

Arizona State Senate
Rules Office

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March 1, 2021

VIA EMAIL

Senator Sine Kerr, Senate Ethics Committee Chairman
Senator Kirsten Engel, Senate Ethics Committee Member
Senator Vince Leach, Senate Ethics Committee Member
Senator Tyler Pace, Senate Ethics Committee Member
Senator Victoria Steele, Senate Ethics Committee Member

Re: Report on Investigation into the Ethics Complaint against Senator Wendy Rogers

Dear Chairman Kerr and Members of the Senate Ethics Committee:

On February 4, 2021, the Senate Ethics Committee unanimously voted to have counsel investigate conduct alleged to be unethical within a complaint filed by Mr. Michael Polloni against Senator Wendy Rogers on January 21, 2021.

As counsel, I conducted eleven interviews over the course of the investigation – including Mr. Polloni, Senator Rogers, and every other individual mentioned in the complaint as a possible witness to any allegation. While many of the interviewees are not quoted in the report that follows, all were helpful in providing background and context to the investigation. The report has a specific focus: allegations of unethical conduct in the complaint made against Senator Rogers. Any other allegations in the complaint, such as those regarding Mr. Polloni's resignation, are outside of the purview of this committee and can be addressed separately in a proper venue.

As the nonpartisan Rules Attorney, my role in the legislative process is primarily as a researcher – I am not a prosecutor or litigator. As such, my goal in this investigation has been to seek out and research the relevant facts, thereby providing the committee with the information necessary to make knowledgeable decisions. Thank you for your time and your dedication to this matter.

Sincerely,



Chris Kleminich
Senate Rules Attorney
Counsel to the Senate Ethics Committee

Arizona Senate Ethics Committee – Report on Investigation: January 21, 2021 Complaint against Senator Wendy Rogers

Introduction

Under Article 4, Part 2, Section 11 of the Arizona Constitution, the Senate "may punish its members for disorderly behavior, and may, with the concurrence of two-thirds of its members, expel any member." In furtherance of this constitutional provision, the Senate Ethics Committee is tasked with reviewing complaints against any Senator concerning "conduct alleged to be unethical."¹ That phrase is defined, in relevant part, as "any improper conduct that adversely reflects upon the Senate."²

On January 21, 2021, Mr. Michael Polloni filed a six-page notarized ethics complaint against Senator Wendy Rogers containing several allegations of unethical conduct.³ Under Senate Ethics Committee Rule 10(B), the Committee must review all allegations of unethical conduct under the clear and convincing evidence standard – the highest standard of proof for civil cases. In the 1984 *Colorado v. New Mexico* ruling, the United States Supreme Court articulated that "clear and convincing" means that the evidence presented is highly probable to be true.

By way of background, Mr. Polloni served as Senator Rogers' legislative assistant from early December 2020 to January 14, 2021, when he resigned in lieu of being terminated. Mr. Polloni and Senator Rogers first met in October 2020 when he volunteered for her campaign. Both Mr. Polloni and Senator Rogers acknowledge that they quickly developed a friendship and personal connection that extended to meals and get-togethers with the Senator's husband and Mr. Polloni's father. Upon prevailing in the election, Senator Rogers was provided a list of recommended assistants by Senate staff, but she chose to offer the position to Mr. Polloni.

In the interview conducted for this investigation, Mr. Polloni stated that all allegations made in his complaint occurred while he was employed by the Senate. As Mr. Polloni acknowledged in his interview, his complaint jumps around in certain places and is not strictly based on a timeline. For clarity, this report aims to cover every allegation against the Senator by organizing the alleged events that took place before January 14, 2021 and the alleged events that took place on January 14, 2021.

¹ See Senate Ethics Committee Rule 2(2), included as Attachment 1

² See Senate Ethics Committee Rule 1(4), included as Attachment 1

³ The complaint is included as Attachment 2 and Senator Rogers' response is included as Attachment 3.

Allegations of Conduct before January 14, 2021

1. Mr. Polloni alleges that Senator Rogers made comments about his weight and appearances. Specifically, the complaint alleges that the Senator told Mr. Polloni that he needed to lose weight and that she wanted him to look good when sitting behind the desk representing her. Mr. Polloni stated in his interview that Senator Rogers commented on his suits on multiple occasions, saying that they were too tight and too short.

In his interview, Mr. Polloni alleged that during the week of December 14, 2020, as he and Senator Rogers were in the office discussing bills, he was leaning over his desk reviewing papers and Senator Rogers "looked at his gut" and told him that he should try to lose some weight and that she knew a dietician that helped herself and her husband. The Senator then allegedly told Mr. Polloni that he would look so much better thinner, that he looks like a "good looking dude" and that she wanted him to look thinner, especially when behind the desk representing her. Mr. Polloni stated that the comments were made with no corroborating witnesses around.

Mr. Polloni provided two screenshots of a text exchange between the Senator and himself that took place on December 17, 2020.⁴ Below is the relevant portion of this conversation:

Mr. Polloni:	Thank you for mentioning my weight. I think I told you awhile ago that I'm trying to lose weight! Going back on my diet that helped me lose around 100 pounds. Can you send the information to that one place?
Senator Rogers:	You have a good attitude. You know I only want the best for you. You are going to be very very handsome when you're trim. I had to jump on my husband and he didn't take it well but he soldiered through it and now he looks so much better.
Mr. Polloni:	Thank you! Means a lot especially coming from you!! I would love to do whatever it takes! The heaviest I've ever been was 320lbs and now I'm 210lbs.

In her interview, the Senator responded by saying she recalled one conversation, and it was in the interest of his professional development. She recalled that she and Mr. Polloni agreed to work on it together and noted that Mr. Polloni installed light switch covers in the office made from 10-calorie Monster Energy drink cans as a motivator for the two of them.

⁴ The screenshots are included as Attachment 4.

2. Mr. Polloni alleges that Senator Rogers made comments about his lesbian sister, saying that she could never do anything like that. Mr. Polloni stated in his interview that these comments were made in person with no corroborating witnesses. In her interview, the Senator said that the allegation is "absolutely false" and she had no idea his sister was a lesbian until she read it in his complaint.
3. Mr. Polloni alleges that Senator Rogers made comments about his conservative uncle and liberal aunt, asking why they are married and saying that it wasn't right and that she couldn't do anything like that. Mr. Polloni stated in his interview that these comments were made in person with no corroborating witnesses. In her interview, the Senator said that Mr. Polloni repeatedly talked about the relationship between his uncle and aunt, and her only response to him was that sometimes when campaigning door-to-door she would meet couples who were of opposite parties and everyone would chuckle about that.
4. Mr. Polloni alleges that Senator Rogers discouraged him from running for State Senator when he became of age and said that Mr. Polloni shouldn't run until he became a police officer or something that would make him more pleasing for voters. In her interview, the Senator responded by saying the characterization was inaccurate and that she told Mr. Polloni generally the same thing she tells other young people – that before one runs for office, one should have a career or profession to be able to bring to the table.
5. Mr. Polloni alleges that Senator Rogers asked him on many occasions to do her campaign work when working on the clock at the State Senate and that the Senator got mad when he informed her that he couldn't do that. In her interview, the Senator responded by saying that the allegation is "completely false" and that she was briefed by Senate staff, and knew intuitively, that one cannot cross paths on that.

Mr. Polloni provided documentation in relation to this allegation, submitting two screenshots of a text conversation between the Senator and himself that took place on December 14.⁵ The messages relate to the Senator's request that a spreadsheet with "the bills you want to drop and bills that have already been dropped that may help us in the long run" be shared with her nephew who is a campaign strategist. Mr. Polloni also supplied the contents of an online folder titled "Campaign Projects" that Senator Rogers and her advisors were allegedly using. Despite the title of the online folder, all documents in the folder related to ideas for legislation under review by Senator Rogers. Legislative assistants can work on matters related to legislation, as the consideration of legislation is the essential function of the Senate.

⁵ The screenshots are included as Attachment 5.

6. Mr. Polloni alleges that when he had COVID-19, Senator Rogers demanded that he should be working, and she got upset when he told her that he couldn't work. Mr. Polloni provided documentation in relation to this allegation, submitting screenshots of a text conversation between the Senator and himself that took place on January 4.⁶ In her interview, the Senator said she was asking if Mr. Polloni felt that he could work or wanted to work. What follows is the relevant portion of this conversation:

Senator Rogers:	Can you work from home?
Mr. Polloni:	Monica told me to not work and just rest. She informed me to contact Heather and she will be dealing with my workload or something like that. Monica told me just to rest.
Senator Rogers:	CAN you work from home? Are you up to it!
Senator Rogers:	?
Mr. Polloni:	Right now no because we are trying to figure out stuff.
Mr. Polloni:	Im starting to get a headache
Senator Rogers:	We'll need to talk first chance I get.

7. Mr. Polloni alleges that when he was out of the office with COVID-19, Senator Rogers pestered him to work and told him to do work stuff every day of the ten days he was out. Among the documents submitted by Mr. Polloni for this investigation were text messages and a redacted call log that included January 4-13, the ten-day window in question.

According to the text messages provided, Senator Rogers sent Mr. Polloni text messages on January 4th, 5th, 6th, 7th, 8th, 9th, 10th, and 13th. The conversation on the 4th has been detailed above. None of the text messages on the 5th appear to be related to work, except for Senator Rogers asking for Mr. Polloni's parking spot number and for the phone number of the Senate's resident handyman so that Mr. Polloni's shelf could be installed. On the 6th, Senator Rogers asked Mr. Polloni to coordinate information with the Senate Page who was filling in for his duties and to draft a generic email response if he is "up to it." On the 7th, Senator Rogers and Mr. Polloni discussed how photos for the Senator's Office that were delivered to Mr. Polloni's residence could be transported to the Senate. On the 8th, Senator Rogers and Mr. Polloni discussed the photos as well as other issues related to office décor. Only one text was sent on the 9th, when Senator Rogers asked, "Are you in my AZLeg account?" On the 10th, Mr. Polloni responded, "No I am not" and Senator Rogers answered by stating that he needed to be far more timely in responding to her texts in the future. On the 13th, many texts were sent after 4 PM related to work that Mr. Polloni would perform as he returned to the office the following day. According to the call log, Senator Rogers and Mr.

⁶ The relevant screenshot is included as Attachment 6.

Polloni spoke on the phone just three times during this ten-day period – on January 4th, 8th, and 13th.

8. Mr. Polloni alleges that when he spoke to Senator Rogers on January 8 to inform her that he was cleared by a medical professional to go back to work, Senator Rogers said her "bullshit detector is going off" and started to question whether or not he really had/have COVID-19. In her interview, the Senator responded by saying that she never questioned whether he had COVID-19 because Mr. Polloni sent her a screenshot of his positive test result. In their phone conversation on January 8, the Senator says she questioned whether he was 100% better and ready to come back to work on January 11 because it was swearing-in day and her family would be at the Senate.
9. Mr. Polloni alleges that when he spoke to Senator Rogers on January 13 to inform her that he was 100% and ready to go back to work the next day, Senator Rogers said "what have you been doing for the past two weeks? Sitting on your butt doing nothing?" and said that Mr. Polloni works for her and if she texts him and asks him to get something done, he gets it done. In her interview, the Senator responded that she couldn't recall the specific words used but that she did counsel Mr. Polloni for being unresponsive.
10. Mr. Polloni alleges that when he was out of the office with COVID-19, Senator Rogers threw his belongings in drawers and disrespected them, threw pictures in between his desk and his cabinet, broke his glass Eagle Scout plaque, and threw his St. Michael's statue into the bottom drawer of his cabinets. In her interview, the Senator responded by saying that some of the items Mr. Polloni put out were not in keeping with the theme of the office that had been discussed. The Senator says that she didn't damage anything of Mr. Polloni's, but carefully safekept his items by putting them in less obvious locations while he was out on leave.⁷

Allegations of Conduct on January 14, 2021

1. Mr. Polloni alleges that Senator Rogers arrived at the Senate around 12:45 PM and was messing around with his personal belongings and moving them around and putting them away. At 1:00 PM, when Senator Rogers went to the floor session, Mr. Polloni collected all his belongings and put them where he had them. In her interview, the Senator responded by saying that she doesn't recall touching Mr. Polloni's things when he was there, other than later in the day when Senate Pages were in the office and the decision-making point arrived for what items would need to be hung up on the walls.

⁷ A letter from Senator Rogers' legal counsel relevant to the issue of office décor is included as Attachment 7.

2. Mr. Polloni alleges that when asked by a Senate Page if he had anything to hang up on the office walls, Senator Rogers answered before he could say anything and pointed at a picture of Mr. Polloni and his father, a picture of Mr. Polloni and Senator Rogers, and Mr. Polloni's Eagle Scout award. In her interview, the Senator said that there was some tension at this point, and she was showing the Senate Pages where things could be placed. The Senator, in her interview and in her attorney's February 22 letter included as Attachment 7, indicates that she had to reaffirm that only pictures of Mr. Polloni in Northern Arizona would be applicable in terms of personal affects, and that she allowed Mr. Polloni to place more items on the walls than the complaint suggests.

3. Mr. Polloni alleges that he then asked Senator Rogers if he could hang anything else up like two more pictures, and that Senator Rogers responded by asking if they could talk about the issue privately. The three Senate Pages in the room left and waited in the hallway.⁸ Mr. Polloni alleges that he asked Ms. Heather Covert, who shared the office suite as Senator Warren Petersen's assistant, if she could join the conversation because he didn't feel comfortable not having a witness. Senator Petersen was not in his office at the time. In her interview, Senator Rogers responded by saying that she asked for the private meeting because she was concerned that Mr. Polloni would become argumentative and challenge her authority in front of staff.

In his complaint and in his interview, Mr. Polloni makes several allegations relating to what happened during the closed-door conversation with the Senator:

- He apologized for having COVID but said that he was ready to work now. The Senator responded that she appreciated that but was disappointed he wasn't working from home.
- He asked the Senator why he couldn't hang anything up as he had seen from other assistants. The Senator told him that his workspace was what people were going to see when they first walked in and that they don't want to see junk. She explained that she put his belongings in drawers, so they didn't clutter up the office for her swearing in.
- He told the Senator that he felt very disrespected when she talked to him the day before, and that she disrespected his St. Michael's statue by putting it away. The Senator responded that it was junk and clutter and she didn't want her family to see it. She told him to think of his office as a military barracks which are supposed to be orderly.
- He told the Senator that St. Michael needed to stay on his desk for him and for her because St. Michael stands for everything she stood for in her election, which was pro-Trump, pro-God, pro-military, and pro-police. Her visitors would see St. Michael and know what he

⁸ All three of these Senate Pages were interviewed for this investigation. All three stated that they could not hear anything said during the closed-door conversation, which is likely due to the distance between their position in the hallway and the position of Senator Rogers' corner office.

represents because he is the patron saint for military and police and others. He told her how much it hurt him on an emotional level and a spiritual level, and she did not care.

- He told her he didn't want to be talked down to and she said, "tough shit" and got in his face and got spittle on his face and explained the current state the country was in.
- He didn't feel safe at this point so he opened the door to call for Ms. Covert, but Senator Rogers slammed the door in Ms. Covert's face and would have crushed his hand if he hadn't moved it.
- He alleges that Senator Rogers then said, "you work for me, what do you not understand about that?" and he responded, "I work for the State of Arizona and her people."

In her interview, Senator Rogers provided the following recollection of what happened during the closed-door conversation with Mr. Polloni:

- She had to reassert to Mr. Polloni what was appropriate in terms of the theme generated in the office. He began to cry and said that these were important things to him.
- He spoke of the St. Michael's statue and told her he got it because he saved his grandmother's life and he wanted it as a personal affect out on the leading edge of his desk, which is something the public would see. She told him to leave it at home.
- She told him that this is sort of like being in the military, like a barracks where you have limited personal affects to decorate your space. She said that we are in a combat situation here trying to get things done and this is not about you.
- He was crying a lot, so she thought that she would listen to him and let him cry it out, but he became more challenging and said he didn't like how she talked down to him on the phone the previous night. She responded, "I will talk down to you, you work for me."
- He then asked if someone else could come in and she said, "no, you'll have to talk to me." He then said, "I don't work for you, I work for the State of Arizona."
- At that point, she knew no more discussion would be appropriate as he was clearly insubordinate and did not know his role. He stood between her and the door and was crying like crazy, so she opened the door.

When responding to follow up questions during her interview, Senator Rogers stated that she raised her voice at the very end of the conversation, but that it was clearly objective and simply stating the facts. Senator Rogers also stated that she did not slam the door in Ms. Covert's face, because she recalled that she saw Ms. Covert about to pick up the phone as the door was being closed.

Ms. Covert was interviewed as part of the investigation. She indicated that she did not hear most of what was said in the conversation because it was behind closed doors. She recalled hearing the Senator's raised voice at times, but not to the point of understanding most of what

was being said. However, Ms. Covert did hear Senator Rogers say at one point, "tough shit, you work for me" and Mr. Polloni responded that he works for the state. After that, Ms. Covert recalls that Mr. Polloni opened the door while crying and asked if she could come in. As she got up from her desk to go into the office and was a few feet away, in front of Senator Petersen's office door, Senator Rogers forcefully pushed the door to her office shut and told Mr. Polloni that this was between the two of them.

Mr. Polloni provided a screenshot of a text exchange between Ms. Covert and himself that took place shortly after the closed-door conversation.⁹ The reference to "M." in the exchange below is to Ms. Monica Meyers, a supervisor over the assistants in the Senate:

Ms. Covert:	You can't say that you know that M. Talked to me. But she asked if I heard anything if you got loud and were insubordinate and I told her no. The only one that I heard get loud was Senator Rogers and from what I saw you were not disrespectful.
Mr. Polloni:	<p>[Image of a document with the following text:]</p> <p>Account for 1/14/21</p> <ul style="list-style-type: none"> • Senator Rogers wants to speak as to why I can't have anything • I entered her office • I told her that I couldn't legally work while off on Corona • Senator Rogers was talking down to me and was in my face telling me... <ul style="list-style-type: none"> ○ I don't even understand the depth of stuff that is going to be coming down in the upcoming months. She said that we are going to war. • She said I work for her and that I wouldn't be in this position if it was for her. • I told her my frustration about my statue being disrespected and how much it means to me. She said that it doesn't matter • I asked for Heather in the office because I didn't feel comfortable. She said no and I told her I want Monica or Heather. Then she backed up and said fine if you want a witness.
Ms. Covert:	She left so I'm headed out. Let me know how it goes

⁹ The screenshots are included as Attachment 8.

Conclusion

The goal of this report has been to provide the available facts, based on documentation and witness testimony, to allow members to make informed decisions as to whether any of the allegations may be corroborated under the standards set forth in the committee's rules. Importantly, if any determination is made by the committee or the committee's counsel that an allegation cannot be corroborated under the high standard of clear and convincing evidence, that should not be interpreted as a judgment on the ultimate truth or falsity of that allegation.

**Respectfully submitted by Chris Klemmich, Counsel to the Senate Ethics Committee
March 1, 2021**

ATTACHMENT 1

**SENATE ETHICS COMMITTEE
RULES OF PROCEDURE
Fifty-fifth Legislature**

**RULE 1
Definitions**

For the purposes of these rules:

1. "Chairman" means the chairman of the Senate Ethics Committee.
2. "Committee" means the Senate Ethics Committee.
3. "Complainant" means the person making the complaint.
4. "Conduct alleged to be unethical" includes a violation of federal or state law or a Senate Ethics rule involving the conduct of a public office or a violation of the public trust, or any improper conduct that adversely reflects upon the Senate.
5. "Days" means calendar days, unless otherwise specifically stated.
6. "Majority of the Committee" means a majority of the members of the Committee.
7. "Respondent" means the Senator against whom a complaint has been filed.

**RULE 2
Powers and Duties of the Committee**

The Committee has the following powers and duties:

1. To receive complaints against any Senator concerning conduct alleged to be unethical.
2. To conduct an investigation and initiate, by a majority vote of the Committee, a complaint against any Senator concerning conduct alleged to be unethical.
3. To investigate complaints.
4. To file in the offices of the President and of the Secretary of the Senate and report to the Senate either:
 - a. The results of an investigation or hearing with recommendations for further

appropriate action, if necessary.

- b. A dismissal notice.
- 5. To render advisory opinions regarding legislative ethics upon the written request of any Senator.
- 6. To recommend legislation and rules concerning legislative ethics.
- 7. To make available to the Senate a compilation of the advisory opinions rendered.

RULE 3 Hearing Notice

The Chairman shall notify all members of the Committee at least twenty-four (24) hours in advance of the date, time and place of a hearing. If the Chairman refuses to call a hearing, a majority of the Committee may call a hearing by giving two (2) days' written notice to the President setting forth the time and place for the hearing. The notice shall be posted in the Office of the Secretary of the Senate, and if the hearing is called while the Legislature is in session the hearing shall be announced on the floor of the Senate.

RULE 4 Committee Hearings

- A. Committee hearings shall be open to the public. All legal action taken by the Committee shall occur only in open hearings. The Committee may hold closed sessions upon a majority vote to hear testimony or receive evidence that the Committee determines to be confidential in order to:
 - 1. Protect the integrity of an on-going investigation.
 - 2. Preserve the privacy of third parties.
 - 3. Receive advice of legal counsel.
 - 4. Effectuate any other lawful purpose.
- B. A verbatim record of each hearing of the Committee, either written or taped, shall be kept in the Office of the Senate Secretary.

RULE 5
Complaints

- A. The Chairman shall receive any sworn complaint alleging unethical conduct.
1. Complaints shall be in writing, signed by the person or persons filing the complaint, and notarized. The sworn complaint shall contain either:
 - a) A statement of fact within the personal knowledge of the Complainant describing the alleged unethical conduct.
 - b) The law or Senate Ethics rule that is alleged to have been violated.
 2. All documents alleged to support the complaint shall be included with the complaint.
- B. The Chairman shall review and distribute by mail or electronic mail a copy of each complaint and supporting documentation to all members of the Committee, with the Chairman's recommendation for action or notice of dismissal pursuant to Rule 9.

RULE 6
Notice to Respondent

The Respondent shall be verbally notified immediately of any complaint filed against the Respondent. Not later than two (2) business days after receipt of a complaint, the Chairman shall notify the Respondent by mail or electronic mail. The notice shall be accompanied by a copy of the complaint, its supporting documentation, if any, and these rules.

RULE 7
Answer

Within seven (7) days after the notice is mailed or emailed, the Respondent may file a written answer with the Chairman. Failure to file an answer shall not be deemed to be an admission, to create an inference or presumption that the complaint is true or to prohibit a majority of the Committee from either proceeding with an investigation or dismissing the complaint.

RULE 8
Initial Proceedings

Upon receipt of the answer or the expiration of the seven-day period, whichever is sooner,

the majority of the Committee shall decide to either dismiss the complaint within five (5) days or proceed with an investigation. If the majority of the Committee decides to proceed with an investigation, the Respondent shall be notified in writing and a hearing date shall be set. A hearing shall commence not less than five (5) days or more than twenty (20) days after notice to the Respondent that the Committee is proceeding with an investigation. Personal service of this notice shall be made by mail or electronic mail. A majority of the Committee may for good cause shown modify the time periods in this rule.

RULE 9 Dismissal

- A. Notwithstanding any other provision of these rules, the Chairman shall evaluate the complaint. If the allegations do not constitute conduct alleged to be unethical under these rules, the Chairman shall dismiss the complaint and notify the other Committee members and the Complainant of this action by mail or electronic mail.
- B. If a member of the Committee objects to dismissal of the complaint pursuant to subsection A, the member shall notify the Chairman of the objection within ten (10) days from the date of the dismissal. If at least two (2) of the members object to dismissal, the Chairman shall withdraw the dismissal and notify the Committee members, Respondent and Complainant by mail or electronic mail.

RULE 10 Investigations

- A. The Chairman shall direct an investigation if the complaint is not dismissed. As part of its investigation of conduct alleged to be unethical, the Committee shall have the power to issue subpoenas for the taking of testimony under oath or the production of documents and things, or both. The Committee may act through Senate counsel or through independent counsel retained by the Senate in exercising these powers.
- B. The Committee or the Committee's counsel shall have the burden of proving by clear and convincing evidence that the respondent engaged in the unethical conduct alleged in the complaint.

RULE 11 Hearings

- A. At the time a hearing is scheduled, the Committee shall establish and notify the Respondent of the preliminary schedule and procedures for making opening and closing statements and for the presentation of evidence. The procedures shall include

notice that all testimony will be taken under oath.

- B. In addition to the rights enumerated elsewhere in these rules, in a hearing, the Respondent shall have the right to:
 - 1. Notice of the complaint.
 - 2. Present evidence and to examine the evidence against the respondent.
 - 3. Cross-examine witnesses.
 - 4. Be represented by counsel of the Respondent's choice and at the Respondent's expense.
- C. The Committee shall have the power to issue subpoenas for the taking of testimony under oath or the production of documents and things, or both. The Committee may act through Senate counsel or through independent counsel retained by the Senate in exercising these powers.
- D. When the Committee has concluded its inquiries into alleged unethical conduct, the Committee, by majority vote, may either:
 - 1. Dismiss the complaint and take no further action, in which case the Committee shall make a report of the dismissal to the full Senate and notify the Complainant of this action by certified mail.
 - 2. Recommend disciplinary action in its report to the full Senate, including:
 - a) A letter of reprimand that then requires the affirmative vote of a majority of the members of the Senate.
 - b) The adoption of a resolution of censure that then requires the affirmative vote of a majority of the members of the Senate.
 - c) Expulsion if the Committee finds substantial evidence that an ethical violation occurred that then requires the affirmative vote of two-thirds (20) of the members of the Senate as required by the Constitution of Arizona, Article IV, part 2, section 11.
- E. Any report to the full Senate may include a minority report.

RULE 12
Referral of Possible Criminal Violation

If at any stage of its proceedings the Committee finds evidence of a possible criminal violation, it shall refer the evidence to the appropriate law enforcement agency.

RULE 13
Committee Reports, Dismissals and Advisory Opinions

- A. No action shall be taken on any report regarding conduct alleged to be unethical nor shall a report containing a finding of unethical conduct be presented to the Senate sooner than twenty-four (24) hours after a copy of the report is sent by mail or electronic mail to the Respondent.
- B. A copy of any report, dismissal or advisory opinion prepared by the Committee shall be kept on file in the office of the Secretary of the Senate.

RULE 14
Confidentiality

- A. The Committee may designate testimony, documents, records, data, statements or other information received by the Committee in the course of any investigation to be confidential in order to protect the integrity of an on-going investigation, preserve the privacy of third parties or for any other lawful purpose.
- B. The Committee may make public any confidential information regarding any person with that person's permission.
- C. Prior to Senate action on any report issued by the Committee, the members of the Senate shall be entitled to review in confidence the records of any closed session, and any materials designated confidential by the Committee.

RULE 15
Breach of Confidentiality

- A. Any breach of the confidentiality of materials and events as set forth in these rules by a member of the Committee shall be reported to the President of the Senate, who may appoint a replacement.
- B. Any breach of confidentiality of materials and events as set forth in these rules by any other member of the Senate shall be reported to the President of the Senate.

- C. Any employee of the Senate shall be subject to the same restriction of confidentiality as members of the Committee and of the Senate, and a breach of this restriction shall be grounds for dismissal of any employee.

RULE 16
Coordination with the House of Representatives

The Committee may meet with a Committee of the House of Representatives to conduct investigations or hearings.

RULE 17
Committee Member Under Investigation

If a member of the Committee is under investigation or the subject of a complaint, the member shall be temporarily replaced on the Committee by the appointment of another member made by the President of the Senate.

RULE 18
Duration of Committee's Authority and Power

The Committee shall continue to exist and have authority and power to function after the adjournment sine die of the Legislature, and shall continue until the expiration of the current term of office of the members of the Committee.

ATTACHMENT 2

I, Michael Robert Polloni, Jr., will be filing the following...

1. Ethics Complaint - Senate for pushing me to sign the termination/resignation papers under duress.
2. Equal Employment Opportunity Complaint (EEOC) - Hostile work environment comments made about my personal religion, my sister's sexual orientation, my weight and my appearance, and my family's political beliefs.
3. Anything else that may come

Attached below is my detailed statement about the abuse and ethics violations that I am filing against Senator Rogers...

- She has made comments about my weight and appearances.
 - She told me that I need to lose weight and that she wants me to look good when I am sitting behind the desk representing her.
 - I told her thank you for making these comments because I was afraid to come forward.
- She has made comments about my lesbian sister.
 - She asked me why and said that she could never do anything like that.
- Senator Rogers has made comments about my uncle and my aunt.
 - My uncle is a conservative and aunt is a liberal.
 - Senator Rogers made a comment asking me why are they married and saying that it wasn't right and that she couldn't do anything like that.
- Senator Rogers has called my Saint Michael's statue "junk" and "clutter"
 - I told her what he meant and she still called him junk and clutter.
- I told Senator Rogers that I want to run for LD 6 Senator when I become of age.
 - She told me that I shouldn't run until I become a police officer or something that would make me more pleasing for voters.
 - She also told me that she will be running when I intend on running.
- Senator Rogers has asked me on many occasions to do her campaign work when working on the clock at the State Senate and getting mad when I informed her that I couldn't do that and explained why.
- When I had COVID-19, Senator Rogers demanded that I should be working and when I told her that I couldn't work she got upset.
 - When I got back to the office Senator Rogers was upset at me for having a page and Heather Covert cover for me.
- Senator Rogers called me nothing before her.
- Senator Rogers was yelling at me and was talking down upon me.
 - She was quite literally in my face, I could feel her spit on my face.
 - When I opened the door to get Heather Covert, Senator Rogers slammed the door and almost smashed my hand.

- While yelling at me Senator Rogers told me “We are at war Mikey, do you not understand that?” “You do not understand half of what I know.” “You were not told about what is going to be happening in the coming months.”
- When I was out with COVID, Senator Rogers threw all my belongings into a drawer and broke my glass Eagle Scout plaque.

Account for January 14, 2021

Events leading up to the incident

- On January 3, 2021 I tested positive for the novel Coronavirus.
 - I was told by Monica Myers that I was to self isolate for ten days and that I will be on paid leave. Due to being on paid leave and having the Coronavirus I was told to not work and not come into the office. Monica instructed me to contact Senator Rogers and inform her and I did in a timely manner.
 - When I informed Senator Rogers that I will be off work for ten days she immediately asked if I can work. To which I responded and told her I couldn't work and that I will be resting for my ten days.
 - Everyday of those ten days she pestered me to work and told me to do work stuff. I informed her that I was sick and that I will get it done when I start working again.
 - Fast forward to January 8, 2021. I was cleared by a doctor to go back to work and that I can go back into the world.
 - I informed Monica Myers and Susie Myers that I was cleared. Monica Myers informed me that I need to contact Senator Rogers and tell her that I will be returning to work on January 11, 2021
 - So I did that, I called Senator Rogers and informed her that I was cleared by a medical professional and that I can go back to work.
 - She said and I quote “My bullshit detector is going off” and started to question whether or not I really had/have COVID-19.
 - Then we hung up the phone and I was contacted by Susie Myers that I will be off work until January 14, 2021.
 - During this time I was to rest and not work. Also during this time I was taking medicine to help with the after effects of COVID, most of which made me very tired.
 - Fast forward to January 13, 2021, the day before I was supposed to go back to work

- I was informed by Monica Myers to contact Senator Rogers and make sure that she was aware that I am coming back in on January 14, 2021.
- I texted Senator Rogers that I was back to 100% and that I was ready to get back to work.
- Senator Rogers called me angry, she asked me "What have you been doing for the past two weeks? Sitting on your butt doing nothing?" Telling me that a page and Heather Covert had to fill in for me because I had COVID.
- I informed her that I had COVID-19 and that I was informed by my supervisors to not work and rest.
- To which she responded with, and I quote, "You work for me, if I text you and ask to get something down you get it done!"
- I proceeded to tell her that I will see her tomorrow and that I understand.
- January 14, 2021 - the day of the incident
 - I got into work at around 0730 and noticed that none of my belongings were on my desk and that things were missing and out of place.
 - I then proceeded to empty my car and bring things in.
 - After that I had a meeting with Monica and Gina about Senator Rogers touching my personal belongings and some grievances I was having with Senator Rogers.
 - After the meeting I went back up to my office to find my belongings.
 - My belongings were thrown in drawers and disrespected. My pictures were thrown in between my desk and my cabinet.
 - The one thing I couldn't find was my Saint Michael statue. I found him thrown into the bottom drawer of my cabinets. He was intact.
 - I put my things back on my desk and continued to do my job.
 - At around 1245, Senator Rogers came to the Senate. I was in another office when she arrived, and when I returned to my office she was messing around with my personal belongings and moving my personal belongings around and putting my belongings away. Heather Covert was in the office when this was happening.
 - At 1300 Senator Rogers went to the floor and I collected all my belongings and put them where I had them.
 - At around 1500-1600 Senator Rogers came back to the office and shortly after her the Pages one of which is Melissa Rodriquez and one other came in the office to hang up belongings of Senator Rogers' and mine.
 - The Pages hung up four pictures of Senator Rogers, after that Melissa asked me if I had anything to hang up.

- Before I could say anything Senator Rogers said "Just this this and maybe this." Pointing at a picture of my father and I, a picture of her and I, and my Eagle Scout award.
- I asked Senator Rogers if I could hang anything else up like two more pictures. To which she said we can talk about this privately, and I answered back "Yes ma'am."
- Senator Rogers asked the Pages to leave the office and asked me into her office to talk privately. I asked Heather Covert to join us because I didn't feel comfortable not having a witness. To which Senator Rogers said "No this is between you and I"
- Senator Rogers closed the door and began talking.
- I started the conversation off by telling her that I was sorry that I had Corona and that I am here to work now! She told me that she was glad to hear that but was disappointed that I wasn't working while I was at home. I told her that I was informed that I couldn't work because Monica Myers told me I couldn't. Then she told me that her "bullshit detector was going off"
- Then the conversation progressed and I asked Senator Rogers why I couldn't hang anything up. I told her what I have seen from other assistants offices and asked if we could take a look at those offices. She told me that there is no need and proceeded to tell me that my workspace was what people were going to see when they first walked in and that "they don't want to see junk."
 - She was inferring that my belongings are junk.
- She proceeded to explain to me how my belongings were junk and that I should think of my office as the barracks and that junk doesn't belong in barracks. She explained to me that she had to put my personal belongings in drawers so that they didn't clutter up the office for her swearing in. She moved around my belongings without informing me, when I didn't see my belongings I thought that someone stole it from my office.
- I expressed to her that I felt very disrespected and that I believed that my Saint Michael's statue needed to stay in my office because he represented what she ran on which was; Pro Military, Pro Police, and Pro God.
 - I also informed her that my Saint Michael statue was given to me by my grandmother and that it means the world to me and I informed her of my feelings about this situation.
- I also told Senator Rogers that I didn't like being talked down upon and I don't want to be disrespected anymore.
- To this Senator Rogers told me and I quote "tough shit!" Then proceeded to get in my face yelling at me "We are at war Mikey, do you not

understand that?" "You do not understand half of what I know." "You were not told about what is going to be happening in the coming months."

- At this point of the conversation I did not feel safe at all. Senator Rogers was in my face yelling at me. I told Senator Rogers that I wanted Heather in the office with us. Senator Rogers said "No!" I was scared and didn't feel safe so I opened up the door and frantically called for Heather to come into Senator Rogers office.
 - I saw a Page or two in the hallway when I opened the door.
- As the door was open I saw Heather getting to the door. When Heather was at the door Senator Rogers slammed the door in Heather's face.
 - My hand was on the door and if I didn't move my hand she would have crushed it.
- Senator Roger was in my face again. I was even more scared of Senator Roger, she was right in my face yelling at me "You work for me. What do you not understand about that?" I responded by saying "I work for the State of Arizona and her people."

(Might not have been the smartest move.)

- She looked angry and I was even more scared. I was scared for my safety. I told Senator Rogers that I need Monica or Heather in here. She yelled at me "No!" I opened the door and said a little louder so Heather Covert could hear what I just said.
- Senator Roger said "Okay who do you want? Monica? Heather get Monica up here."

During this whole incident I kept a level head. I didn't get loud or anything like that, except when I feared for my safety when I called for Heather Covert to come into Senator Rogers' office. Heather Covert was a witness to this whole incident.

- I returned to my desk and started writing up an incident/account report of what happened.
 - My heart was at around 182 BPM and I was crying uncontrollably.
- Monica came up to the office, looked at me and saw me crying, and went into Senator Rogers' office.
 - Monica Myers looked at me and said very sternly "Don't go anywhere."
- After about 30 minutes Monica left Senator Rogers' office and went back down stairs to her office.
- After 20 minutes or so Senator Rogers left her office and told me that was going down stairs and would be back soon. I said "Yes ma'am."
- A little while after that I was called by Susan Myers to report to her office.

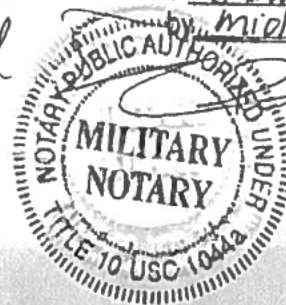
- I printed out my original account, looked at Heather and said "It was good knowing you!"
- I got to Susan's office. I asked her if she wanted me to close the door and I did. She informed me that my job has been terminated and handed me my termination papers. I asked her why I was being terminated. She informed me that she couldn't tell me and that I signed on as an at-will uncovered employee.
 - When I got home I looked at my contract and no where on there says that I can't ask why I am being fired and neither does it say it on the AZLEG description of an at-will uncovered employee.
 - Attached below is what I am talking about...
 - <https://www.azleg.gov/ars/41/00742.htm#:~:text=All%20new%20hires%20are%20at,an%20at%20will%20uncovered%20employee%3A&text=A%20covered%20employee%20may%20voluntarily,agency%20head%20and%20the%20director.>
- I asked for Monica Myers to be present in the room. Susie said that she can come into the office but that won't change anything.
- When Monica came into the office, she sat down and Susie informed me that I can sign a resignation instead.
 - I was forced to make a decision right then and there without any explanation.
- I then was escorted out of the Senate Building and was told to get my car and bring it around to the Senator's Parking Lot.
- After doing that I was escorted up to my office to pack my belongings.
- While packing up my office I notice that when Senator Rogers was throwing my belongings into the drawer she cracked the edge of the base of my Eagle Scout Medal Crystal Award.
- I told Susie Myers and Jenna Lyon about the damage to my property and they informed me that the Senate will pay for that to get fixed. Since Senator Rogers broke it.
- I then finished packing up my office and left the Arizona State Senate.

I, Michael Robert Polloni, Jr., do hereby sign this document that I am telling the truth in this matter.

Michael R. Polloni

My Commission Expires JUL 22 2022

Subscribed and Sworn to before me
 a notary public on this 21st day
 of January, 2021
 by Michael R. Polloni



Michael R. Polloni
 Portia Richards
 Sgt, U.S. Army

ATTACHMENT 3



//copy//

Arizona State Senate

To: Senate Ethics Committee

February 1, 2021

Subject: Sen. Wendy Rogers' Response To Michael Polloni Ethics Complaint

I am responding to the complaint Anthony Polloni ("Complainant") filed with the Ethics Committee against me. I received the complaint by email from the Ethics Committee counsel on January 25, 2021.

Up front, I want to say I am truly humbled to be part of this prestigious body, and I take this situation seriously. I fully understand we have a very public and important job to do. It is among the highest honors to serve the public in the Arizona Senate.

I have hired, counseled and managed hundreds of employees, both as a 20-year career Air Force commanding officer and subsequent 23-year Arizona business owner. I understand how to properly and professionally train, manage, and mentor employees. I believe the complaint against me is a complete fabrication by an outgoing, brand new employee who worked only one official day for the State of Arizona after the swearing-in of senators.

During the AZ State Senate's hiring and training process, I worked hand in hand with the Senate HR staff to facilitate the onboarding of this new employee and kept HR fully apprised of the situation. Overall, from what I saw and heard, I believe his allegations are false because his description of our interactions was inaccurate and did not reflect the way we communicated.

Senate Ethics Committee Rules of Procedure (hereinafter, "Rules of Procedure"), Rule 5, Complaints, states a complaint alleging ethical conduct shall contain either a statement of fact within the personal knowledge of the Complainant describing the alleged unethical conduct or the law or Senate Ethics rule that is alleged to have been violated. The complaint contains no law or Senate Ethics rule alleged to have been violated.

I have carefully reviewed all six pages of the complaint and cannot find any unethical conduct by me under the Senate Ethics Rules. Rule 1, Definitions, of the Rules of Procedure states, "Conduct alleged to be unethical' includes a violation of federal or state law or a Senate Ethics rule involving the conduct of a public office or a violation of the public trust, or any improper conduct that adversely reflects upon the Senate."

Rule 9 A. of the Rules of Procedure states, in relevant part, "the Chairman shall evaluate the complaint. If the allegations do not constitute conduct alleged to be unethical under these Rules, the Chairman shall dismiss the complaint and notify the other Committee members and the Complainant of this action by mail or electronic mail."

Applying Rule 9 A. to the facts alleged by the Complainant in the complaint, the Chairman ought to dismiss the complaint, because the facts alleged by the Complainant neither constitute any conduct alleged to be unethical under the Senate Ethics Rules involving the conduct of a public office or a violation of the public trust, or any improper conduct that adversely reflects upon the Senate, nor allege any law or Senate Ethics rule alleged to have been violated.

I believe the allegation by the Complainant alleging I created a hostile work environment is not true; therefore, the alleged, untrue allegations do not constitute improper conduct that adversely reflects upon the Senate. This alleged personnel matter is not a matter of Senate Ethics.

Respectfully,



Wendy Rogers, Lt Col, USAF (ret)
State Senator LD-6 Flagstaff

ATTACHMENT 4

13:12



Wendy >

Thu, Dec 17, 16:14

Mikey – thank you for all your great help today. Please give me a few different cost estimates on if we do everything with one format or another. Thank you so much. Heading out of the parking lot now. I will be with Rose in an hour and 20 minutes from now. I can still answer questions possibly a little bit if you have any questions while I'm on the road. Thanks again. You're a big big help and I appreciate you a lot.

Love to do it. I truly do!
Thank you for mentioning my weight. I think I told you awhile ago that I'm trying to lose weight! Going back on my diet that helped me lose around 100 pounds. Can you send the information to that one place?
I'll also put together a little Google Doc full of prices and such!

you have a good attitude. You know I only want the best for you. You are going to be very very handsome when you're trim. I had to jump on my husband and he



iMessage



13:12



Wendy >

answer questions possibly a little bit if you have any questions while I'm on the road. Thanks again. You're a big big help and I appreciate you a lot.

Love to do it. I truly do! Thank you for mentioning my weight. I think I told you awhile ago that I'm trying to lose weight! Going back on my diet that helped me lose around 100 pounds. Can you send the information to that one place? I'll also put together a little Google Doc full of prices and such!

you have a good attitude. You know I only want the best for you. You are going to be very very handsome when you're trim. I had to jump on my husband and he didn't take it well but he soldiered through it and now he looks so much better.

Thank you! Means a lot especially coming from you!! I would love to do whatever it takes! The heaviest I've ever been was 320lbs and now I'm 210lbs.



iMessage



ATTACHMENT 5

13:09



WR

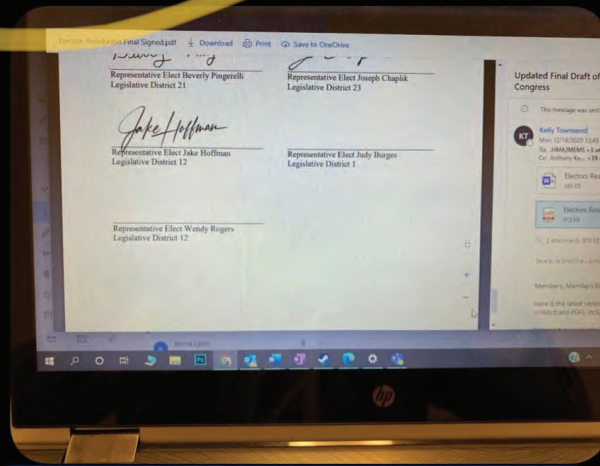
Wendy >

Mon, Dec 14, 10:58

Sent the spreadsheet to you and Spence!



Mon, Dec 14, 12:57



This is on the email titled Updated Final Draft of Resolution to Congress

She said she fixed it

Okay! Just wanted to inform you.

Yes you did the right thing



iMessage



13:09



Wendy >

...have the time you want to drop
and bills that have already been
dropped that may help us in the
long run!
I will be in the building tomorrow
getting setup and I'll start on the
promises tomorrow. ETA of
finished product will be roughly at
1500.
My apologies, it won't happen
again!

You need to share with

_____. I
am also asking to have all furniture
removed from your space and
mine. We are getting different
furniture. I don't know what yet
though. Maybe we can leave yours
for the time being. But we are not
going to have standard
government issue furniture in
there.

I will send to Spence when I get in
tomorrow!
The only thing missing is the
promises and that will be put in
tomorrow!
Thank you!

OK good to go. I just got in from



iMessage



ATTACHMENT 6

12:34



Wendy >

I'm feeling good!
I'm just congested and can't smell
😬

I'm in class till 12:00

Am on errands 1200-1500

Okay!

Can you work from home?

Monica told me to not work and just rest. She informed me to contact Heather and she will be dealing with my workload or something like that. Monica told me just to rest.

CAN you work from home? Are you up to it!

?

Right now no because we are trying to figure out stuff.

Im starting to get a headache

We'll need to talk first chance I get.



iMessage



Apple Pay



ATTACHMENT 7

February 22, 2021

VIA EMAIL ONLY

Chris Kleminich
Arizona State Senate, Rules Attorney
ckleminich@azleg.gov

Re: Michael J. Polloni, Jr. / Senator Wendy Rogers

Dear Mr. Kleminich:

As we discussed on Friday, February 19, 2021, enclosed is additional information that may be helpful to the Ethics Committee in processing this complaint. This is not intended to be a comprehensive response to the allegations of Mr. Polloni. Much of what Mr. Polloni claims does not match Senator Rogers' memory of the events nor does it accurately describe their relationship. We very much respect this process and Senator Rogers continues to be willing to cooperate in any way that is helpful to the investigation. Senator Rogers harbors no ill will against Mr. Polloni and remains at a loss to explain how things went so far off track with him.

It is important to keep in mind that Senator Rogers was excited to hire and work with Mr. Polloni. She knew him from her campaign and felt he would make an excellent administrative assistant. It was her idea to suggest him for the position and she was pleased when he was interested and accepted. The implication that she was abusive to Mr. Polloni or treated him unfairly is simply untrue. Mr. Polloni started in early December, took some time off in December to spend with his family, was out for a medical reason in early January, and returned to work on January 14, 2021, which ended up being his last day of employment.

Much of Mr. Polloni's concerns are focused on office décor and we address that topic in this submission. This seems to be the center of his discontent on January 14, 2021. Senator Rogers remains puzzled as to why this became such an issue. Senator Rogers and Mr. Polloni had several discussions about office décor prior to January 14, 2021. These discussions were always clear and fair. Senator Rogers wanted her office decorated in a manner that highlighted Northern Arizona and welcomed constituents. Senator Rogers told Mr. Polloni that in the reception area, she wanted photographs (including a few of Mr. Polloni) that depicted Northern Arizona; a flat screen television displaying a loop of photographs from the campaign, Northern Arizona, and constituents; Northern Arizona University items; and shelves holding a variety of items including a flag which was special to Mr. Polloni as it had been draped on his grandfather's casket to honor his military service.

Mr. Polloni had asked about other items and Senator Rogers was clear to him that she did not feel they were appropriate and consistent with what she wanted. More specifically, she told him that photographs of him in Russia and Italy were not consistent with her vision for the office. She told

Mr. Polloni that she wanted to approve the décor. When he asked to decorate “his wall”, she made it clear that he was in a common area and she would decide what was placed and where it was to be placed.

These conversations included phone conversations, texts, and emails. Senator Rogers told Mr. Polloni her thoughts on the matter, including that personal photographs of Mr. Polloni needed to include Northern Arizona and that she wanted to select what was put up. She was always clear about this to Mr. Polloni.

12/18/2020	Emails between MP and WR re pics including which pics to use and wood frames rather than black frames
12/29/2020	<p>Text from MP - got to the office. I'm think of hanging all the university frames next to the tv.</p> <p>WR- if you don't mind, wait till I get in there. I'm thinking of putting them behind my desk up on the wall. But I'm not sure. But thanks.</p>
12/29/2020	<p>MP - The top picture is a wooden sign I got at Babbits in Flagstaff. My dad came up with a good idea to put it above the map because that is where we are from and it represents the forestry of Northern Arizona! The bottom picture is the tv that was on my desk! My dad and I agree that it's easier for the eyes to be on the bookshelf.</p> <p>WR-Ok! Love how he's helping decorate our office.</p> <p>MP-He had a good time! I ordered some pictures of me and travels and he is helping me make sure the flash drive holds the pictures and does a slide show.</p> <p>WR- did you happen to get the label started for the base of our moon lamp at the Flagstaff shop you'd mentioned?</p> <p>MP- Not yet. They weren't open. They are supposed to be but weren't. Going to try tomorrow.</p> <p>WR- Thanks! Sort of wanted that moon lamp on your desk, but we will see. Everything is really shaping up!</p> <p>MP- Looking good!!</p>
01/05/2021	<p>8:03 pm texts between WR and MP</p> <p>WR – Hope you're resting ok. GA runoffs are nail biters!</p> <p>MP –Mike's number is on my desk at work. The photos are on the way or arrived. I'll call my uncle tomorrow morning! The last I checked at the senate runoffs it was close as can be! I bought some things for my office wall. From local artists in Flagstaff! I got something made for you from</p>

	<p>an artist but I couldn't bring it in because COVID but it'll be up when I get the all clear! I also have some pictures for my wall but that'll wait till I get the all clear!</p> <p>WR – Need the photos there by noon if possible. I'll need to approve your pictures. Thank you for thinking of me.</p> <p>MP – I'll call my uncle as soon as I get up! The pictures I chose for my wall are appropriate and show who I am! Wanna see what I got you? (picture of 4 photos)</p> <p>WR – I like the ones in Arizona. I'm not so sure about the leaning Tower of Pisa and Russian onion dome ones.</p>
01/06/2021	<p>MP – I'm feeling a lot better today! ... I hope to be back in the office as soon as I get the all clear from Monica and Gina and my doctors! I asked my uncle about the photos but he's been in therapy today. All I ask if I can still have my one wall (Crying/laughing emoji). The one on the that separates my office and yours!</p> <p>WR – We'll talk about it. You're in a common area.</p> <p>MP – I took a look at different assistants' area and they decorated with their style. Some assistants have autographed things, some have political stockings, political things, family pictures, little nicknacks and other stuff.</p> <p>WR – I am swamped with more important matters. Let's talk about it later.</p> <p>MP – Roger</p>
1/08/2021	<p>Text between WR and MP</p> <p>8:23 a.m. WR – sends Walmart Receipt. These are all we have received. Other than the Trump picture with Hal and me which looks fine. I thought we ordered way more prints than these? Also these three are unacceptable. Way too dark. We need our money back for these. It's too bad now all we have is the Trump picture for Monday morning but oh well (sends pic)</p> <p>11:57 a.m. MP – These photos are really dark! I'll contact Walmart and ask them for a refund or a reprint! My symptom is becoming better. Feeling a lot better today... I'll add those photos to the USB. What I was thinking for</p>

<p>the shelf is that we can put the flags on there and the tv in the middle. My dad bought me a tv for my desk so we could put the issued tv up to show the pictures.</p> <p>WR – Way ahead of things. Melissa has been helping. No worries. Shelf was installed above your desk with your grandpa’s flag displayed in it proudly. (MP Loved text)</p> <p>MP – Thank you so much!</p>
--

Again, Senator Rogers was certainly not expecting what happened upon Mr. Polloni’s return. It appears that Mr. Polloni was upset when he arrived at work on January 14 and found that some of his personal items had been placed in a drawer for safekeeping. He spoke with two supervisors (Ms. Meyers and Ms. Jenkins) who advised him that the decorations in the office were subject to approval by Senator Rogers and counseled him to abide by her wishes telling him that “this is not a hill you want to die on.”

Instead, Mr. Polloni elected to press the issue and demand that his personal items be displayed. When Senator Rogers returned to her office from the floor of the Senate on the afternoon of the 14th, she found that Mr. Polloni had again placed additional personal items in public view. When Senator Rogers asked Mr. Polloni to remove the items, he argued with her in the presence of three pages and another Senator’s assistant, Heather Convert, prompting Senator Rogers to ask the pages to “please give us a minute” and invited Mr. Polloni into her office for a private conversation. After she closed the door to her office, Mr. Polloni insisted that he had the right to act contrary to her wishes. When Senator Rogers sought to reestablish her authority and refocus him on the important business they were undertaking for the people of Legislative District 6, Mr. Polloni burst into tears, insisted he worked for the State of Arizona and not her, and continued arguing that he had the right to decorate the common area of the office as he wished. After a brief few minutes of this, Senator Rogers opened the door to her office and requested that Ms. Convert call Melissa Meyers for assistance. All communication between Senator Rogers and Mr. Polloni then ceased, and Senate supervisory and human resources personnel took over and decided to offer Mr. Polloni the opportunity to resign, which he accepted.

Mr. Polloni’s conduct on January 14 with regard to what should have been, from his perspective, an inconsequential matter was unprofessional and insubordinate. When given the chance to compose himself and drop the issue, he instead chose to completely melt down and further challenge Senator Rogers. He proved himself to be unfit for the requirements of service to the Senate. While Senator Rogers certainly regrets these events, she conducted herself appropriately.

We do want to reiterate that Senator Rogers is happy to address any other issue that was raised by Mr. Polloni. The fact that we have omitted a response here to some issues Mr. Polloni has raised does not mean that she agrees with his characterization of events, or even that those events occurred at all. Senator Rogers answered every question you asked during the interview, and remains willing to do so.

Chris Kleminich
February 22, 2021
Page 5

Very truly yours,

A handwritten signature in black ink, appearing to read "E. Jeffrey Walsh". The signature is fluid and cursive, with a large initial "E" and a long, sweeping tail.

E. Jeffrey Walsh

cc: Stephanie Quincy
Senator Wendy Rogers

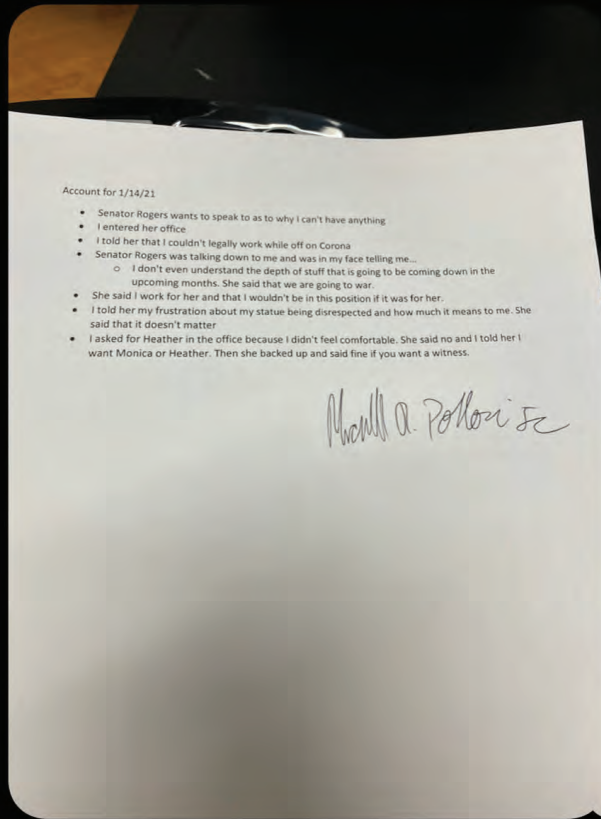
ATTACHMENT 8

09:26



Heather >

You can't say that you know that M. Talked to me. But she asked if I heard anything and if you got loud and were insubordinate and I told her no. The only one that I heard get loud was Senator Rogers and from what I saw you were not disrespectful.



She left so I'm headed out. Let me know how it goes



iMessage

