

August 18, 1988

To the Members of the Oral Board:

I am scheduled to go before the oral board today at 3:00 to apply for a position on the register for juvenile probation officer trainee. As my application material indicates, I feel that I am more than qualified for the training position. Additionally, before I left Alaska, I was repeatedly asked to interview for probation positions there.

Unfortunately, I will not be allowed to meet with your group today, because I am cohabitating without the benefit of marriage. I have been told by your personnel office that there would be no purpose in seeing you if I do not intend to terminate my cohabitating relationship. I have been in a long term relationship for over seven years. In fact, I came to Arizona to be with my boyfriend when he came down here for a job as a civil engineer. I was very insulted and saddened to see cohabitating listed with the kind of crimes that I spent almost four years with the District Attorney, trying so hard to end.

I feel that by enforcing policies such as this, based on such archaic law, that you are losing a valuable pool of applicants. In addition, the policy does not seem to be uniformly enforced by your various county agencies. I understand that not all personnel in the Juvenile Court system are subject to this policy. I also understand that there are juvenile probation officers currently employed, who are cohabitating. I also find it interesting, that cohabitating is not considered officially when applying for an adult probation officer trainee.

I feel that this policy that prevents me from being considered as an applicant in the same way as other people, for the interviewing phase of this job, is discrimination and an invasion of my privacy in the meanest way. Several people, including a representative from a state agency, suggested I just lie about my living situation. Liars are not the kind of people who should be working in such a sensitive position with these youth. No job is worth undermining a person's self esteem and personal ethical standards. As my transcripts and letters of recommendation show, I have been interested in both children and the criminal justice system for many years. Victor Krumm, the Anchorage District Attorney who hired me, said in a letter of recommendation, that I was his single best hire while he was the District Attorney.

I request that your agency look at your policies, which I'm sure you feel are based on valid state law, to see whether they are in the best interest of the criminal justice system and the

children you are trying to help. Hopefully, future qualified people seeking trainee positions will not be denied the same opportunity to apply for a position, for such reasons. I feel your policy interpretation of state law is denying you perhaps some excellent applicants, and hope you will consider changing it.

Sincerely

Debbie Deem

Maricopa County Juvenile Court Center policy disqualifies any applicant falling into one of the following categories:

- a. Having used any illegal narcotics or drugs, including marijuana, within twelve (12) months of the date of application.
- b. Having ever sold any defined illegal drug, including marijuana.
- c. Chronic use of alcohol, marijuana or drugs within the past five (5) years.
- d. Having engaged in any illegal sexual acts.
- e. Cohabitation without benefit of marriage.

Other areas which are seen to be in conflict with the philosophy of the Court and the laws of the State will be carefully reviewed at the time of processing. Additional areas of potential disqualification may be found in Rule 4(E) of the Judicial Merit System.

7. Maricopa County Juvenile Court Center policy prohibits the hiring of persons related directly or through marriage to the third degree of affinity and consanguinity.

The Maricopa County Juvenile Court Center is an Equal Opportunity Employer. If you feel you have been discriminated against because of race, sex, religion, color, national origin, age, or handicap, please contact the Employee Relations Division of the Personnel Department at 262-3895.