



Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're excited to have Aliza Shatzman here with us to talk about some of the things that can go wrong with judicial clerkships, and the options, or lack thereof, that clerks may have when things do. Your Law School Toolbox host today is Alison Monahan, and typically, I'm with Lee Burgess. We're here to demystify the law school and early legal career experience, so that you'll be the best law student and lawyer you can be. Together, we're the co-creators of the [Law School Toolbox](#), the [Bar Exam Toolbox](#), and the career-related website [CareerDicta](#). I also run [The Girl's Guide to Law School](#). If you enjoy the show, please leave a review or rating on your favorite listening app. And if you have any questions, don't hesitate to reach out to us. You can always reach us via the [contact form](#) on LawSchoolToolBox.com, and we would love to hear from you. With that, let's get started.

Welcome back to the Law School Toolbox podcast. Today, we're excited to have Aliza Shatzman here with us to talk about some of the things that can go wrong with judicial clerkships, and the options, or lack thereof, clerks have when things do. So, welcome, Aliza.

Aliza Shatzman: Thanks for having me on the show.

Alison Monahan: Oh, it's definitely my pleasure. Well, first off, can you just give our listeners a little bit of your background, so they have some context for where you're coming from?

Aliza Shatzman: Sure. I graduated from Williams College in 2013. I knew that I wanted to go to law school and become a trial attorney, but I took three years off. I interned and then worked on The Hill, then I graduated from WashULaw in 2019. Pretty early in law school I got the prosecutor bug, decided that I wanted to be a homicide prosecutor in the DC U.S. Attorney's Office. So I interned in four different Justice Department offices during law school, spent my one summer in the Office of Vaccine Litigation, 2L spring in the U.S. Attorney's Office for the Southern District of Illinois, 2L summer at ATF, which is the Bureau of Alcohol, Tobacco, Firearms and Explosives, and my 3L fall in the National Security Division's Counterterrorism Section. And then decided that I wanted to get a crash course in trial lawyering, so I selected a clerkship in DC Superior Court.

Alison Monahan: And what happened in that clerkship?

Aliza Shatzman: Sure. So, I decided to clerk in the Superior Court on the District of Columbia, or DC Superior Court – that is DC's local trial court, because I wanted to be a homicide prosecutor, and I knew that prosecutors appeared before DC Superior Court judges. Unfortunately in the beginning, just weeks into the clerkship, the judge I clerked for began to harass me and discriminate against me based on my gender. He would throw me out of the courtroom and tell me that I made him



uncomfortable, and he just felt more comfortable with my male co-clerk. Told me that I was aggressive, and nasty, and a disappointment. The day I found out I passed the DC bar exam – so, big day in my life – he called me into his chambers and he told me, "You're bossy. And I know bossy because my wife is bossy."

Alison Monahan: Nice.

Aliza Shatzman: And I was just devastated. I cried in the courthouse bathroom every day, I cried myself to sleep at night. I just desperately wanted to be reassigned to a different judge for the rest of the clerkship, but my workplace did not have an [employee dispute resolution](#), or EDR plan in place, that might have provided for a reassignment. So, I eventually transitioned to remote work during the pandemic, moved back to Philadelphia and stayed with my parents. The judge basically ignored me for six weeks before he called me up and told me he was ending my clerkship early because I made him uncomfortable and lacked respect for him. So, I called DC Court's HR and they said there was nothing they could do, because HR doesn't regulate judges. They said that judges and law clerks have a unique relationship, and they asked me didn't I know that I was an at-will employee? So, I drafted a judicial complaint that I intended to file with the DC Commission on Judicial Disabilities and Tenure, which is the regulatory body for DC judges, describing the mistreatment that I experienced, but I wanted to wait to file it until I had a new job, because I was worried the judge would retaliate against me, that he would badmouth me in the DC legal community where I was searching for jobs.

So it took me about a year to get back on my feet. I secured my dream job in the DC U.S. Attorney's Office as a prosecutor. I was two weeks into training when I received some pretty devastating news – I was told that the judge had made negative statements about me during my background investigation, that I would not be able to obtain a security clearance, that my job offer was being revoked. A couple of days later, a different interview offer for a different position with the same office was also revoked based on the judge's same negative reference. I was two years out of law school and the judge seemed to have just limitless power to trash my reputation and destroy my career. So I went back to the judicial complaint that I drafted, added some sections about the negative reference, which I suspected was gender-based but had not yet seen, filed that with the Commission on Judicial Disabilities and Tenure, hired attorneys, and in the summer and fall of 2021, participated in the investigation into the now former judge.

Alison Monahan: Right. What I think people don't realize – I mean, I clerked and I don't think I was fully cognizant of this – is, judges aren't really bound by a lot of employment law. Is that right?

Aliza Shatzman: That's correct, yes.



- Alison Monahan: So it was kind of this crazy situation where you're working in, they call it the chambers, but it's this very small kind of intimate situation. And it seems to me you're almost at the mercy of your judge being a reasonable boss and a reasonable person, because you don't really have a lot of options when something does go wrong.
- Aliza Shatzman: Absolutely. I describe a judicial chambers, for folks who haven't clerked, as a workplace that's particularly conducive to harassment. These are isolated workspaces, it's two law clerks, maybe a judicial assistant, and a judge who has either life tenure as a federal judge or a 10 or 15-year term as a state court judge. And there is an enormous power disparity between these fresh out of law school clerks who depend on judges for references, and the judge. You work long hours in stressful circumstances behind locked doors, and there's really no oversight by a chief judge or anyone else over the judge's day-to-day interactions with their clerks. And as you mentioned, there are also very few workplace protections, so it makes it just a really challenging situation for any law clerk facing mistreatment. There are very few avenues to report, and those who do, often face, like I did, retaliation.
- Alison Monahan: Yeah, it's just kind of a crazy situation that I think I certainly was not fully aware of when I got into this. And luckily my judge was amazing and he was a great boss and he'd really thought through how he wanted to run his chambers, and he'd been doing it for a while, so everything was very functional. But I realize now that basically I kind of got lucky, because I've definitely heard a bunch of other stories and things have come out, of even judges have been forced to resign and that type of thing, over some of their behavior that isn't really policed, unfortunately.
- Aliza Shatzman: Yes, it's not currently policed, but I definitely believe that it should be. I think judges should act above reproach in their day-to-day dealings with their clerks. And if judges can't refrain from mistreating clerks, they shouldn't be judges anymore – state, federal, life-tenured, not life-tenured. These are the most powerful folks in our profession, and they should act with the utmost civility.
- Alison Monahan: In a perfect world, yes. Unfortunately I'm not sure that's the world we're living in. Tell me a little bit about this Judiciary Accountability Act, which the intent, I guess, is, or was, to address some of these issues, at least for federal judges. And you were in kind of a unique situation in the DC circuit as well. So talk to me a little bit about that.
- Aliza Shatzman: Sure. So, the Judiciary Accountability Act, or the JAA – that's H.R. 4827, and S. 2553 is the companion senate bill – it would finally protect judiciary employees. That's including law clerks and federal public defenders under Title 7 of the Civil Rights Act of 1964. The judiciary right now is uniquely exempt from Title 7.



Congress and the executive branch are both covered by Title 7. So this is a uniquely unaccountable workplace. That's the first thing that JAA would do. We would finally enable law clerks to sue judges and seek damages for harm done to their careers, reputations, and earning potential. The JAA would also do a couple of other things – it would create accountability for judicial misconduct by revising Title 28 of the U.S. Code – that's the Judiciary and Judicial Procedure – to define judicial misconduct to include discrimination and retaliation. It would also specify that if a judge retires, resigns, or dies, a misconduct investigation into them won't cease. It would standardize employee dispute resolution, or EDR plans, among all the circuits. And it would create a confidential reporting system. And the third aspect of the JAA is some data collection and reporting requirements. It would finally force the judiciary to conduct workplace culture assessments, which they have been notoriously unwilling to do on a large scale. And then it would collect and report some data on the outcomes of judicial misconduct complaints and diversity or lack thereof, in clerkship and federal public defender hiring.

Alison Monahan: And what is the current status of this? I know that, I think it was introduced in 2021, if I'm not mistaken.

Aliza Shatzman: Yes, it was introduced in the House in Senate Judiciary Committees in late July of 2021. Currently, the JAA has about 21 co-sponsors in the House, only one Republican co-sponsor, and it looks like six co-sponsors in the Senate, no Republicans yet, but I am still reaching out to those offices and having those conversations. There was a House Judiciary Subcommittee hearing in March of 2022, and that is how I really got engaged on this issue by submitting a statement for the record for that, sharing my story and advocating for this bill and an amendment to cover the DC courts, where I clerked. I am hopeful there will be a Senate hearing in the coming months, but that is definitely not confirmed yet. So, it's an uphill battle. The judiciary is just vociferously opposed to being regulated, which I think is a red flag because the other branches of government are covered under Title 7. The other branches of government collect and report data, and it just troubles me the judiciary is so unwilling to be regulated.

Alison Monahan: Yeah. It is kind of an ironic situation in a way.

Aliza Shatzman: I think it's ironic, because judges are the ones who enforce the anti-discrimination laws, and they themselves are not subject to them. I mean, judiciary employees who go to work in the courts every day across the country deserve the same access to justice and to the legal system as the litigants who appear before them. And what is a female litigant, especially, to think when she is appearing in a Title 7 case before a notoriously misbehaving judge, who is not disciplined and is not subject to any anti-discrimination laws?



Alison Monahan: Yeah. And I think sometimes people don't realize that we're talking about a large number of people who work in the court system. It's not just law clerks, whatever; you can put up with it for a year. There are career clerks, you mentioned public defenders, all these kinds of things. I think I saw yesterday, I was looking at some data and it was something like 30,000 people.

Aliza Shatzman: Yes, this would affect over 30,000 judiciary employees – as you mentioned, permanent courthouse employees. And those folks have unique considerations when deciding whether to report. They'll be working for these judges for much longer than a year or two. Yeah, it's a huge swath of the population, it spans courthouses in all 50 states. Every member of Congress, every senator has constituents who would be affected by this legislation.

Alison Monahan: Right. And what are some of the primary things that you really think need to happen to make a difference here for judicial employees who are facing some type of harassment or discrimination?

Aliza Shatzman: I think passing the Judiciary Accountability Act is crucial. I think it's a great piece of legislation, but it won't fix everything, and I think it's the floor but not the ceiling in terms of both judicial accountability legislation and also workplace protections. One of the big things it won't fix is that it would not revise these EDR plans, and it would not revise the Judicial Conduct and Disability Act, which is the formal complaint process for federal judges, to remove these processes from the judiciary's chain of command. And what that means is, currently, if you file an internal EDR complaints in your court house, or you file a JC and D Act complaint against a federal judge in the judiciary at large, other judges will be investigating their judiciary colleagues, and they are just notoriously unwilling to discipline them. So I think that's a big change that needs to happen. Two aspects of the JAA that I think are really important are a confidential reporting system – so law clerks can go somewhere if they don't want to file a formal complaint, they don't want to go up against their abuser in any kind of formal process, but they want to report on their experience, confidential reporting system's crucial. And the judiciary really needs to be conducting workplace culture assessments. We need to know the scope of the problem. I mean, data points capture a fraction of the judges engaging in misconduct, but really, we only know that anecdotally, now. We need data on that, and I think the fact that the judiciary has been unwilling to conduct these large-scale assessments is also a red flag. But I also think that law schools have a big role to play in this. I think they're part of the problem right now, but they can, and should be, part of solution.

Alison Monahan: Well, that is a perfect segue, because I want to shift gears a little bit and talk with you about a new project you are starting, which I think if I'm not mistaken is going to involve law schools, or does – [The Legal Accountability Project](#). So, what is this and what are your goals for it?



Aliza Shatzman: Sure. So, I am founding a non-profit with a law school classmate – his name is Matt Goodman. It's called The Legal Accountability Project, and it will address various issues related to clerkships and will heavily involve law schools. We're focusing on them because I think they are a major untapped pressure point right now in the conversation about judicial accountability. And so, we are intending to work with law schools to make positive changes, both to ensure that as many alumni as possible have positive clerkship experiences, and also to extend support and resources to those who don't. We are working on a variety of initiatives, so we're hoping to run as pilot programs with some law schools beginning in fall of 2022. And so, a couple of our major initiatives – the first is creating internal databases at we hope every law school eventually, where a law clerk alumni can report on their negative or positive clerkship experience as a way to warn prospective clerks about judges with a history of misconduct.

Currently, there's really no way for law clerks to watch out for judges with a history of misconduct, unless their law schools are keeping track of data and warning clerks. And we know anecdotally that they are not doing either of those things. We also hope to implement a follow-up protocol to check in with law clerk alumni after their clerkships have ended and encourage them to report on their experience in the database. And we want to survey law clerk alumni about their clerkship experiences. As I mentioned earlier, the judiciary is notoriously unwilling to conduct these workplace culture assessments, so we'd like to fill the gap by conducting small-scale surveys ourselves. We are creating that survey right now, and it will go to the past 10 years' worth of law clerk alumni, because we're confident the law schools collect that contact information and maintain that. And then we hope to analyze and report those results, not just on our website, but also to the ABA, the judiciary, and to lawmakers. And we hope to really elucidate data on the scope of the problem, the types of clerks facing mistreatment, their knowledge of resources in their court houses and concerns they might have about reporting to their law school or to the judiciary. And then we're also working with a bunch of law schools right now on fall programming. We're confirmed at several schools already, so we'll be going there, talking about the scope of the problem, proposing solutions. I'll be sharing my personal story, and I really just want to foster a culture of law clerk reporting. I really think we need to be telling the truth about judicial clerkships, and I really just want to combat this, what I think is a toxic culture of silence in the legal community, that discourages law clerk reporting at all stages.

Alison Monahan: Yeah, there's definitely, if nothing else, a huge power imbalance inherently in these scenarios, and I think so many people think, "Oh, this is such a career-making move for me." And then something happens and it's like, "Oh, what do I do now?" It's a very, very sticky wicket, as they would say.

Aliza Shatzman: It is, and it's also a very isolating experience. There are very few formal resources to begin with, so the first question is, "I'm being harassed. Where do I



go?" And the second question is, "Who can I tell who isn't going to judge me, who is going to help me report, who isn't going to be involved in trashing my reputation and destroying my career?" I've received definitely support from a variety of folks in the legal community, but I've also had lots of people discourage me from reporting, discourage me from speaking publicly, including lots of female attorneys, which I think is particularly disheartening. So, it's really about fostering a culture of reporting, a culture of honesty, and just encouraging every law clerk to bring their full selves to work. I mean, no one, regardless of their personality or their identity, ever deserves to be mistreated in the workplace. And after you've experienced that mistreatment, if you're brave enough to come forward, you should be receiving support from the legal community, not discouragement and further mistreatment.

Alison Monahan: I totally agree. Well, let's talk about a few scenarios in our current world – not the world that you're talking about, where we have databases and things set up. I just wanted to get your thoughts on a few scenarios for people who might be listening to this, who are either thinking about applying for clerkships, or applying for clerkships, our clerks. Let's just walk through these and see if you have any thoughts about what people can do. So, I'm a law student who is applying for clerkships. My school, as you said, doesn't have a ton of information available on individual judges. What can I do to try to make sure that I am not going to end up working for someone who is terrible?

Aliza Shatzman: Sure. Well, ultimately, I hope that The Legal Accountability Project will help law schools to compile these resources for the schools that aren't doing so. A lot of schools do at least have an alumni database, where law students can reach out to former clerks. But if your law school doesn't have that, honestly, I think LinkedIn is an excellent resource. You can search by your law school, you can search by judge. I think attorneys are very willing to respond to cold emails or messages from people inquiring about clerkships. So that's where I would go. I know law schools give the advice that law clerks should be doing their research. I kind of hate that advice, because if you're applying for a job, for example, as a prosecutor or public defender, the research you're doing is, "What's the mission of the office?", it's not, "Is my boss going to harass me?" But really, right now, it is about doing your research, until we can really compile resources on the misbehaving judges and really get at the root of the problem.

Alison Monahan: Yeah, I've definitely had people reach out to me pretty randomly, who were mostly I think people who are interviewing with the judge that I had worked for. And I'm always willing to talk to people, and I actually really liked it, I was like, "Yeah, I'm happy to share my experience with you." The other thing is, if the school doesn't have a lot of information, it may be the case that other organizations within the school do. For example, I know a lot of Law Reviews maintain this information. So it may just be worth asking around to different



affinity groups and things who may be a little bit more open than the schools themselves at this point.

- Aliza Shatzman: Absolutely, I would definitely agree with that. I think the hardest thing is that some law clerks who have faced mistreatment, who have had a negative experience will remove themselves from an alumni database or won't be so willing to speak to other clerks. I would really just encourage them to do that, even if it's just one-on-one. I'm not asking that they speak publicly, but it's important that law clerks share the honest truth about these clerkship experiences.
- Alison Monahan: Well, I think it could also be a red flag if someone's not willing to talk with you. It's like, "Hmm."
- Aliza Shatzman: Oh, absolutely, yes. That's definitely... Yes, when I speak with law schools and they say, for the ones that have a database, sometimes there will be a flag on it that says, "Do not share my report about my clerkship experience." And that absolutely should be a red flag.
- Alison Monahan: Right, yeah. So I think sometimes most people, if they had a good experience... Obviously people are busy or whatnot, but mostly they're willing to talk. And if you get several people who are not willing to talk about a certain judge, that should probably be a sign that this is maybe not a great situation for anybody.
- Aliza Shatzman: Yeah, but I also think it's important that if that's the information you're learning as a law student, that you take that information somewhere. Maybe there should be a database to report on things you learn about judges.
- Alison Monahan: Yeah, definitely. So I think people just have to sort of think about what the non-message is also telling you, knowing that people may not be willing to talk. Alright, next scenario. I have a judicial clerkship lined up, but I've started to hear some not great rumors about my judge as a boss. Do you have any advice at all for what I should do before I start, or as I'm ramping up, to try to avoid issues later on? What rights do I have and where can I get more information about getting help if I need it?
- Aliza Shatzman: Sure. So, if you hear something negative about your boss before you start the clerkship, you should turn the clerkship down. I know it sounds pretty terrifying to accept an offer and then rescind that acceptance, but I think that's certainly worth considering, and looking for a new job. I mean, the judge will find another clerk, you'll find a new job; it's really not worth setting yourself up for mistreatment. That's what I would do before you start the clerkship. If you are in a clerkship and you're facing mistreatment, it really depends. If this is a federal clerkship, like we talked about, you are not protected by Title 7. There are employee dispute resolution processes in place in most court houses, and



resources and information about that can be found on the Circuit Court House website. You can also file a formal Judicial Conduct and Disability Act complaint, but that would be further into your clerkship and that's a much more involved process. You can reach out to HR, you can reach out to the chief judge. As I'm saying these things and people are listening to them, they can sound very scary, very serious.

- Alison Monahan: I'm like, "Really, you're going to reach out to the chief judge? Do I even know that would be?" That sounds a little intimidating.
- Aliza Shatzman: It definitely does, but as I'm speaking with judges privately, that's what a lot of them are saying, is that they would advise a law clerk to reach out to the chief judge, which is why I'm...
- Alison Monahan: Huh, interesting.
- Aliza Shatzman: Yeah, it's interesting to ask judges where they would recommend a clerk go facing mistreatment. But yes, you should definitely reach out to people in the courthouse. You should also be confiding in people, other law clerks, keeping records, keeping notes, creating a paper trail. Those are for federal clerks. If you are a state court clerk, you are protected by Title 7, or Title 7-like state laws, state anti-discrimination laws, so you have that protection. You also likely have an EEO office, an Equal Employment Opportunity office, and an HR, and a chief judge. So there are some parallels. But it's really challenging right now, as I'm talking about these resources – obviously, there are not enough resources in place. We really need to be getting at the root of the problem, which is stopping judges from committing misconduct and removing them if they're engaging in that sort of behavior.
- Alison Monahan: Yeah, definitely something that the impeachment process makes pretty tricky; it's not like you can necessarily just fire people, unfortunately. I was reading last night, there's some newer resources in the federal court that people are trying to solve some of these problems with, so all of this is going to be explained to people in orientation and that kind of thing. I like your point about making connections with other people in the courthouse, whether that's other clerks that maybe you have lunch with regularly and kind of dish on what's going on, does it seem normal to you. Because I do think, like you said earlier, it can just be so isolating to feel like you're the only person having this experience.
- Aliza Shatzman: Yes, absolutely. But it's a hard situation if you're confiding in other clerks, other clerks want to help, but they're not really sure where to send you. And like you said, there are some federal resources that are getting some attention, there is a Judiciary Workplace Conduct Working Group proposing some reforms to EDR, but I think those are really just insufficient. And we know anecdotally, only anecdotally, because the judiciary is also not collecting reporting data on use of



the EDR plan. But we know that it's under-utilized and not standardized, and it's a very challenging situation. We really need to protect all law clerks under Title 7.

Alison Monahan: Yep, I agree with that. Well, we've touched on this a little bit. So I'm a judicial clerk, things are just not going well. I'm not really sure if what's happening is discriminatory, or just my judge and my co-clerk being a jerk to me for no real reason. Obviously, I don't really want to tank my career. What are my options here?

Aliza Shatzman: Sure. Well, I first want to say that even if your judge is just being a jerk, they shouldn't be doing that either. We said earlier, these are the most powerful members of the profession, they should be above reproach in their dealings with their clerks, not toeing the line between...

Alison Monahan: Yeah, that was what I found sort of amusing. I read the working group report that you mentioned and they were like, "Well, actually we found out that it wasn't so much harassment based on gender things, it was just generally being a jerk." I was like, "Hmm."

Aliza Shatzman: It's still not great behavior, it's still behavior that I think...

Alison Monahan: Yeah, still not really okay.

Aliza Shatzman: I think it's behavior unbecoming of a judge, quite frankly. But yeah, like we said, it's challenging. I think you should be looking for a new job, you shouldn't be afraid to leave your clerkship early. So, look for a new job, even look for a new and better clerkship. And I would absolutely recommend reporting; I think that every law clerk should feel empowered to report internally or through the JC and D Act on their experience. So, yeah.

Alison Monahan: Alright, and our final scenario. So, I clerked for a judge and my experience wasn't great. Where can I share my experience so other people know what they're signing up for? Should I be talking to The Legal Accountability Project, should I be talking to my school? Where can I get this information out?

Aliza Shatzman: Definitely both of those things. You should definitely be reaching out to us at The Legal Accountability Project, but I think the first place law clerks should reach out to is their law schools and they should find out, do you have an internal database where I can report on my experience? If they do, you should definitely fill out the survey information in the database, because that will enable other law clerks to be warned about your misbehaving former supervisor. Even if the law school does not have an internal database, I know anecdotally that law schools do receive verbal reports and email reports, so you can report that way, and I think that is still valuable. And yes, like I said, you



should definitely reach out to The Legal Accountability Project. Right now, our initiatives are going to be internal databases at individual law schools, but ultimately we do envision a national database where any law clerk from any school can enter their law school credentials and read reports about misbehaving judges who harassed any student in any law school. I know that's a longer term goal and we definitely will receive some push back from law schools, but that's definitely where we see this going. I'm concerned when I speak to some law school officials who tout this institutional knowledge and they feel that they can successfully warn students about these misbehaving judges, and what I say to them is that, great, but that does not help the institution down the road from you, where law clerks do not benefit from that institutional knowledge and may be walking into hostile workplaces. So ultimately, it's about empowering law clerks to report on their experiences, and then collecting and reporting this data in a way that protects law clerks' anonymity, protects their confidentiality, but also protects the next generation of law clerks.

Alison Monahan: And before we wrap up, what role do you think law schools really play in this? I know it's so intertwined that it's beneficial for them to get clerkships and they're kind of pushing that on a lot of people. But what are their responsibilities here, and beyond these databases and things, what can they do to protect their students?

Aliza Shatzman: Yeah, law schools are incentivized to encourage more students to clerk, because both their formal rankings and informal public perceptions about the law schools are tied to that. But I really think they should be prioritizing a positive clerkship experience over the prestige of the clerkship. Some law schools still advise students to accept the first clerkship they are offered; I think they should stop doing that. If something feels off after the interview, turn the clerkship down. I think it's a larger cultural issue of deifying some of these judges, and cultural changes necessary in that area. But I definitely think law schools should be warning students about notoriously misbehaving judges. It's challenging because law schools are not able to reach out to every student, especially if it's several years between when the student graduates and when they clerk. And even then some students who are warned might assume they can handle it, but they shouldn't have to. So I think it's really about collecting data. I think law schools really need to be collecting and reporting this data. They need to be warning their students, and they need to be supporting alumni who reach back out to report on their negative clerkship experience. In some of my conversations with law schools, I'm heartened to hear that they help their alumni utilize the EDR plan, or file a JC and D Act complaint, or help them find an attorney. But I think law school should be just as invested in their alumni as they are in their students, so those are things they should think about as well.



Alison Monahan: Those are great points. Well, any final thoughts you want to share on this topic before we wrap up?

Aliza Shatzman: Sure. I would just say the issue of harassment in the judiciary is pervasive and persistent, and for every law clerk who speaks out, there are so many in state and federal courthouses across the country suffering in silence, who will never be able to speak out. We have a less diverse profession because of judicial misconduct, and I really think this is an issue that everyone needs to be engaged on, whether you are an attorney or not, whether you clerked or not, whether you look back on your clerkship fondly or do not. It's an immensely important and under-discussed issue, and I really think it's time for everybody to get engaged on it.

Alison Monahan: I agree. And I think so much of it is really structural, and it's just baffling to me that you don't have these basic protections in place that are in place in almost every other workplace. Well, thank you so much for joining us. If people want to find out more about your work and get involved, how can they do that?

Aliza Shatzman: Sure. Our website is called [legalaccountabilityproject.org](http://legalaccountabilityproject.org), and that'll be in the show notes. So you can go to our website, sign up for more information, learn about our resources. If you are a law student or a law school official interested in learning more about our fall programming or our initiatives, you can reach out to me via email, I'm pretty accessible on social media – [aliza.r.shatzman@gmail.com](mailto:aliza.r.shatzman@gmail.com). Those are the best ways. But I hope people will reach out and learn about our resources and get engaged on this issue.

Alison Monahan: Definitely. Well, thank you so much for joining us.

Aliza Shatzman: Thanks for having me on.

Alison Monahan: Yeah, definitely. With that, we are unfortunately out of time. If you enjoyed this episode of the Law School Toolbox podcast, please take a second to leave a review or rating on your favorite listening app. We would really appreciate it. And be sure to subscribe so you don't miss anything. If you have any questions or comments, please don't hesitate to reach out to Lee or Alison at [lee@lawschooltoolbox.com](mailto:lee@lawschooltoolbox.com) or [alison@lawschooltoolbox.com](mailto:alison@lawschooltoolbox.com). Or you can always contact us via our website, [contactform@lawschooltoolbox.com](http://contactform@lawschooltoolbox.com). Thanks for listening, and we'll talk soon!

## **RESOURCES:**

[The Legal Accountability Project](#)  
[Statement for the Record of Aliza Shatzman, Former DC Superior Court Law Clerk](#)



[LinkedIn – Aliza Shatzman](#)

[Twitter – Aliza Shatzman](#)

[Untouchable Judges? What I've Learned about Harassment in the Judiciary, and What We Can Do to Stop It – article by Aliza Shatzman](#)

[Model Employment Dispute Resolution Plan](#)

[Podcast Episode 44: How to Get a Judicial Clerkship](#)

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