



Case

- [Home](#)
- [Cases](#)
 - [All Cases](#)
 - [Cases by Tier](#)
 - [Tier - City of Las Cruces, NM Public](#)
 - [Case 513](#)
 - [General Case Info](#)
 - [Case Details](#)
 - [Follow-ups](#)
 - [Assignments & Access](#)
 - [Participants3](#)
 - [Attachments17](#)
 - [Synopsis](#)
 - [Case Notes](#)
 - [History](#)
- [Open New Case](#)
- [Assignments](#)
- [Analytics](#)
- [Admin](#)

NAVEX[®]

[Privacy Statement](#) | [Terms of Use](#)
[Cookie Statement](#) [About](#)

© NAVEX Global 2026. All rights reserved.

Case 513-Employee Relations

[Reminders](#) [Join Chat](#) [Delete Case](#)

Opened

07/16/2026

Days Open

Less than 24 hours

Last modified

07/16/2026

Intake Method

Hotline Web

Status

In Process

Alert Status

None

Case Details

[View Versions](#)

[New Translation](#)

Reported tier information

Case type:

Allegation

Intake method:
Hotline Web

Location

Organization/Building name:
City of Las Cruces, NM (Public)

Branch Number:
1

Location name:
City of Las Cruces Main

Location/Address:
City of Las Cruces Main - 1
700 North Main Street

City:
Las Cruces

State/Province:
NM

ZIP/Postal code:
88001

Country/Territory:
United States

Location Name:
City of Las Cruces Main

Reporter Information

Reporter anonymous:
No

Reporter first name:
Isabel

Reporter last name:
Garcia

Case Information

Relationship to the Company or Organization?
Employee

Please identify the person(s) engaged in this behavior:
Karri Cordova - Paralegal
Stevie Hendrix - Paralegal

Do you suspect or know that a supervisor or management is involved?
Do Not Know / Do Not Wish To Disclose

If yes, then who?
Brad Douglas- City Attorney

Is management aware of this problem?
Yes

What is the general nature of this matter?

Since starting here I have been bullied/harassed by the above mentioned employees. Policy breaches, unfair labor practices, toxic work culture. At the time since i was new i thought i was the problem and could not keep up with the work. i received little to no training and what I did do was micro analyzed by these people whose job was not to do this. I was called into Mr. Douglas office several times a month for constant complains about my work (complains that he stated were of no matter) complains like me not being at my desk ever, missing commas, or getting the incorrect date on a document (all of which were corrected and brought to his attention by me before each call into his office). intimidation tactics trying to get me to doubt my work (which i did) (whispering, talking outright about my work with each other so i could hear) blatant disregard for set rules and disrespect to those in management, yelling at me when i did not do what they wanted me to do and would follow attorney given instructions. interfering constantly/sabotaging me from carrying out my work. Retaliation by removing me from having access to emails, reassigning and removing work and then reassigning and adding more work. Disregard for direct orders, speaking to other employees in a rude unprofessional manner.

Where did this incident or violation occur?

started on or about end of October early November 2024, in the legal department section, by my cubicle, at my cubicle, in other attorney offices, in my managers office.

Please provide the specific or approximate time this incident occurred:

started on or about end of October early November of 2024, which is around the time I started working here and it continues to happen.

How long do you think this problem has been going on?

More than a year

How did you become aware of this violation?

Other

If other, how?

it happened with me and I also learned it happened to other employees and is currently happening with current employees. and i saw from documents as well as it was brought to my attention by these victims or by me seeing it happen.

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

Brad Douglas- City Attorney

Henry Becker- Deputy City Attorney

I was told the matter was being handled, that this behavior would be dealt with, that they had addressed the matter but i was not entitled to know what disciplinary actions were carried out, didnt wish to make it a big deal like they had with me so would see if the behavior continued, i needed to stop interacting with these people a certain way to start talking to them more, to stop talking to them to try and understand them to not use email communication nor teams to communicate with them because it could be seen as hostile.

Case Details:

Since starting in the Legal Department I have experienced work hostility, Bullying, Retaliation, Work Disruption/Sabotage, policy breaches, unfair labor practices, toxic work culture and even Discriminatory behavior. Below is a very brief breakdown of examples.

Policy breaches, and unfair labor practices have created a toxic culture for this office some examples are when I reported that Stevie Hendrix deleted an email from the shared City Attorney Evidence mailbox and I did share this with my Office Manager Emy Duron and Mr. Henry Becker and Mr. Becker said he would handle the matter but nothing was done but when they reported that I had marked an email as unread I was called in and told to leave things the way they are. Another example is how they are allowed to dress, we are supposed to dress business professional but these two employees wear leggings and jeans when they like. They are able to disregard chain of command or orders given when convenient, we were ordered to start using a new program for case management, but these two people do not use it and even after this was brought up to management nothing was done (2 months still not being done). Only three people were allowed supervisory access/permissions to the new case management program later I come to find out that Mrs. Cordova requested and received the same permissions even though we had all been told that for the moment only three people would have those permissions and even after she requested those permissions and was told no (I found out

because we received a call from someone in the company requesting to speak with Mrs. Cordova to see if she had new permissions. I have experienced retaliation in the form of being excluded from meetings by these two employees, as well as work being taken or added, being removed from access to emails, bad reviews of my work when it is not their job to be reviewing my work.

Micromanaging my work. Constantly bringing up any issues to try and get me into trouble.

Work Hostility, Once I started requesting evidence of things I was doing wrong and started standing up to my co-workers the environment shifted, by January you could feel the tension in this office. We had an office meeting in January and I was completely embarrassed two of the attorneys had to pull me in to their office after and apologized and told me that what was said did not apply to me and disregard, even the Acting deputy attorney Henry Becker apologized for the way things took place and stated that there would be consequences for what occurred. During the meeting Mrs. Kristen Dickey requested that I be given help since I had too many cases and Ms. Stevie Hendrix snorted and looked over at Mr. Karri Cordova and laughed. Then Ms. Hendrix stated that she did not think it was fair that she and Karri would get more work because some people could not keep up with their workload and were too slow. She wanted to continue talking but Mr. Henry Becker had her stop and told her that this was not going to be done here in front of everyone, if there were any issues it needed to be brought up to the supervisor in private. When I would try and ask for something I was greeted with a sneer or a demeaning comment on how I was not good at my job or how they figured it out right away. I was yelled at by Mrs. Cordova multiple times when ever I did something she thought I shouldn't be doing and I do mean yell, my office Manager even had to come out of her office on multiple occasions to see what was happening. Constant comments, mean faces. Literal rolling of the eyes and sneers. Other City employees who would stop by the office noticed and would ask if everything was okay because the tension in the office was so strong.

Bullying, Constant whispering of me, my work, things I was doing wrong. Comments about how Mr. Douglas would look bad for something I missed. Yelling at me. Cussing at me. Shutting the door in my face.

Work disruption, Emails were constantly being marked as read even though they were regarding my cases and the rule was that if it was not your case you left unread for the owner of the case to handle. (screen shots of this occurring multiple times even after they had been instructed not to do this). Being left out of emails that contained documents/filings that are a part of my assigned cases.

Cases files changed, added, deleted. Not forwarding me, or notifying me of filings received on cases.

It was brought to my attention recently that that the behavior by these two employees seems to target a certain ethnic and gender group (Hispanic females). based on what I have witnessed and experienced it seems that this information may have credibility to it, issues with these employees have been experienced by a previous employee who happened to be a Hispanic female attorney, myself (Hispanic female), my office manager (Hispanic female) and now with the new legal assistants who happen to be Hispanic females.

I requested an update (uploaded as attachment) from Mrs. Estell on May 27, 2026 as none of the people I put down as "witnesses" had been contacted and they were reaching out to me to see when they would be contacted as Mrs. Estell stated that she would reach out to and schedule interviews following the week of 4/23/2026. In her response 6/8/26 she stated that "At this time, I am unable to provide a specific timeframe for when additional witnesses may be contacted or when the investigation will be concluded." The timing of investigative activities depends on a variety of factors and may change as new information is gathered and reviewed." its been 3 months and per my experience with Mr. Douglas and Mr. Becker for over a year with the same problem I am very untrusting that anything will actually keep moving or be looked into this stems from concern that potential conflict of interests regarding Mr. Douglas and Mrs. Cordova as it seems their personal relationship (or prior work relationship) appears to be influencing workplace decisions. My worry is also that once Mrs. Estell spoke with Mr. Douglas there was a shift in priority, she stated she would contact witnesses that following week but then never did . Mr. Douglas never handled the matter even though he said he did and would and I am concerned that he will continue to try and "handle" the matter. I raised this concern to Mrs. Estell and asked if the final decision would still be left up to Mr. Douglas as to corrective actions and she said she would send her findings with recommendations to him, so again nothing would be corrected.

Not only have all of these issues caused emotional, physical and mental damage but it has also affected the value of my work product as it is viewed by others, mostly by attorneys at the City. My office manager Emy Duron is aware of the situation and has documented most of the instances. She herself, from what I could see, experienced worse things than I did and this comment is made from observations on how she was treated in front of me and what my experience with other department Office Managers in the City has been. I will attach everything that was provided to Mrs. Estell and like I mentioned to her everything provided is not even half of the things that took place. Please, please, please, if you have any questions or require any additional information please contact me or my office Manager Emy Duron. Also please contact the "witnesses" provided because they have problems with these two employees themselves.

Also as a note these two employees are well known for their rude unprofessional behavior not just here with their current position but with their prior jobs. These unchecked behaviors have caused a severely toxic workplace environment and its causing employees to leave, as well as discouraging them from speaking out as nothing ever is done and the person that complains gets retaliated against.

Please note that not all documents were able to be attached, it said I reached the limit so i was not able to upload all supporting documentation. please let me know how i can provide the additional documents.

Thank you for your time.

Legacy information