

JOHN F. CAMPBELL, ESQ.
EXECUTIVE DIRECTOR

PHONE: (802) 828-2891



110 State Street
Montpelier, VT 05633-6401

FAX: (802) 828-2881

STATE OF VERMONT
OFFICE OF THE EXECUTIVE DIRECTOR
DEPARTMENT OF STATE'S ATTORNEYS & SHERIFFS

May 2, 2023

VIA E-MAIL CORRESPONDENCE

Merrick Grutchfield
Professional Responsibility Program

Re: Complaint concerning State's Attorney John Lavoie

Dear Ms. Grutchfield:

In March 2023, the Office of the Executive Director for the Department of State's Attorneys and Sheriffs became aware of allegations of misconduct in the workplace by Franklin County State's Attorney John Lavoie. Independent, professional investigators were retained to conduct an inquiry into the allegations. A final report was provided to the Department of State's Attorneys and Sheriffs at the end of last week.

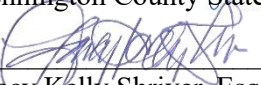
Multiple allegations made by employees of the Franklin County State's Attorney Office were found credible and were substantiated, including allegations that State's Attorney Lavoie engaged in legally prohibited acts and the maltreatment of employees by repeatedly engaging in harassing and discriminatory behaviors and comments toward employees and other parties. These comments included improper and derogatory references to race, national origin, religion, sexual orientation, disability, and body composition. The investigation concluded that:

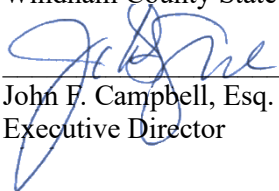
"The allegations raised regarding SA Lavoie's conduct relate to a number of FCSAO employees, and to a wide range of characteristics protected by State and Federal anti-discrimination laws".

A copy of the report may be provided upon request of disciplinary counsel if necessary to further investigation into this matter. Pursuant to V.R.P.C. 8.3(a), we believe that State's Attorney Lavoie has committed a violation of the Rules of Professional Conduct that raises a substantial question as to his fitness as a lawyer, notably violations of V.R.P.C. 8.4(d) and (g). Thank you.

Sincerely,


Erica Marthage, Esq.
Bennington County State's Attorney


Tracy Kelly Shriver, Esq.
Windham County State's Attorney


John F. Campbell, Esq.
Executive Director


Douglas DiSabito, Esq.
Grand Isle County State's Attorney


Ward Goodenough, Esq.
Windsor County State's Attorney