

**From:** Amani Edwards <aedwards@ctbar.org>  
**Sent:** Friday, December 4, 2020 4:27 PM  
**To:** Rules Committee  
**Cc:** Amy Lin Meyerson; Cecil Thomas  
**Subject:** CBA Proposed Amended Rule of Professional Conduct 8.4(7)  
**Attachments:** Signatory - 8.4(7) letter 11\_30\_2020.pdf

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Dear Honorable Justice McDonald,

Attached please find a letter pertaining to the Connecticut Bar Association proposed amended rule of professional conduct 8.4(7).

Respectfully submitted,

Amani Edwards

Amani Edwards  
Director of Diversity & Human Resources



30 Bank Street  
New Britain, CT 06051  
O: 860-612-2025

[aedwards@ctbar.org](mailto:aedwards@ctbar.org)

Visit - [www.ctbar.org](http://www.ctbar.org) today!  
[aedwards@ctbar.org](mailto:aedwards@ctbar.org)  
[www.ctbar.org](http://www.ctbar.org)



30 Bank Street  
New Britain, CT 06051  
P: (860) 223-4400  
F: (860) 223-4488

*By electronic mail only to [RulesCommittee@jud.ct.gov](mailto:RulesCommittee@jud.ct.gov)*

November 30, 2020

Honorable Justice Andrew J. McDonald  
Connecticut Supreme Court  
Chair, Superior Court  
Rules Committee  
231 Capital Avenue  
Hartford, CT 06106

Re: Connecticut Bar Association proposal to Amend Rule 8.4 of the Connecticut Rules of Professional Conduct to define discrimination, harassment and sexual harassment in conduct related to the practice of law as professional misconduct

Dear Justice McDonald:

We write on behalf our respective law firms, legal departments, and legal organizations to urge adoption of the Connecticut Bar Association's proposed Rule 8.4(7).

In 2016, the Connecticut Bar Association began an initiative to bring together legal leaders in the state to enhance diversity and inclusion in the Connecticut legal community. Our firms, legal departments and legal organizations signed the CBA's pledge to advance diversity and inclusion within our own legal organizations and within the Connecticut legal community as a whole. We declared then and have re-affirmed since that a core value of our organizations is to promote diversity and inclusion. In doing so, we pledged to respect the diversity of all individuals, and to create inclusive environments within our legal organizations that allow diverse individuals to succeed, grow, to be respected and valued, contribute to the overall strength of our organizations, and share in the benefits and rewards of those contributions. Diversity, as it is used in the Pledge, is an inclusive concept, one that embraces age, color, ethnicity, familial or marital status, gender identity or expression, language, national origin, physical or mental disability, military or veteran status, race, religion, sexual orientation, and socioeconomic background.

The CBA's proposed rule 8.4(7) is not only consistent with the Pledge but will further our collective goals of making the Connecticut legal community a more equitable and inclusive one. Discrimination, harassment and sexual harassment in professional contexts are deeply harmful to those who experience it, and to the integrity of our profession. As lawyers, we have an obligation to model the highest levels of ethical conduct and professionalism. Discrimination and harassment in professional contexts are inconsistent with that ideal.

The Rules of Professional Conduct state the principles of our profession, and guide and govern our conduct as attorneys. We believe that the proposed rule creates an ethical standard that is appropriate and long overdue. We urge adoption.

CC: Amy Lin Meyerson, President, Cecil J. Thomas, President-Elect



David A. Ball, Esq.  
Managing Partner  
Cohen and Wolf, P.C.




Tanya A. Hughes  
Executive Director  
Commission on Human Rights and Opportunities



Natalie S. Wagner  
Executive Director  
Connecticut Bar Foundation



Richard J. Colangelo  
Chief State's Attorney  
Connecticut Division of Criminal Justice



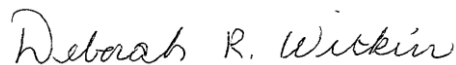
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Chief Public Defender  
Connecticut Division of Public Defender Services



Erin Kemple  
Executive Director  
Connecticut Fair Housing Center



Kathleen M. Flaherty  
Executive Director  
Connecticut Legal Rights Project, Inc.



Deborah R. Witkin, Esq.  
Executive Director  
Connecticut Legal Services, Inc.

Thomas D. Goldberg  
Managing Partner  
Day Pitney LLP

Deirdre M. Daly  
Partner  
Chair of the Diversity and Inclusion  
Committee  
Finn Dixon and Herling LLP

Jamey Bell  
Executive Director  
Greater Hartford Legal Aid

William J. McGrath  
Managing Partner  
Halloran Sage, LLP

Christopher P. Kriesen  
Founder and Principal  
The Kalon Law Firm LLC

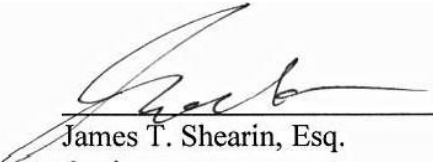
John M. Letizia  
President & Managing Partner  
Letizia, Ambrose & Falls, P.C.

Joseph T. Boccassino  
Managing Partner  
McCarter & English LLP

Lawrence Morizio  
President  
Morizio Law Firm P.C.

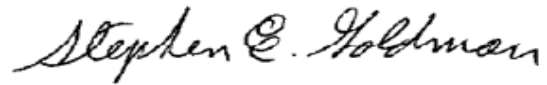
Jennifer M. DelMonico  
Managing Partner  
Murtha Cullina LLP

Alexis H. Smith  
Executive Director  
New Haven Legal Assistance Association

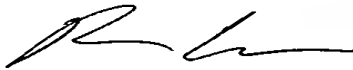


James T. Shearin, Esq.

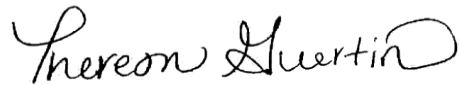
James T. Shearin, Esq.  
Managing Partner  
Pullman and Comley



Stephen E. Goldman  
Managing Partner  
Robinson & Cole LLP



Robert O. Hickey, Esq.  
Managing Partner  
Ryan Ryan Deluca LLP




Theresa Guertin  
Managing Partner  
Saxe Doernberger & Vita



Alan E. Lieberman  
Managing Partner  
Shipman & Goodwin LLP




Janice J. Chiaratto, Esq.  
Executive Director  
Statewide Legal Services of Connecticut, Inc.



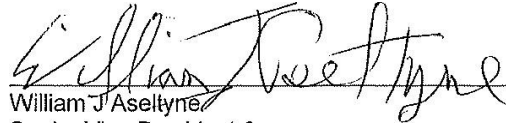
John H. Alissi, Esq.  
President  
Updike Kelly and Spellacy



Barbara A. Young  
Partner-In-Charge, Connecticut  
Verrill Dana LLP



Paula A. Hughes  
Managing Partner  
Wiggin and Dana LLP

  
William J. Aseltyn

William- Aseltyn  
Senior Vice President & General Counsel  
Chief of Staff to the President & CEO  
Yale New Haven Health System