directly. I expected the same response from her, but now I know that she has been encouraging unprofessional behavior. I have learned that [redacted] has also shared private information from my office (particularly regarding scheduling and private meetings) and biased, one-sided, and unaccounted opinions about me with other legislators. This has created an unhealthy work environment that is emotionally cruel and unnecessary, leading to various rumors and gossip. This situation is not only unfair and distracting to various parties, but it also makes it more difficult to collectively and effectively focus on policy.

This matter was brought to our attention on the day [redacted] quit, but I was not notified by him. This constitutes unprofessional behavior on behalf of Rep. Gutierrez. No assistant should have the capacity to impact trust between legislators in such a manner. Rep. Gutierrez has taken matters into her own hands and thus escalated conflict between all parties involved.

I believe that this matter needs to be addressed expeditiously to meet immediate resolution

Sincerely,

Rep. Leezah Sun



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