

## Celebrating Our National Heritage - 1776-2026

Two hundred fifty years, 1776 to 2026, is a relatively short time in the history of most nations. A bold Declaration of Independence by a fragile group of representatives of the colonies to a dominant, but still fragile, democratic world power passed in little more than the blink of an eye.

For Ohio, our path from the home of Shawnee, Lenape, Miami and Seneca-Cayuga tribes to present-day is even shorter. As the current tenants of your community's most significant real estate, judges have the opportunity to share the history of not just Ohio's beautiful courthouses, but also how each of your counties was formed and developed.

If you have not already started planning, team with your local historical society and history buffs to make your courthouse once again the center of community activities during the year-long celebration. The Public Information staff at the Ohio Supreme Court has already begun a renewed focus on Ohio's courthouses and the development of our legal history. Use them for additional support in your effort to make your community's history come alive for students, young and old.

Memorable celebrations require significant effort. Judges, more than anyone, can lead the rediscovery of community history and the common ground we all share. Nurturing community pride often pays dividends in ways one did not anticipate. It should be a memorable experience for the place you call home.

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### Human Trafficking: A Crime Hidden in Plain Sight

Judge Mary Kate Huffman Ohio Second District Court of Appeals American Bar Association National Judicial Fellow

Judges may recognize some human trafficking situations in a variety of cases in the courtroom, primarily involving the victimization of individuals for sexual exploitation. But many other circumstances more subtly signal the potential that a justice-involved individual is caught in the vice of a human trafficker and can go unnoticed by those working in the justice system.

Stereotypes abound regarding the depth and breadth of the conduct that constitutes human trafficking, but also who might experience human trafficking. Preconceived ideas or assumptions, though, can blind us to the realities of human trafficking and prevent us from recognizing when it occurs. Unfortunately, human trafficking represents an abundantly complex, varied and often misunderstood dynamic than typically seen in a courtroom in the United States. A full understanding of human trafficking may assist courts in identifying and responding to and assisting victims that may be detected through justice system involvement.

The U.S. Department of Homeland Security defines human trafficking as the use of force, fraud, or coercion to obtain some type of labor or commercial sex act. The United Nations, though, adopts a broader description, and characterizes the trafficking in persons as:

the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payment or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.<sup>1</sup>

No matter the scope or language used in describing the human trafficking dynamic, all definitions incorporate three core elements – the act, the means, and the purpose. The act of human trafficking involves recruiting, transporting, harboring or receiving a victim. The means include any form of control, particularly physical and sexual violence, emotional or psychological manipulation, fraud, deception, false promises, romantic claims, coercion, abuse of position, giving payments or benefits, abduction and the removal of identification documents.

The singular purpose of human trafficking, though, always involves exploitation.<sup>2</sup> What begins as a seemingly consensual association may develop into a human trafficking experience, dominated by profiting from the relationship and control by the trafficker. Trafficking does not necessarily involve movement or transportation, as many experience the crime in their own home or living environment.

Victims may be of any age, race, gender or nationality. No country remains immune from human trafficking, even well-developed nations. Any community may serve as a location of origin, transit or destination for the crime. Human trafficking occurs everywhere, whether in cities, suburbs and even rural areas, and in every social or economic stratum.

Unquestionably, human trafficking manifests itself somewhat differently around the world, particularly regionally. Globally, human trafficking takes many forms, and may include forced labor, debt bondage, domestic surveillance, sexual exploitation, organ removal,<sup>3</sup> forced marriage,<sup>4</sup> child soldiers, involuntary adoption, forced criminal activity, and begging. In the Western Hemisphere, particularly associated with unprecedented irregular migration, the most prevalent experiences include sex trafficking and forced labor. While preconceived ideas of societal, economic and political conditions in the U.S. may contribute to a belief that some of the forms of human trafficking do not occur in this country, all forms of the crime exist here, with the possible exception of child soldiers.

Victims trafficked globally flow through a number of international routes, with Africans trafficked to the highest number of destinations. According to the United Nations, displacement, insecurity, and climate change exacerbate the vulnerability of Africans caught in the human trafficking web. The primary route of child trafficking globally occurs in north and sub-Saharan Africa, Central America and the Caribbean.<sup>5</sup>

No single dynamic, cause, or effect exists for victims of human trafficking. A number of commonalities, or root causes, though, permeate the experience – economic pressures and the living circumstances of victims, power and control as well as the economic interests of the traffickers, national political instability and transition, as well as social and cultural factors.

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<sup>&</sup>lt;sup>1</sup> United Nations, The Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children (2000).

<sup>&</sup>lt;sup>2</sup> United National, Office of Drugs and Crime, *The Global Report on Trafficking in Persons, 2024,* available at https://www.unodc.org/documents/data-and-analysis/glotip/2024/GLOTIP2024\_BOOK.pdf

<sup>&</sup>lt;sup>3</sup> According to the United Nations Global Report on Trafficking in Persons, North Africa and the Middle East have the highest number of detected victims of organ removal, in part due to the prevalence of large vulnerable communities, limited access to medical care and political corruption.

<sup>&</sup>lt;sup>4</sup> Forced marriage refers to marriage at any age that occurs without the free and full consent of both parties, including anyone under the age of 18 who is not able to give full or legal consent. Forced marriage may occur when family members or others use physical or emotional abuse, threats, fraud or deception to obtain an individual's agreement to marry. Early marriage, child marriage and forced marriage are terms often used interchangeably, but which represent very different experiences.
<sup>5</sup> *Id.* 

Common international human trafficking business fronts include modeling and travel agencies, employment companies, international matchmaking services, au pair services, and massage parlors. Some international financial transactions may generate suspicion of human trafficking, including the transfer of funds to or from other countries, frequent transactions inconsistent with expected activity or a purported line of business, rapid turnover of funds and/or large volumes of cash deposits from unidentified sources.

According to the U.S. State Department, readily available technology permits, at every stage of human trafficking, the recruitment, control, market and exploitation of victims. Perpetrators may use social media, online advertisements, websites, dating apps and gaming platforms – or fraudulent and deceptive duplications of actual sites to hide the true identity of the trafficker, including through fake accounts and profiles – to attract or recruit victims. Once contact is made, the trafficker makes various false promises, including education, employment, housing, acting or modeling opportunities, or romantic relationships, to lure the victim into a labor or sex trafficking situation. And traffickers engage in sophisticated tactics to avoid detection, through the use of fake accounts and profiles, encryption and other schemes. Technology also allows traffickers to transfer currency to their network, through the use of cryptocurrency and other techniques that may be untraceable.<sup>6</sup>

The means of engaging in human trafficking also varies widely. While traffickers often work through both large and small transnational criminal organizations, perpetrators may work alone and victims may be trafficked by family members, acquaintances, and community members.

Human trafficking and human smuggling represent two different, but often interconnected, dynamics, and generally have a genesis in the same factors, such as victims seeking to escape poverty, conflict, or crises in their country of origin, or efforts to pursue a better life elsewhere. While human trafficking involves the exploitation of men, women and children, typically for purposes of forced labor, commercial sex work, or organized crime, human smuggling involves the business of transporting people illegally across an international border or providing fraudulent documents, usually to gain unauthorized entry into a nation or region other than the country of origin. Human smuggling, though, generally lacks the coercive element inherent in trafficking. But a circumstance beginning as a human smuggling relationship may quickly turn to a human trafficking experience, particularly since migrants remain at high risk for exploitation, as many assume debt to pay their smugglers or are subjected to conditions where opportunities for trafficking abound.

An accurate count of the number of individuals subjected to human traffickers remains elusive, primarily resulting from the difficulty in detecting the crime and in accumulating reliable data about incidents of victimization.<sup>7</sup> Victims often hesitate to seek help, for a variety of compelling

reasons, making human trafficking a hidden crime. Language barriers, fear of their traffickers, and/or fear of law enforcement, and the potential repercussions of justice involvement influence victim responses and reticence to report trafficking crimes. Many victims fail to report because of economic dependence on their traffickers or a lack of resources to obtain independence from traffickers. Others may feel helpless because traffickers routinely withhold the victim's identification or other important documentation.

Human trafficking proves both difficult to detect, and also difficult to gather reliable data about. Experts agree that human trafficking circumstances, globally, continue to be grossly unreported and undetected. The United Nations Office of Drugs and Crime, responsible for monitoring trafficking for the UN, explains the challenge: "It is very difficult to assess the real size of human trafficking because the crime takes place underground, and is often not identified or misidentified." The UN reports the number of *detected* victims, globally, in 2022 was 74,785, which represented a 43% increase in the detection of total victims, compared to 2020 figures. Convictions for human trafficking globally also continue to rise, increasing 36% between 2020 and 2022.9

According to the United Nations 2024 *Global Report on Trafficking in Persons*, in 2022 girls and adult women represented 61% of trafficked persons globally. Adult women made up 39% and girls accounted for 22% of detected victims in 2022, largely for purposes of sex trafficking. While women and girls make up the largest proportion of trafficked individuals worldwide, over time a higher percentage of men and boys have been identified as vulnerable to many forms of human trafficking, including sexual exploitation, but particularly forced labor and criminal conduct. The UN Report also noted additional detection trends:

Child victims are increasingly detected globally with distinct patterns of trafficking emerging for boys and girls, with the majority of girls continuing to be trafficked for the purpose of sexual exploitation, while boys are primarily trafficked for forced labor, and other exploitative purposes, such as forced criminal conduct and forced begging.

Trafficking for purposes of forced labor (47%) now exceeds the total percentage trafficked for sexual exploitation (36%), which historically has represented the highest percentage of victims. The majority of convictions worldwide, though, result from cases of sexual exploitation, hinting that criminal justice responses to forced labor remain lacking or ineffective.

About three-quarters of all detected incidents of trafficking in persons is perpetrated by organized crime groups operating in business or governance-type structures.

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<sup>&</sup>lt;sup>6</sup> U.S. Department of State, Trafficking in Persons Report (June, 2024).

<sup>&</sup>lt;sup>7</sup> Human Trafficking Prevalence Estimation Feasibility Study Final Report, January 2025, Abt Global LLC, submitted to the Bureau of Justice Statistics.

<sup>&</sup>lt;sup>8</sup> United National, Office of Drugs and Crime, *The Global Report on Trafficking in Persons, 2024, supra* note 2.

<sup>9</sup> Id.

<sup>&</sup>lt;sup>10</sup> *Id*.

Another UN agency, UNICEF (United Nations International Children's Emergency Fund), estimates that 28% of *identified* victims of trafficking globally are children, but acknowledges that accurate data remains incomplete. According to UNICEF, identifying child victims represents a significant challenge because younger persons fear the unknown consequences of reporting, including repercussions from their traffickers, being returned to their trafficker, lack of information about how to report or where to find safety, mistrust of authorities in general, and particularly in some cultures, fear of the stigma associated with the conduct in which they were forced to be involved while trafficked.

In the United States, the Combat Human Trafficking Act of 2015<sup>11</sup> requires the Director of the Bureau of Justice Statistics (BJS) to annually prepare a report on human trafficking, that includes arrests, prosecutions, convictions and sentences at the state level. Unfortunately, data collection efforts recently lead BJS to conclude that it is unable to produce accurate estimates of the prevalence of human trafficking in the U.S., <sup>12</sup> particularly since published crime statistics only represent offenses known to law enforcement, and do not account for all human trafficking that occurs.

Available data from BJS efforts, though, reveals that men represent 91% of the individuals convicted of human trafficking in sex work in U.S. district court; 95% were U.S. citizens, and 71% lacked any prior criminal record. In cases involving convictions for sexual exploitation and other abuse of children, 95% of those convicted were men, 98% were U.S. citizens, and 72% had no prior history of criminal convictions, with relatively similar statistics for those who transport individuals for illegal sexual activity. About three-quarters of those convicted of trafficking in any form range in age from 25 to 49.

In the U.S., the National Center for Missing and Exploited Children (NCMEC), received 27,800 reports of possible child sex trafficking in 2024. The average age of reported child sex trafficking victims identified as missing to NCMEC was 15.<sup>13</sup>

Many labor trafficking cases in the U.S. involve individuals in the country legally as a result of a temporary work visa, and work in the construction, farming and carnival industries. The employers claim they cannot fill their job openings with people already in the U.S. and seek to employ individuals through the temporary work visa program. But the work visa permits employment only by the single business sponsoring the individual, which can result in exploitative circumstances, particularly where the employer can levy threats or impose working conditions that leave the employee with the alternatives of either submitting to the circumstances

<sup>12</sup> U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, Human Trafficking Data Collection Activities, 2024 (October, 2024).

or being forced to leave the country if the employment is voluntarily or involuntarily terminated.<sup>14</sup>

National and global forces agree that the most effective means to investigate human trafficking occurs through a collaborative, multi-agency approach with international, federal, state, local, tribal and NGO partners, with the ultimate goal of any efforts lying with the recovery of victims. A series of UN efforts seek to draw attention to and combat human trafficking through coordinated efforts among the international community. In an effort to shed light on the gravity of the crime, establish international standards to define human trafficking, and influence and encourage international responses to human trafficking, in 2000 the UN drafted the Protocol to Prevent, Suppress and Punish Trafficking in Persons (the UN TIP Protocol), later acceded to or ratified through domestic legislation by 180 nations. The UN TIP Protocol supplemented the Convention Against Transnational Organized Crime (often referred to as "the Palermo Accord"), adopted by the UN General Assembly in November 2000. Although not legally binding, the Palermo Accord provided member states with standards to be ratified through domestic legislation, evidencing their national commitment to undertake measures to combat against transnational organized crime, often resulting in human trafficking. In 2003, the UN adopted the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, directed specifically against trafficking targeting this vulnerable population, and supporting international cooperation in the investigation and prosecution of human trafficking as well as aid and protection for victims.

In the United States, the Trafficking Victims Protection Act (TVPA) of 2000 represents landmark federal legislation designed to combat human trafficking not only domestically but also internationally by focusing on three key areas: protection of victims, prevention of trafficking, and prosecution of traffickers.

In acknowledging that human trafficking represents a complex dynamic, judges and court staff may assist victims by engaging in practices that can identify trafficking. Some helpful court practices include:

- Engaging in on-going training designed to educate judges and court staff on recognizing and addressing human trafficking,
- Utilizing risk assessment tools that may assist in identifying trafficking victims,
- Listening for signs of trauma and elements of force, fraud and coercion in personal, household, and work relationships,
- Implementing practices to avoid persons from being escorted through the court
  process or monitored by their traffickers, usually under the guise of serving as an
  interpreter, employer, or companion who refuses to be separated from the justiceinvolved individual,

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<sup>&</sup>lt;sup>11</sup> 34 U.S.C. Section 20708(e).

<sup>&</sup>lt;sup>13</sup> See https://www.missingkids.org/theissues/trafficking.

<sup>&</sup>lt;sup>14</sup> Polaris Project, U.N. Trafficking Hotline Data, available at polarisproject.org.

 Exploring the financial circumstances of the individual that might signal trafficking, including determining if housing, food, medical expenses, and other daily living costs are paid or controlled by an alleged employer or some other person, or if any employment verification is suspect or does not appear to be genuine.<sup>15</sup>

By recognizing the potential that a justice-involved individual may also experience human trafficking and implementing practices that can aid in detection, courts can provide valuable resources and opportunities to assist victims to break free from their trafficker.

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### THE OATH OF OFFICE-ADMINISTERING JUSTICE WITHOUT RESPECT TO PERSONS

The Oath of Office for Ohio Judges contains the following: Support (a) the Constitution of the United States (b) The Constitution of the State of Ohio (c) To administer justice without respect to persons (d) To faithfully and impartially discharge and perform all duties as Judge to the best of my ability and understanding - So help me God.

Citizens readily understand most of the oath. But the clause that might not be clear to many is to "administer justice without respect to persons".

It is without debate that the country is riddled with division. Division between political parties, political philosophies, race, gender, and social status, to name a few. Never in the history of American jurisprudence has the oath of office, specifically the clause to "administer justice without respect to persons," and the public's understanding of the oath, been more important.

Of course divisions are not new. Our country was born from revolution. And the country was divided to the point of near self-destruction during the Civil War. Other divisions include the restructuring of the major political parties during the Theodore Roosevelt era and the formation of the "Bull Moose Party."

There is presently another internal conflict which is rearing its ugly head that involves the administration of justice. The conflict involves the relationship between citizens and those charged with the protection of those same citizens. This conflict is namely a division between the police and those who perceive the police to be their enemy. No one likes to talk about it. It is not a likeable thing. Sadly, it is a nightly topic of our major news outlets.

Caught in the middle of that division is the judicial branch of government who must resolve disputes while maintaining the independence of the judiciary. Judges must remain resolute in the role of the third and independent branch of the government. Because judges are elected by the public, temptation is great to be perceived as taking one side or the other in order to gain an advantage in an election. While not prohibited, seeking the support of the police or those who are anti-police during a campaign could risk the perception of independence.

According to the National Center for State Courts: "The most important factor in determining the public's evaluations of state courts and judges is the

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<sup>&</sup>lt;sup>15</sup> For a guide for courts in identifying and responding to trafficking, go to https://www.innovatingjustice.org/wp-content/uploads/2014/08/DV\_SJI\_Risk-Need\_.pdf.

perceived fairness of court processes. Americans value fairness in the *process* more than the fairness of the *outcome*." [emphasis added] Charles Langston once said "I was tried by a jury who were prejudiced..." Former Chief Justice Thomas Moyer said "The cases of the less fortunate are no less real than those of a high-paying client." Justice Hugo Black in *Griffin v Illinois* in 1956 wrote "There can be no equal justice where the kind of trial a man gets depends on the amount of money he has." And when Justice Antonin Scalia was asked what role politics should play in the justice system his response was "None whatever. The absolute worst violation of the judge's oath is to decide a case based on a partisan political or philosophical basis, rather than what the law requires."

Many litigants appearing before the court are skeptical whether they will be treated fairly either based on their own experience, the experience of others or what they may have heard from various sources.

And so the oath becomes that primary tool that the judge has to allay the fears of the skeptical litigant. But unless the litigant fully understands the oath and believes that the judge whom they are appearing in front of is committed to the oath, the perception of justice as fair and independent – whether it be an individual case, a specific judge or panel of judges, a community of judges or the entire judiciary – is jeopardized.

Black's Law Dictionary defines an oath as "A solemn declaration, accompanied by a swearing to God of a revered person or thing, that one's statement is true or that one will be bound by promise." In the play "A Man for All Seasons," Sir Thomas More in discussing the meaning of an oath with his daughter described an oath: "When a person takes an oath the person is holding themselves in their own hands. If the person opens their fingers then – they needn't hope to find themselves again. Some persons aren't capable of this, but I'd be loath to think your father one of them."

And so what can a single judge do to make sure that a person can be confident that the judge will administer justice "without respect to persons"? At the initial appearance before the judge in the Oberlin Municipal Court, the present sitting judge promises each and every person appearing before the judge that he will administer justice without respect to persons with the following explanation.

With regard to the concern of a person accused of a crime who believes that the judge and the police are aligned, the judge might consider making a

statement that assures the litigant that the judge is not part of the executive branch, that the judge does not hire and fire the police nor tell them what to do. The litigant should be assured that the judge is part of the third and independent branch of the government, not beholden to the police.

On the bench sits a statue of Lady Justice, prominently displayed. The judge provides the following or similar statement:

"This is Lady Justice. I could tell you lots of things about her but I want to point out that she is wearing a blindfold. You may have heard the expression that Justice is blind. Let me tell you what this means. Every judge takes an oath. Part of the oath is that the judge will administer justice "without respect to persons." It may sound like a strange phrase but what it means is this. No matter who you are, no matter what you look like, no matter what you believe in or don't believe in, no matter where you come from, no matter if you have a lawyer or don't have a lawyer, no matter who you're lawyer is, you will be treated the same. [I actually tell them that I will do one better; I will treat them as I would one of my four children or fifteen grandchildren]."

The relief on [most] of their faces is apparent. The faces go from stressed and angry to relief and wonder. Now some of them, who are deeply rooted in their mistrust for the system, remain skeptical and in disbelief. But when they see how you treat each next person the skepticism of most, if not all, is softened and diffused, wiping away this obstacle of prejudging the judge. It's actually a remarkable and a beautiful thing.

And then... the judge must not only talk the talk but continue to have the fortitude to stand up against the strong winds that blow and walk the walk. Walk the walk so that every person appearing before the court will feel that their case was fairly and impartially heard without respect to persons.

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### **Recent Changes Made to Judicial Hotline**

Ohio's judges deliberate and decide on thorny legal questions every day. But sometimes, even they are stumped by the myriad of issues that can confront their courtrooms and courthouses.

Judicial Hotline was established by the Ohio Supreme Court to help judges. It is funded through the Ohio Liability Self-Insurance Program and covers 4 areas: employment, professional liability, ethics, and disciplinary questions. Judges can also be represented on any of these matters. The hotline is a legal resource for a variety of issues judges may confront that have nothing to do with trying cases. But these issues often are a distraction for the judge performing their duties on the bench.

Note: There has been a change to counsel for common pleas, municipal and county courts in Appellate Districts 5, 7, and 10. Fishel Downey Albrecht & Riepenhoff now serves courts in those appellate districts on all non-disciplinary claims.

It is important to note judges should not be calling the hotline for help on legal research or rulings on evidentiary matters. The hotline is not a substitute for a judge's duties on the bench.

The judicial hotline can help a judge with those issues not on trial in front of them. Calls to the hotline are dominated by questions regarding human resources issues, particularly from courts that may not have their own in-house HR specialist.

The questions judges ask via the hotline are similar to those posed by public employers in Ohio. Common topics are employee rights, obligations of the court under the law regarding, say, when an employee becomes disabled, and if an employee has done something to warrant termination.

The hotline, which is administered by the Ohio Department of Administration Services, can also tackle issues beyond human resources. Judges can ask about their ethical obligations under Ohio's Code of Judicial Conduct, for example.

Most issues can be resolved in a few phone calls, but some complex cases may require more time with the client. While the attorneys are not required to confirm advice with legal authority in writing, on occasion and when requested, a formal written response may be provided.

Should you have any questions, please contact Richard Schuster, Chief Legal Officer, Supreme Court at 614.387.9512 or Richard.Schuster@sc.ohio.gov.

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### Ohio Judges' Liability Self-Insurance Program Program Term July 1, 2025 to July 1, 2026 Hotline and Claim Reporting Instructions

#### **DISCIPLINARY CLAIMS**

Send your disciplinary notice to:

Appellate, Common Pleas, Municipal,

and County Judges

Montgomery Jonson LLP 600 Vine Street, Suite 2650 Cincinnati. OH 45202

Email: judicialhotline@mojolaw.com

Phone: (513) 241-4722

#### NON-DISCIPLINARY CLAIMS AND HOTLINE

For hotline matters, please contact the below assigned counsel. For non-disciplinary matters, send a copy of the complaint or written claim notice to <a href="mailto:das.riskmanagement@das.ohio.gov">das.riskmanagement@das.ohio.gov</a> and the below assigned counsel:

#### **Appellate Judges**

Claims Ohio Attorney General Constitutional Offices Section

Email: constitution.mail@ohioattorneygeneral.gov

Phone: (614) 466-2872

Hotline Montgomery Jonson LLP

600 Vine Street, Suite 2650 Cincinnati, OH 45202

Email: judicialhotline@mojolaw.com

Phone: (513) 241-4722

Common Pleas, Municipal, and County Judges in the following:

Appellate Districts 1, 2, 3, 4, 6,

8, 9, 11, and 12

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Montgomery Jonson LLP 600 Vine Street, Suite 2650

Cincinnati, OH 45202

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7775 Walton Pkwy Suite 200

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Email: FDARhotline@fisheldowney.com

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Phone: (614) 221-1216

Assigned Judges appointed by the Chief Justice under the Authority of the Supreme Court of Ohio per Article IV, Section 6 of the Ohio Constitution: Jurisdiction is determined by the location of the court where the judge was sitting at the time the claimed matter occurred.

To view the Judges' Professional Liability Program (ORM-04) policy, please visit <a href="https://das.ohio.gov/riskmanagement">https://das.ohio.gov/riskmanagement</a> at the bottom of the webpage under Forms/Policies.

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# Judicial College Offerings

The Judicial College CLE schedule is available online. To view the calendar and sign up for courses, please visit this site

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