



**BEFORE THE STATE COMMISSION
ON JUDICIAL CONDUCT**

CJC No. 22-1399

PUBLIC WARNING

**HONORABLE RICK GRISSAM
JUSTICE OF THE PEACE, PRECINCT 1 & 4, PLACE 1
COLORADO, MITCHELL COUNTY, TEXAS**

During its meeting on August 9-11, 2022, the State Commission on Judicial Conduct concluded a review of the above-referenced matter against the Honorable Rick Frisson, Justice of the Peace, Precinct 1 & 4, Place 1, Colorado, Mitchell County, Texas. Judge Grissam was advised by letter of the Commission's concerns and appeared and gave testimony before the Commission on August 10, 2022.

After considering the evidence before it, the Commission entered the following Findings and Conclusion:

FINDINGS OF FACT

1. At all times relevant hereto, the Honorable Rick Grissam was Justice of the Peace for Precinct 1 & 4, Place 1, in Colorado, Mitchell County, Texas.
2. Judge Grissam hired A.S. as a court clerk in March 2021.
3. Beginning in May 2021, Judge Grissam began subjecting A.S. to several comments, including crude jokes of a sexual nature on multiple occasions and comments regarding her clothes.
4. A.S. stated that Judge Grissam told her, "Just think, if you die before me, I will get to see your naked body."
5. A.S. stated that Judge Grissam requested they have adjoining rooms at an upcoming conference and suggested multiple times that she bring a bikini with her so they could sit in the hot tub and have some beers.

6. A.S. stated that Judge Grissam told her about telling another court clerk he met at a conference in the hotel bar that she needed to “find a fat man like him because they have plenty of fat to snuggle with even though their peckers shrink.”
7. Judge Grissam also showed A.S. a video of a women pretending to have a tampon stuck in her.
8. In April 2021, A.S. reported Judge Grissam’s conduct to the Mitchell County Judge and County Attorney, who conducted an investigation pursuant to the county’s local sexual harassment policy.
9. In response to the county’s investigation, Judge Grissam admitted making many of the comments to A.S. but stated they were made in a joking manner, and that he advised A.S. if she felt uncomfortable, she should let him know. However, Judge Grissam denied stating to A.S. that he will see her naked if she dies before him.
10. The Mitchell County Attorney concluded that Judge Grissam engaged in sexual harassment as defined in Mitchell County Policy 1B-6, which includes, “Slurs, jokes, statements...where...(3) the conduct has the purpose or effect of substantially interfering with an affected person’s work performance or creating an intimidating, hostile, or offensive work environment.”
11. Judge Grissam was relieved of his court clerk by the Mitchell County Commissioners Court until January 2023 and was instructed to attend sexual harassment training sponsored by the Texas Association of Counties.

RELEVANT STANDARDS

1. Canon 2A of the Texas Code of Judicial Conduct provides in relevant part that a judge shall comply with the law.
2. Canon 3B(4) of the Texas Code of Judicial Conduct states, in pertinent part: “A judge shall be patient, dignified and courteous to litigants, jurors, witnesses, lawyers and others with whom the judge deals in an official capacity.”

CONCLUSION

Based on the record before it and the factual findings recited above, the Texas State Commission on Judicial Conduct has determined the Honorable Rick Grissam, Justice of the Peace, Precinct 1 & 4, Place 1, Colorado, Mitchell County, Texas should be publicly warned for engaging in sexual harassment and creating an intimidating, hostile and offensive work environment, in violation of Canons 2A and 3B(4) of the Texas Code of Judicial Conduct.

The Commission has taken this action pursuant to the authority conferred it in Article V, §1-a of the Texas Constitution in a continuing effort to promote confidence in and high standards for the judiciary.

Issued this the 22nd day of August, 2022.



Janis Holt
Vice-Chair, State Commission on Judicial Conduct