

NJ Commission on Professionalism in the Law
25th Anniversary CLE Program
Nov. 18, 2020 4:30-6 pm
Agenda

**Celebrating 25 Years of the New Jersey Commission on Professionalism:
Reflecting on the Principles of Professionalism Today and for the Future**

- 4:30 pm Welcome – *Karol Corbin Walker, Chair, NJ Commission on Professionalism in the Law*
- 4:35 pm Recognition of 2020 Award Recipients - *Karol Corbin Walker, Chair, NJ Commission on Professionalism in the Law*
- 4:40 pm Brief Overview of the History of the Commission on Professionalism – *Charles J. Hollenbeck, former Executive Director, NJ Commission on Professionalism in the Law*
- 4:50 pm Panel Presentation
- Karol Corbin Walker, Chair, NJ Commission on Professionalism in the Law, moderator*
- Hon. Barry T. Albin, Associate Justice, New Jersey Supreme Court*
- Hon. Freda L. Wolfson, Chief Judge, U.S. District Court, District of New Jersey*
- David Lopez, Co-Dean, Rutgers Law School-Newark*
- Kimberly M. Mutcherson, Co-Dean, Rutgers Law School-Camden*
- Kathleen M. Boozang, Dean, Seton Hall Law School*
- Kimberly A. Yonta, President, New Jersey State Bar Association*
- Charles J. Hollenbeck, former Executive Director, New Jersey Commission on Professionalism in the Law*

About the Speakers

Karol Corbin Walker

Karol Corbin Walker is a partner at Kaufman Dolowich Voluck, LLP.

Ms. Walker focuses her practice on business, commercial, employment, toxic tort and product liability litigation matters. Her clients have included many Fortune 500 corporations as well as other publicly and privately held corporations, financial institutions, entertainers and insurance companies.

In 1995 Ms. Walker became the first African American woman to attain partner status at any major New Jersey law firm. She is a litigator with trial experience in the State and Federal Courts. She has argued many cases before the Appellate Division of the Superior Court of New Jersey. Ms. Walker has also argued cases before the New Jersey Supreme Court and the United States Court of Appeals for the Third Circuit. The United States District Court for the District of New Jersey has certified and appointed Ms. Walker as an arbitrator and mediator. The New Jersey Supreme Court has appointed her to several committees including: Committee on Judicial Evaluation, Committee on Civil Practice, Committee on Character, District Fee Arbitration and Committee on the Tax Court.

In 2003, Ms. Walker became the first African American President in the then 105-year history of the New Jersey State Bar Association (NJSBA). She served as president for the 2003-2004 term, taking her oath of office before a record number of attendees. In 1998 she was the first African American appointed as Chair of the NJSBA's most prestigious Judicial and Prosecutorial Appointments Committee. Ms. Walker was the first African American female President of the National Conference of Bar Presidents, when she was installed in 2012. On June 18, 2015, she became the first African American President of the Association of the Federal Bar of New Jersey. In August 2015, Ms. Walker was the first New Jersey attorney appointed as Chair of the American Bar Association's Standing Committee on the Federal Judiciary ("SCFJ"). The SCFJ consists of 15 members who vet every Federal District and Circuit prospective judicial candidate pre-nomination, and every Supreme Court Justice post-nomination.

Ms. Walker previously served as a member of the New Jersey State Ethics Commission. The Commission is responsible for ensuring that state employees adhere to ethics rules. New Jersey Governor Jon S. Corzine appointed Ms. Walker to this Commission.

Hon. Barry T. Albin

Justice Albin was nominated by Governor James E. McGreevey on July 10, 2002 to serve on the New Jersey Supreme Court. He was confirmed by the Senate on September 12, 2002 and was sworn in as an Associate Justice by Chief Justice Deborah T. Poritz at a private ceremony on September 18, 2002. On October 3, 2002, he reaffirmed the oath of office in a public ceremony at the Trenton War Memorial. Justice Albin was confirmed by the Senate for a second term and tenure on June 22, 2009.

At the time of his nomination, Justice Albin was a partner in the Woodbridge law firm of Wilentz, Goldman and Spitzer.

Justice Albin was born on July 7, 1952, in Brooklyn, New York. He graduated from Rutgers College in 1973. After graduating from Cornell Law School in 1976, he began his career as a Deputy Attorney General in the Appellate Section of the New Jersey Division of Criminal Justice. Justice Albin then served as an Assistant Prosecutor in Passaic and Middlesex counties from 1978 to 1982. He began his association with the Wilentz firm in 1982, and was named a partner in 1986.

Justice Albin is a past President of the New Jersey Association of Criminal Defense Lawyers (1999-2000) and served as a member of the New Jersey Supreme Court Criminal Practice Committee from 1987 to 1992. He was selected by his peers to be included in the publication "Best Lawyers in America" (2000-2001).

Hon. Freda L. Wolfson

Judge Wolfson currently serves as the Chief Judge of the U.S. District Court for the District of New Jersey. Her career includes the following:

Federal Judicial Service:

Judge, U.S. District Court for the District of New Jersey

Nominated by George W. Bush on August 1, 2002, to a seat vacated by Nicholas H. Politan. Confirmed by the Senate on November 14, 2002, and received commission on December 4, 2002. Served as chief judge, 2019-present.

Other Federal Judicial Service:

U.S. Magistrate, U.S. District Court for the District of New Jersey, 1986-2002

Education:

Rutgers University, B.A., 1976

Rutgers School of Law -- Newark, J.D., 1979

Professional Career:

Private practice, Roseland, New Jersey, 1979-1981

Private practice, Newark, New Jersey, 1981-1986

David Lopez

David Lopez currently serves as Co-Dean, Professor of Law and Professor Alfred Slocum Scholar at Rutgers Law School in Newark. Dean Lopez, who joined Rutgers Law School in August 2018, was most recently a member of the firm of Outten and Golden, leading the firm's Washington D.C. Office. Until December 2016, he served for six years as the General Counsel of the Equal Employment Opportunity Commission, and thus acted as the lead lawyer for the

nation's primary administrative agency charged with enforcing federal employment anti-discrimination laws.

He has a rich and deep background in public interest law and using the legal system to champion the principles of equality and opportunity. He has also taught at Harvard Law School and Georgetown Law Center.

Dean Lopez was twice nominated to the General Counsel position by President Barack Obama and confirmed by the United States Senate. As General Counsel, he led the litigation program for the nation's primary administrative agency charged with enforcing federal employment anti-discrimination laws and oversaw 15 regional attorneys and a staff of more than 325 people. This included leading high-impact litigation in federal courts nationwide, addressing LGBTQ coverage under the anti-discrimination law, vulnerable immigrant communities, criminal background screens, disability rights, and religious freedom. Prior to joining the EEOC, Dean Lopez was a senior trial attorney with the Civil Rights Division Employment Litigation Section of the U.S. Department of Justice in Washington D.C. Previously, he was an associate with Spiegel & McDiarmid LLP in Washington D.C.

Dean Lopez is a widely sought-after speaker who has made more than 50 speeches and presentations before the American Bar Association, state and local bar associations, and various advocacy, non-governmental organizations and universities. He also serves on the board of the ACLU-DC, the Impact Fund (an Oakland-based non-profit offering support to public interest lawyers and communities through training, co-counsel and grants to advance civil rights and social justice), and Toward Justice, a Denver-based non-profit dedicated to advancing economic justice and advocacy.

Dean Lopez is a Fellow of the College of Labor and Employment Attorneys. In 2014, The National Law Journal named him one of "America's 50 Outstanding General Counsels." Among the organizations that have recognized him for his work on social justice issues are: the International Religious Liberty Association, which gave him its National Religious Freedom Award, Liberty Magazine, the North American Religious Liberty Association, which cited his work on civil, religious, and employment rights; the American-Arab Anti-Discrimination Committee, which gave him its Friend in Government Award in 2012.

He has been called a "Latino Luminary" by the magazine Diversity and the Bar and in 2011 Hispanic Business named him to its list of 100 "Influentials" in the Hispanic community. He earned his J.D. from Harvard Law School and graduated magna cum laude from Arizona State University with a bachelor's degree in Political Science.

Kimberly M. Mutcherson

Kimberly Mutcherson is Co-Dean and Professor of Law at Rutgers Law School in Camden. Her scholarly work is at the intersection of family law, health law, and bioethics. She writes on issues related to reproductive justice, with a focus on assisted reproduction, abortion, and maternal-fetal decision-making.

Dean Mutcherson teaches Family Law, Torts, South African Constitutional Law, and Bioethics, Babies, & Babymaking. She has served as a Senior Fellow/Sabbatical Visitor at the Center for Gender and Sexuality Law at Columbia Law School, a Visiting Scholar at the Center for Bioethics at the University of Pennsylvania, and as a fellow at the Institute for Research on Women at Rutgers University. She won a Center for Reproductive Rights Innovation in Scholarship Award in 2013 and a Chancellor's Teaching Excellence Award in 2011. In 2020, she was a co-recipient of the Association of American Law Schools Impact Award.

She received her B.A. in history from the University of Pennsylvania and her J.D. from Columbia Law School where she was a Stone Scholar. At Columbia, she received the Samuel I. Rosenman Prize for excellence in public law courses and outstanding qualities of citizenship and leadership in the law school. She also received the Kirkland and Ellis Fellowship for post-graduate public interest work. Prior to joining the faculty at Rutgers School of Law in 2002, Professor Mutcherson was an Acting Assistant Professor of Lawyering at the New York University School of Law, a consulting attorney at the Center for Reproductive Law and Policy (now the Center for Reproductive Rights), and a Staff Attorney at the HIV Law Project.

Kathleen Boozang

Kathleen Boozang has been Dean of Seton Hall Law since July 2015. She has served in multiple administrative capacities during her tenure at Seton Hall, including Associate Dean for Academic Affairs for eight years and Vice Provost for two years.

Dean Boozang came to Seton Hall in 1990 as the founder of the Law School's now top-ranked Center for Health & Pharmaceutical Law & Policy. Prior to becoming Dean, she also established the Law School's graduate degrees, Division of Online Learning and global life sciences compliance training programs.

Dean Boozang teaches a variety of health law courses in person and online including the survey health law course, a course on health care fraud and corruption, and death and dying. In her scholarship, Dean Boozang has dedicated much of her career to nonprofit governance issues with a special focus on religiously sponsored hospitals. In the last several years, however, she has expanded her research and teaching to explore the legal and policy issues related to corporate compliance, with a particular focus on the global life sciences industry.

Dean Boozang is a Fellow of The Hastings Center, an independent nonprofit bioethics research institute, as well as a Fellow of the American Bar Foundation, an honorary organization of legal practitioners. She is also a member of the American Law Institute and participates on the consultant groups for the Principles of Nonprofit Law and Corporate Compliance. She serves on the Editorial Board of the *Journal of Health and Life Sciences Law* and is a past editor-in-chief of the *Journal of Law, Medicine & Ethics*. She is past president of the American Society of Law, Medicine & Ethics (ASLME) and also previously sat on the Advisory Board of the Journal of Health Law. Dean Boozang served for many years on the Board of Directors of the American Health Lawyers Association (AHLA), and remains involved in many AHLA projects.

Throughout her legal career, Dean Boozang has been active in public service. She has served on numerous advisory boards and committees for healthcare providers and for the states of New Jersey and New York, including serving as an advisor to the New Jersey Attorney General Task Force on Physician Compensation by Pharmaceutical Companies, which resulted in the promulgation of proposed regulation. She is a former member of the New York State Task Force on Life and the Law, an interdisciplinary commission with a mandate to develop public policy on bioethical issues.

Dean Boozang currently serves on the Board of Trustees of the St. Joseph Healthcare System in New Jersey. In 2013, the ASLME conferred upon Dean Boozang the Jay Healy Health Law Teacher Award. She was named the Seton Hall University Woman of the Year in 2006 and the Washington University Law School's Young Alum of the Year in 2004. She graduated from Washington University School of Law in St. Louis, Missouri, where she was inducted into the Order of the Coif and served as the managing editor of LAW QUARTERLY. She received her LL.M. from Yale Law School in 1990.

Kimberly A. Yonta

Kim Yonta is currently President of the New Jersey State Bar Association.

Ms. Yonta is certified by the Supreme Court of New Jersey as a criminal trial attorney. In 2012, she launched Yonta Law, LLC where she concentrates her practice on criminal and traffic defense cases. A former Assistant Hudson County Prosecutor in Jersey City, she tried numerous violent crime cases to verdict and served as both appellate unit and trial team supervisors. Admitted to practice in New Jersey and Connecticut, Ms. Yonta has served in numerous positions within the NJSBA, including as Chair of the Criminal Law Section, Co-Chair of the Committee on Lawyers in Transition and Chair of the Diversity Subcommittee on Education and Communication. She is a member of the Amicus Committee, the Finance and Operations Committee, Solo Small Firm Section and Women in the Profession Section. Ms. Yonta is a former NJSBA trustee and representative to the Supreme Court Committee on Model Criminal Jury Charges, past Chair of the Women in the Profession Section, and Past Chair of the Young Lawyers Division. A trustee of the New Jersey State Bar Foundation, Ms. Yonta is a member of the "Legal Eagle" editorial advisory board and Law Center Building Committee.

Past appointments include: New Jersey Commission on Professionalism and the Law, Membership and Public Relations Committee, Judicial Administration Committee, Legal Education Committee, and Hudson Vicinage Advisory Committee on Minority Concerns. Serving her local community, Ms. Yonta is former assistant coach of the Rutgers University Mock Trial Association, the National Runner-Up Champion in 2011-12 and currently serves as a trustee of the Middlesex County Bar Association.

Achievements include NJSBA Solo/Small Firm Practitioner of the Year in 2016, Certification by the Supreme Court of New Jersey as a Criminal Trial Attorney in 2008, and Middlesex County Bar Association Young Lawyer of the Year in 2008.

Ms. Yonta was sworn in to serve as president of the New Jersey State Bar Association (NJSBA) at its 2020 Virtual Annual Meeting. The NJSBA is the state's largest association of judges, lawyers and legal professionals. Ms. Yonta served as the law clerk to the Hon. N. Peter Conforti in Morris County in 1999-00.

She received her B.A., cum laude, from Providence College, attended Washington College of Law at American University, and received her J.D. from Quinnipiac University School of Law.

Charles J. Hollenbeck

Charles J. Hollenbeck, now retired, dedicated a majority of his nearly four-decade career as an attorney seeking to improve the quality of legal services throughout the state. He worked in the Administrative Office of the Courts before serving as the first Director of Judicial Administration for the New Jersey State Bar Association. He served as the Executive Director of the NJ Commission on Professionalism in the Law from its inception in 1995 to his retirement in 2014.

In 2015, the Commission named an award after Mr. Hollenbeck to recognize New Jersey lawyers who are employed by a governmental agency at the federal, state, county or municipal level, or by a nonprofit organization that serves the needs of the legal community, and who have served with diligence, competence and dedication to the profession.

New Jersey Commission on Professionalism in the Law, 25 years of raising the bar

By Charles J. Hollenbeck

first executive director of the New Jersey State Commission on Professionalism in the Law

When the New Jersey Commission on Professionalism in the Law met for the first time 25 years ago today, the cooperative venture was a relatively new concept in the country. Formed with the New Jersey State Bar Association (NJSBA), state Judiciary and New Jersey's two law schools, the commission's primary goal was to encourage the observance of the highest standards of professional behavior among lawyers and judges, thereby helping to improve the profession and bolster public confidence in the legal system. The federal Judiciary was added to the commission several years later.

Origins of the Commission

The concept grew out of an NJSBA-sponsored conference in the early 1990s on the topic of professionalism. Following the conference, then-NJSBA President Matthias Dileo appointed a special committee, chaired by attorney James Youngelson, to study the topic. The committee recommended forming a commission comprised of bar, law school and Judiciary representatives to address a perceived decline in civility and professionalism. They modeled it on the pioneering Georgia Chief Justice's Commission on Professionalism.

Once NJSBA leadership and the law school deans approved the special committee's proposal to form the commission, the proposal was submitted to the New Jersey Supreme Court. After careful study, the Court endorsed the proposal and approved Judiciary participation on the commission. Then-Chief Justice Robert N. Wilentz, who agreed to be the first chair of the commission, appointed Justice Daniel J. O'Hern as court liaison to the group.

Membership

The commission consists of 23 members, including five judges from the state courts including the chief justice or designee, an Appellate Division judge, an assignment judge, a superior court judge and a municipal court presiding judge. Representing the federal bench is the chief judge, a magistrate judge and a bankruptcy court judge. There are 10 lawyers on the commission, including the NJSBA president or designee, the chair of the NJSBA Professional Responsibility Committee, two Young Lawyers Division representatives, three at-large NJSBA attorneys, and three representatives from county and affinity bar associations. The deans of Rutgers and Seton Hall law schools are members, along with an academic from one of the state's universities. There is also a public member.

The chair of the commission serves a two-year term and the position rotates between representatives of the bench, bar and law schools. New Jersey is unique in this respect because most other state professionalism commissions are chaired either by a chief justice or state bar president.

Programs and Accomplishments

Over its 25 years, the commission has developed a number of successful programs and initiatives, aimed at both lawyers and judges. The commission has been recognized by the American Bar Association for its educational offerings. Commission initiatives include the following:

Principles of Professionalism: These aspirational guidelines for lawyers and judges are intended to supplement existing codes of conduct. The guidelines cover professional conduct in litigation, and also transactional practice, and cover such topics as lawyers' relations with clients, lawyers' relations with other counsel, lawyers' relations with the court, and judges' relations with lawyers and others.

Lawyer's Pledge: The Lawyer's Pledge is used primarily at swearing-in ceremonies for new lawyers and stresses fundamental principles of conduct and responsibility. The pledge is intended to be a supplement to the statutory oath taken by all lawyers newly admitted to the bar. Both Rutgers and Seton Hall law schools include professionalism themes in orientation sessions for first-year students, including the administration of the Lawyer's Pledge by the president of the NJSBA.

Professionalism Counseling: One of the commission's first projects was the development of a professionalism counseling program aimed at lawyers who fail to adhere to accepted standards of professional conduct. The program has been approved by the New Jersey Supreme Court. Counseling operates through county bar associations that appoint professionalism committees, often including judges, to receive and evaluate complaints received from lawyers and judges. They counsel errant lawyers if necessary.

Professionalism Day: The state and federal court endorsed the commission's recommendation that there be an annual Professionalism Day in courthouses across New Jersey. The vicinage assignment judges, as well as the chief judge of the U.S. District Court, work with bar associations to develop minimum continuing legal education-compliant professionalism seminars that are offered in court facilities.

Judicial and Lawyer Education: Commission members frequently participate in the annual Judicial College for state court judges, as well as in training sessions for newly appointed superior court judges and for municipal court judges. The commission also provides speakers and panelists for bar associations and inns of court. Recently, the commission has offered an ethics and professionalism seminar for state court law clerks attending the NJSBA Annual Meeting.

Professionalism Awards: The commission annually holds a Professionalism Awards Luncheon that honors lawyers, nominated by the state, county and affinity bar associations, whose achievements and dedication have enriched the profession and contributed to improving public confidence in the bar. The luncheon features the presentation of the commission's prestigious awards: the Daniel J. O'Hern Award is given to an outstanding lawyer for career achievement, service to the profession and adherence to the highest standards of professional conduct; the Charles J. Hollenbeck Award is given to an outstanding attorney employed by a governmental agency at the federal, state, county or municipal level—or by a nonprofit organization that serves the needs of the legal community—and have served with diligence, competence and dedication

to the profession. The Lighthouse Award is given out periodically to an individual who has exhibited a lifetime of professionalism.

Mentoring: The commission is committed to encouraging the mentoring of attorneys new to the profession. Most recently, it supported a voluntary mentoring program, undertaken in connection with the Morris County Bar Association (MCBA). The Joint Unified Mentorship Program, known as JUMP, involves a 12-month mentoring term consisting of meetings between a mentor and protege.

Current members of the NJ Commission on Professionalism in the Law

Chair

Karol Corbin Walker

Members

Justice Barry T. Albin
Judge Louis J. Belasco Jr.
Andrew Cevasco
Kerri Chewning
Judge Wendel E. Daniels
David Edelberg
Susan A. Feeney
Judge Linda R. Feinberg (Ret.)
Prof. Paula Franzese
Judge Michael Kaplan
Emily Kelchen
Judge Edward Kiel
Sarah K. Regina
Rajeh A. Saadeh
Louis Thompson
James J. Uliano
Judge Freda L. Wolfson

Advisory Members

Judge John W. Bissell (Ret.)
Judge Georgia M. Curio (Ret.)
Dean Rayman L. Solomon (Emeritus)
James Youngelson
Benjamin D. Heller
Sabrina G. Comizzoli

Principles of Professionalism

Preamble

Adherence to standards of professional responsibility, along with a broad respect for the law, is a hallmark of an enlightened and effective system of justice. The conduct of lawyers and judges should be characterized at all times by professional integrity, personal courtesy and absence of bias in the fullest sense of those terms. All are indispensable ingredients in the practice of law, and in the orderly administration of justice by our courts. In this regard, it is important for lawyers and judges to serve as mentors to new lawyers. Mentoring is a vital part of the imperative to nurture and assure high standards of professionalism, civility, and ethical comportment.

The following Principles, which focus on the goals of professionalism and civility, are aspirational in nature and are designed to assist and encourage judges and lawyers to meet their professional obligations. The Principles apply to all legal matters, litigated and non-litigated. We encourage all judges and lawyers to make a commitment to these Principles, and to conduct themselves in a manner that preserves the dignity and honor of the judiciary and the legal profession.

A. Lawyer's Relations With Clients

1. To a client, a lawyer owes diligence, competence, faithfulness and good judgment, in the pursuit of client objectives.
2. Clients must be treated with respect. A lawyer should provide objective advice and strive to represent the client's interests as expeditiously and efficiently as possible. Lines of communication must be kept open and explanations provided for actions taken in the course of representation. Billing practices should be fully explained to a client at the time representation is undertaken.
3. Clients should be advised against pursuing a course of action that is without merit, and should avoid tactics that are intended to harass, or drain the financial resources of the opposing party.
4. Clients should be advised that professional courtesy, fair tactics, civility, and adherence to the rules and law are compatible with vigorous advocacy and zealous representation.
5. A lawyer should model civility and conduct himself or herself with dignity in all professional relationships with clients and the public at large. A lawyer's conduct should reflect well on the profession and the judicial system. Consistent with the above, lawyers should engage in social media, advertising, and media relations in a dignified, responsible, and honest manner.

B. Lawyer's Relations With Other Counsel

1. To opposing counsel, a lawyer owes a duty of respect, courtesy and fair dealing, cooperation in all respects not inconsistent with the client's interests, and scrupulous observance of all agreements and mutual understandings.
2. A lawyer should respect a colleague's schedule. Agreement should be sought on dates for meetings, conferences, depositions, hearings, trials and other events. A reasonable request for scheduling accommodation, extension of time, or waiver of procedural formalities should not be refused if the interests of a client will not be adversely affected.
3. Forms of pleading, discovery, motions or other papers, should not be used as a means of harassment, or for gaining an unfair advantage. The filing of service or motions, pleading or other papers should not be timed so as to unfairly limit another party's opportunity to respond, or harass counsel.
4. A lawyer should conduct himself or herself with dignity and fairness and refrain from conduct meant to harass the opposing party. A lawyer should not advance groundless claims, defenses objections, arguments and positions.

C. Lawyer's Relations With the Court

1. To the court, a lawyer owes honesty, respect, diligence, candor and punctuality. A lawyer has a duty to act in a manner consistent with the proper functioning of a fair, efficient, and humane system of justice.
2. A lawyer must avoid frivolous litigation and non-essential pleading in litigation. Settlement possibilities should be explored at the earliest reasonable date, and agreement should be sought on procedural and discovery matters. Delays not dictated by a competent and justified presentation of a client's claims or defenses should be avoided.
3. As an officer of the court, a lawyer should act with complete honesty; show respect for the court by proper demeanor; and act and speak civilly to the judge, court staff and adversaries, with an awareness that all involved are integral parts of the justice system.
4. A lawyer should strive to protect the dignity and independence of the judiciary, particularly from unjust criticism and attack.

D. Judge's Relations With Lawyers and Others

1. To lawyers, parties, and all participants in the legal process, a judge owes courtesy, patience, respect, diligence, punctuality and fairness.
2. A judge must maintain control of proceedings, and has an obligation to ensure that proceedings are conducted in a civil manner. Judges should establish a climate of professionalism that upholds the dignity of the bench and bar. A judge should show respect for the bar by treating lawyers with civility and personal courtesy.

3. A judge should ensure that disputes are resolved in a prompt and efficient manner. However, hearings, meetings, conferences and trials should be scheduled with appropriate consideration to the schedules of lawyers, parties and witnesses.
4. A judge should remain knowledgeable of the law, rules and procedure, and apply them in a fair and consistent manner that enables all parties an adequate opportunity to present their cases.

Adopted 1997, Revised 2020