



## D-23A: ETHICS ADVOCATE ACCEPTANCE

\_\_\_\_\_, **Complainant(s) vs.**

\_\_\_\_\_, **Respondent(s)**

### Right to Challenge Ethics Advocates

You are requesting the assistance of an Ethics Advocate ("EA") for the above-referenced matter. You may challenge any potential EA. The EA chosen to assist you will be one of those listed below whom you do not challenge. Challenges must be in writing and submitted prior to the assignment of an EA to assist you. The following persons listed below or on the attached list are eligible to serve as EAs for the hearing and may be selected to serve as your EA. Please check the appropriate box below.

Leticia Almaro Nicolini, Rich Burris, Melinda Byrne  
Phil Deutscher, Diane Ramirez, Monique Young

- I have no objection to the any of the above EAs.
- I object to one or more EAs and have included a list setting forth the names of the EA(s) to whom I object.

### Hold Harmless

I hereby release, discharge and hold harmless Contra Costa Association of REALTORS® and the EA from and against any and all claims, actions, damages, liabilities, losses, costs or expenses that I now have or may hereafter have arising out of the assistance of an EA in connection with the above-referenced Case. I further expressly agree that the foregoing release is intended to be as broad and inclusive as permitted by the laws of the state of California and that if any portion thereof is held invalid, it is agreed that the remainder of the release shall, notwithstanding, continue in full force and effect.

**By signing below you warrant that you understand and agree to the above Hold Harmless Agreement.**

Date: \_\_\_\_\_

Party's Signature: \_\_\_\_\_

Party's Name (Type or Print): \_\_\_\_\_

**If you do not sign the Hold Harmless Agreement above, no EA will be assigned to assist you.**

Please complete and email to Pam Martin at [pam@ccartoday.com](mailto:pam@ccartoday.com).