

**BEFORE THE HEARING SUBCOMMITTEE  
OF THE INTERIM LEGISLATIVE ETHICS COMMITTEE**

In Re: Senator Mimi Stewart

**RECOMMENDED DISPOSITION**

WHEREAS, the Hearing Subcommittee of the Interim Legislative Ethics Committee held a hearing at 1:30 PM on July 25, 2025, concerning the complaint of harassment filed against Senator Mimi Stewart; and

WHEREAS, the hearing was held by virtual means and open to the public; and

WHEREAS, the Hearing Subcommittee conducted the hearing pursuant to the Legislature's Anti-Harassment Policy and the Laws and Policies of the Legislative Council; and

WHEREAS, Lorna Wiggins, Special Counsel to the Investigative Subcommittee of the Interim Legislative Ethics Committee, appeared on behalf of the Investigative Subcommittee to present the position of the Investigative Subcommittee, and Ray Vargas appeared on behalf of Senator Mimi Stewart; and

WHEREAS, the Hearing Subcommittee heard the oral arguments of counsel; and

WHEREAS, after considering the record, the arguments of counsel, and being otherwise advised, the Hearing Subcommittee deliberated and reached determinations for disposition of the complaint.

THE HEARING SUBCOMMITTEE, THEREFORE, MAKES THE FOLLOWING DETERMINATIONS:

1. The Hearing Subcommittee finds that the conduct of Senator Stewart, as complained of and as supported by the record, was an unprofessional, inappropriate, and unacceptable manner of treating legislative staff.

2. The Hearing Subcommittee finds that legislators in a position of leadership have a heightened responsibility to treat staff with dignity and respect, such that each member of staff knows that he or she is working in a safe and supportive environment.

3. The Hearing Subcommittee finds that Senator Stewart has accepted responsibility for her actions.

4. The Hearing Subcommittee finds that it is bound by the terms of the Anti-Harassment Policy, and the Policy defines harassment as a "single serious incident or a series of incidents over time." The Policy further provides that the incident must be judged by the standard of a reasonable person and is verbal or physical behavior that a reasonable person would find "threatening, intimidating, or coercive."

5. While the Hearing Subcommittee has found that Senator Stewart's actions were inappropriate and unprofessional under the circumstances, the Hearing Subcommittee determines that the single incident at issue did not rise to a level that a reasonable person would find threatening, intimidating, or coercive.

6. As a result, pursuant to Rule 15.0 of the Laws and Policies of the Legislative Council, the Hearing Subcommittee determines that Senator Stewart has not committed an offense that justifies the imposition of sanctions and recommends to the Standing Ethics Committee that the Complaint be dismissed.

7. The Hearing Subcommittee notes that, while the complaint has been analyzed as a single incident under the Anti-Harassment Policy, the complaint may form a basis to analyze any future conduct as a "series of incidents" under the Policy.

8. Finally, the Hearing Subcommittee recommends that the Anti-Harassment Policy be revised to provide additional clarity concerning the definition of conduct that qualifies as a violation of the Policy.

DONE on this 30th day of July, 2025.

Members of the Hearing Subcommittee voting in favor of finding no offense that justifies the imposition of sanctions and recommending that the complaint be dismissed:

/S/ Richard Bosson

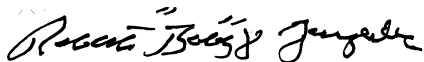
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The Honorable Richard Bosson (Ret.), Chair



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Senator Leo Jaramillo



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Senator Roberto J. Gonzales



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Senator Carrie Hamblen

Members of the Hearing Subcommittee voting in favor of finding an offense that justifies the imposition of sanctions:



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Senator William E. Sharer



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Senator Nicholas A. Paul



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Senator James G. Townsend