



New Jersey Judiciary
Attorney Ethics Grievance
Office of Attorney Ethics



Please type or clearly print all information.

A. Grievant Information

Last Name (include: Sr. / Jr. / III, etc.) Davis		First Name James		Middle Name Henry	
Address [REDACTED]		City South Orange		State NJ	Zip 07079
Telephone [REDACTED]	Email [REDACTED]			County	

B. Specific Lawyer's Information - Specific lawyer you are making a complaint against.

Last Name (include: Sr. / Jr. / III, etc.) Carrigg		First Name Patrick		Middle Name	
Office Address [REDACTED]		City [REDACTED]		State NJ	Zip [REDACTED]
Telephone [REDACTED]	Email [REDACTED]			County	

1. The specific lawyer you are making a complaint against, is this your lawyer? ☐ Yes ☒ No

2. If so, does this lawyer still represent you? ☐ Yes ☐ No

3. If not, do you have a new lawyer? ☐ Yes ☐ No

4. If so, who is the new lawyer? Please specify _____

C. Case Type – Specify what case type was handled by the specific lawyer (check one)

- | | | |
|---|---|---|
| <input type="checkbox"/> Admiral / Maritime | <input type="checkbox"/> Estate / Probate | <input type="checkbox"/> Negligence (Personal Injury)
Property Damage |
| <input type="checkbox"/> Adoption / Name Change | <input type="checkbox"/> Federal Remedies / Civil
Rights | <input type="checkbox"/> Patent / Trademark/
Copyright |
| <input type="checkbox"/> Bankruptcy / Insolvency/
Foreclosure | <input type="checkbox"/> Government Agency
Problems (local through
federal) | <input type="checkbox"/> Real Estate |
| <input type="checkbox"/> Collection | <input type="checkbox"/> Immigration /
Naturalization | <input type="checkbox"/> Small Claims Court |
| <input type="checkbox"/> Contract | <input type="checkbox"/> International Law | <input type="checkbox"/> Tax |
| <input type="checkbox"/> Corporation / Partnership
Law | <input type="checkbox"/> Juvenile Delinquency | <input type="checkbox"/> Workers' Compensation |
| <input type="checkbox"/> Criminal, Quasi-Criminal, and
Municipal Court | <input type="checkbox"/> Labor | <input type="checkbox"/> Other Litigation (specify)
_____ |
| <input type="checkbox"/> Domestic Relations (divorce,
support, or custody) | <input type="checkbox"/> Landlord Tenant Matters | <input checked="" type="checkbox"/> Other Non-Litigation (specify)
Education |

Is the case handled by the specific lawyer still pending? ☒ Yes ☐ No

Attorney Ethics Grievance**D. Other related complaints or litigations:**

1. Have you filed a complaint regarding this matter with law enforcement authorities or any other state or federal agency? ☐ Yes ☒ No If yes, please specify below.

Name of Agency	Date Filed
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Result of complaint / litigation	Contact Person
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2. Is the matter you are complaining about the subject of a pending civil lawsuit, family court proceedings, or a criminal matter? ☐ Yes ☐ No If yes, please specify below.

Name of Court	Docket Number	County
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E. Nature of Grievance:

State what the specific lawyer did or failed to do which may be unethical. State all relevant **facts** including dates, times, places, names, and addresses of important witnesses. Attach copies of any important letters and documents. Use additional sheet(s) only if necessary.

In or about August 2024, I received a letter from the New Jersey Unauthorized Practice of Law Committee (UPLC). The letter stated that two complaints were filed against me for "representing" a student at Columbia High School against the Principal, Frank Sanchez.

The UPLC stated that it was taking no action against me, but that the complaints would be sent to the other states where I am permitted to practice law, California and New York. I inquired as to the identities of the complainants, but the UPLC would not provide the information.

In or about January 2025, I received an inquiry from the California State Bar (CSB) inquiring about the complaints in New Jersey. I responded to the CSB and I have not heard anything from the CSB since I responded. On or about November 20, 2025, I received an inquiry about the New Jersey complaints from the New York State Bar (NYSB). The NYSB provided me with the information which included the names of the complainants.

The names of the complainants were Patrick Harris and Stephen Kitzinger, both attorneys. Upon conducting some due diligence, I discovered that Patrick Harris was a false name being used by Patrick Carrigg. Patrick Carrigg is the attorney for the South Orange Maplewood School District. I was in communication with Mr. Carrigg for several months as I was working through my organization, Black Parents Workshop, providing pro bono special education advocacy services for a few students in the school district.

Mr. Carrigg filed his baseless complaint against me on April 12, 2024. This was the same day that I sent Mr. Carrigg and other school personnel a student grievance on behalf of a student where we alleged that Mr. Carrigg was sharing confidential information about the student to the news media, NJ.com. I have provided comprehensive evidence of Mr. Carrigg's duplicity and other information substantiating my complaint and Mr. Carrigg's ethical breach. See attached pages and exhibits

Attorney Ethics Grievance

F. Investigative Confidentiality

The Supreme Court of New Jersey has held that persons who file grievances “may speak publicly regarding the fact that a grievance was filed, the content of that grievance, and the result of the process.” Since disciplinary officials are required by R. 1:20-9(h) to maintain the confidentiality of the investigation process and may neither speak about the case nor release any documents, until and unless a formal complaint is issued and served, you must also keep confidential any documents you may receive during the course of the investigation of your grievance.

To protect the integrity of the investigation process, we recommend that you, as well as all witnesses, not speak about the case other than to disciplinary officials while the matter is under investigation. So long as you maintain the confidentiality of the investigation process, you have immunity from suit for anything you say or write to disciplinary officials. However, the Supreme Court has stated that you “are not immune for statements made outside the context of a disciplinary matter, such as to the media or in another public forum.” R.M. v. Supreme Court of New Jersey, 185 N.J. 208 (2005).

Please notify the district secretary of any disability accommodation needed.

Pursuant to R. 1:20-3(e), please allow up to 45 days of review of grievance upon receipt by the district secretary.

12/01/2025

s/ James H. Davis III

Date

Signature of Grievant

For Secretary's Use Only

Date Docketed

Docket Number



State of New York
Supreme Court, Appellate Division
Third Judicial Department
Attorney Grievance Committee
100 Great Oaks Boulevard, Suite 129
Albany, NY 12203-7919
<http://www.nycourts.gov/ad3/agc>

Elena Jaffe Tastensen, Esq.
Committee Chair

Phone: (518) 285-8350
Fax: (518) 453-4643
Email: ad3agc@nycourts.gov
(Service by email/facsimile is accepted/preferred)

Monica A. Duffy
Chief Attorney

CONFIDENTIAL

November 20, 2025

VIA First Class Mail and EMail

James H. Davis, III, Esq.
Davis Advocacy & Consulting LLC

[REDACTED]
[REDACTED]

EMail: jhdavis2000@gmail.com and jhdavis@calldac.com

NOTICE OF COMPLAINT OF PROFESSIONAL MISCONDUCT

Dear Attorney Davis:

Please be advised that the Attorney Grievance Committee for the Third Judicial Department ("Committee") has received a letter dated January 23, 2025, from Carol Johnston, Committee Secretary and Counsel for the Committee on the Unauthorized Practice of Law Appointed by the Supreme Court of New Jersey, alleging that you represented a New Jersey high school girl in a dispute with a New Jersey high school principal prior to becoming admitted to the New Jersey bar (the "complaint"). Accordingly, the Committee has commenced a disciplinary investigation. This does not mean that any determination has been made as to the merits of the complaint; however, the matter is being reviewed. Pursuant to the Rules for Attorney Disciplinary Matters ("Atty. Disc. Rules") (22 NYCRR) §1240.7(c), enclosed is a copy of said complaint.

Be further advised that as part of the disciplinary investigation, and in accordance with Atty. Disc. Rules §1240.7(b)(2), you are directed to submit a detailed written response to the complaint addressing each allegation contained therein, along with any documents in support thereof, within twenty-five (25) days of the date of this Notice. The response must be signed by you although it need not be verified or notarized. Additionally, you are directed to complete and submit the enclosed Attorney Disclosure Form along with your response. You may submit a scanned copy of your signed response to the Committee by email transmission at AD3AGC@nycourts.gov or facsimile transmission to 518-453-4643.

Upon review of your response, the Committee will determine the extent of its investigation, at which time you may be directed to produce an additional response(s) and information. A copy of your response may be sent to the complainant, at which time we may request the complainant to provide additional information and/or comment thereon. Should any other matters of concern come to the attention of the Committee during its review of this matter, you will be notified and directed to respond. Your cooperation and patience throughout this investigation is both required and appreciated.

Be further advised that your failure to fully cooperate with the Committee in its investigation of the complaint may result in the Committee making an application pursuant to Atty. Disc. Rules §1240.9 and the Rules of the Appellate Division, Third Judicial Department ("Court Rules") (22 NYCRR) §806.9, seeking your suspension from the practice of law on the basis that you failed to comply with the lawful demands of the Committee in an investigation.

Be further advised that an attorney who believes they may be suffering from an impairment based on alcohol or substance abuse, or other mental or physical health issues, may wish to contact the New York State Bar Association's Lawyer Assistance Program or a similar program, and is directed to Atty. Disc. Rules §1240.11 for additional information.

The New York Rules of Professional Conduct (22 NYCRR Part 1200), the Rules for Attorney Disciplinary Matters (22 NYCRR Part 1240), and the Rules of the Appellate Division, Third Judicial Department (22 NYCRR Part 806), can be found at the Committee's webpage at www.nycourts.gov/ad3/agc.

If you have questions, please contact this Office.

Very truly yours,



Monica A. Duffy
Chief Attorney
Encs. (Complaint and Attorney Disclosure Form)

ATTORNEY DISCLOSURE FORM

- If you have ever been denied admission before any court, tribunal, administrative board or agency, in New York or any other state or jurisdiction, provide the name of the agency, the date on which said admission was denied, and the reasons why you were denied such admission:
- N/A
-
-
-

9. If you have ever been censured, suspended or disbarred from the practice of law, provide the name of the court, tribunal, agency or jurisdiction, the discipline imposed, and the date such discipline was imposed. If you were suspended or disbarred, provide the date you were re-admitted to practice:

N/A

10. Have you ever been convicted of a crime in New York or any other jurisdiction? If yes, provide the date of conviction, the crime, and the jurisdiction in which you were convicted:

N/A

11. Have you ever had a complaint of professional misconduct filed against you which resulted in any disposition other than dismissal by any court, disciplinary agency or body, bar association, or similar entity, in New York or any other jurisdiction, other than the Appellate Division, Third Judicial Department and/or the Attorney Grievance Committee for the Third Judicial Department? If yes, provide the name and address of the entity, and the nature and date of the disposition:

2024 - I WAS ACCUSED BY PATRICK CARRIGG WHO WAS POSING AS PATRICK HARRIS OF THE

UNAUTHORIZED PRACTICE OF LAW IN NEW JERSEY. I WAS ACCUSED BY STEPHEN KITZINGER,

A NEW YORK ATTORNEY OF THE SAME ALLEGATION. NEITHER COMPLAINT RESULTED IN ANY
NEGATIVE RESULT BECAUSE THE CLAIMS WERE BASELESS.

12. Are you currently the subject of a complaint of professional conduct before any court, disciplinary agency or body, bar association, or similar entity, in New York or any other jurisdiction, other than the Attorney Grievance Committee for the Third Judicial Department? If yes, provide the name and address of the agency, the name of the complainant, a brief description of the complaint, and the status of the proceeding:

ONLY THIS COMPLAINT.

I hereby certify that the statements made herein are true and accurate. I further understand that I have a continuing duty to notify the Attorney Grievance Committee for the Third Judicial Department of any change(s) in the information provided herein that may occur during the pendency of any investigation or proceeding regarding my conduct as an attorney and counselor-at-law.

James H. Davis III

Signature

November 20, 2025

Date

COMMITTEE ON THE UNAUTHORIZED PRACTICE OF LAW
Appointed by the Supreme Court of New Jersey

RECEIVED

JAN 31 2025

NANCY GIACUMBO
CHAIR
STEPHEN V. FALANGA
VICE CHAIR

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TRACY A. ARMSTRONG
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STUART J. LIEBERMAN
BOLANLE MAYOWA

CAROL JOHNSTON
SECRETARY/COUNSEL

(609) 815-2900 ext. 54965
Fax (609) 815-2913

Richard J. Hughes
Justice Complex
P.O. Box 970
Trenton, NJ 08625-0970



January 23, 2025

Attorney Grievance Committee
Third Judicial Department

Third Judicial Department
Attorney Grievance Committee
286 Washington Avenue Extension
Suite 200
Albany, New York 12203

Re: James H. Davis, III
New York Bar #5141908
UPLC Docket No. 14-2014

Dear Bar Counsel:

The New Jersey Supreme Court Committee on the Unauthorized Practice of Law concluded its inquiry into allegations of unauthorized practice of law in New Jersey. The New York lawyer, James H. Davis, III, represented a New Jersey high school girl in a dispute with the New Jersey school principal prior to becoming admitted to the New Jersey bar. The Committee voted, pursuant to Rule 1:22-6(a), to refer this matter for action by the New York Board of Bar Examiners.

The Committee received two grievances regarding the conduct of James H. Davis III, who has a company called Davis Advocacy and Consulting LLC. Davis was admitted to the New Jersey bar on June 20, 2024 and both grievances were received prior to that date, and concern his activities prior to his admission.

Davis was a leader of a Black Parents Workshop who provided services to an African-American school girl in South Orange, New Jersey in a dispute with the principal. The principal broke up a fight in school and then a school girl

alleged that the principal assaulted her. Davis asserted, on multiple occasions in public, that he represented the girl in the dispute. This was a highly contentious matter with significant community involvement on both sides.

The first grievance was by telephone on April 16, 2024 from New Jersey lawyer Patrick Harris (732-241-5212). The lawyer reported that Davis was representing the school girl and that Davis' website stated that he was admitted to the bar of New Jersey (as well as California and New York); this grievant also stated that Davis calls himself "Esq." The second grievance was received on June 27, 2024 by telephone then email from lawyer Steven Kitzinger. He compiled various websites where Davis claimed to be serving as the girl's lawyer (prior to his June 20, 2024 admission to the bar).

Davis was previously admitted to the New Jersey bar for only a limited license for in-house counsel work, from May 19, 2008 to October 29, 2012.

Thank you for your anticipated cooperation and please keep me informed of the status of the matter.

Very truly yours,

COMMITTEE ON THE
UNAUTHORIZED PRACTICE OF LAW



Carol Johnston
Committee Secretary/Counsel
For the Committee

Encl.

c: Nancy Giacumbo, Chair (via email, w/o encl.)
Committee members
Jason Saunders, First Assistant Ethics Counsel, OAE

JAMES H. DAVIS, III:

1. Letter dated June 27, 2024 from Stephen Kitzinger to Committee Secretary Carol Johnston.
2. Letter dated November 20, 2024 from Committee Secretary Carol Johnston to Stephen Kitzinger.
3. Printout of Davis Advocacy and Consulting LLC website, accessed November 7, 2024.

**Stephen Kitzinger
110 Mayhew Drive
South Orange, NJ 07079**

June 27, 2024

Carol Johnston
Committee on the
Unauthorized Practice of Law
P.O. Box 970
Trenton, New Jersey 08625
Carol.Johnston@NJCourts.gov

Re: James H. Davis, III
Attorney ID No. IHC002888

Dear Ms. Johnston:

I write in connection with the above-referenced individual who has, upon information and belief, has publicly held himself out as an attorney licensed to practice law within the state of New Jersey. As indicated by his attorney identification number, it appears the Mr. Davis was, at one time, granted a limited license to practice law as an in-house counsel, but is now noted as being administratively ineligible.

The basis for my belief is the following:

- Mr. Davis maintains a website, www.DavisAdvocacyandConsulting.com on which he holds himself out as “admitted to practice law in New Jersey, New York and California.”
- Mr. Davis has appeared on television as the “student’s attorney” (*see* <https://abc7ny.com/maplewood-nj-high-school-principal-assault-charges-frank-sanchez/14517657/>) and “representing the 16-year old girl” (*see* <https://www.cbsnews.com/newyork/news/n-j-high-school-principal-frank-sanchez-appears-in-court-on-charges-of-assaulting-student/>).
- It was reported in the New York Post that he “was giving the student legal counseling” (*see* <https://nypost.com/2024/03/14/us-news/nj-high-school-principals-arrest-sparks-debate-in-hot-button-district/>).
- It was reported on NJ.com that he was “providing legal counseling for the student” (*see* <https://www.nj.com/education/2024/03/nj-high-school-principal-arrested-for-assault.html>).
- NJ Education Report apparently spoke with Mr. Davis in his capacity as “the tenth-grader’s attorney” (*see*

Carol Johnston

Committee on the

Unauthorized Practice of Law

Re: James H. Davis, III

Attorney ID No. IHC002888

June 27, 2024

Page 2

<https://njedreport.com/was-south-orange-maplewood-principal-just-breaking-up-a-fight-not-so-fast/>).

- On the Black Parents Workshop Facebook page (<https://www.facebook.com/SOMABlackParentsWorkshop/>), there is a post from January 3, 2024, which states, among other things, that “BPW is now providing legal representation to the student and her family under the counsel of BPW Legal Counsel Robert Tarver and attorney James H. Davis III.” Mr. Davis is the Chairman and a Parent Trustee with the Black Parents Workshop (see <https://blackparentsworkshop.org/board-of-trustees>).

It’s my understanding that Mr. Davis, an administratively ineligible in-house counsel, even if he were currently eligible, is not permitted to “represent [himself] to be” a member of the bar of the state of New Jersey. See e.g., N.J. Ct. R. 1:27:2(h). It is also my understanding that as an in-house counsel one is only permitted to provide legal services to one’s employer and not the public generally.

Thank you for your attention to this matter.

Respectfully yours,

s/Stephen Kitzinger
Stephen Kitzinger

COMMITTEE ON THE UNAUTHORIZED PRACTICE OF LAW
Appointed by the Supreme Court of New Jersey

NANCY GIACUMBO
CHAIR
STEPHEN V. FALANGA
VICE CHAIR



PART A:
JEFFREY S. MANDEL, CHAIR
TRACY A. ARMSTRONG
SEAMUS BOYLE
SARAH M. EATON
DIANA N. FREDERICKS
ESTHER TANEZ

November 20, 2024

PART B:
ROBERT S. POPESCU, CHAIR
JOEL A. DAVIES
BHAVEEN R. JANI
NICHOLAS KANT
SUSAN MIANO
BRIAN E. SHEA

Via email – steve868@hotmail.com
Steven Kitzing, Esq.

Re: James H. Davis, III
UPLC Docket No. 14-2024

PART C:
ANNE M. MOHAN, CHAIR
PAUL BOND
WILLIAM HURLIN
ERIKA M. LOPES-McLEMAN
JOHN PAUL VELEZ

Dear Steven Kitzing:

Thank you for your letter concerning the activities of James H. Davis, III, who represented a school girl in a dispute with a school principal prior to becoming admitted to the New Jersey bar.

This matter has been assigned UPLC Docket No. 14-2024 and will be brought to the attention of the Unauthorized Practice of Law Committee. Should you have any questions or comments while this matter is pending, please include the docket number on all correspondence.

PART D:
SETH PTASIEWICZ, CHAIR
JUDITH E. COLLINS
KRISTINA C. IVTINDZIOSKI
CAROL J. KOBAK
STUART J. LIEBERMAN
BOLANLE MAYOWA

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SECRETARY/COUNSEL

(609) 815-2900 ext. 54965
Fax (609) 815-2913

Richard J. Hughes
Justice Complex
P.O. Box 970
Trenton, NJ 08625-0970

Please be advised that pursuant to Court Rule 1:22-1(c) the Committee treats all records, files, meetings, and proceedings in this matter as confidential. The Committee recommends that you treat this matter confidentially.

Very truly yours,

A handwritten signature in black ink, appearing to read "Carol Johnston", is written over a horizontal line.

Carol Johnston
Committee Secretary

c: Nancy Giacumbo, Committee Chair (via email)

Letter to New York Attorney Grievance Committee

Below is the response I provided to the California State Bar regarding the complaint. I think it will provide you with the context that you are looking for.

Did you represent the student in the matter referenced above? If so, please describe the dates of your representation and the scope of representation.

In December 2023, I was “representing” the student as her special education advocate. The student was a special education student who had been physically and excessively restrained by the high school principal and then the student was expelled and relegated to home instruction without due process or the proper evaluation. In the state of New Jersey, it is lawful for individuals to serve as advocates for indigent and/or special education students, which is what I did.

My organization, The Black Parents Workshop (blackparentsworkshop.org), routinely advocates for Black students whose families have difficulties with their school district or school matters. I have helped families in New Jersey and other states since 2017 when I joined the organization.

At no time did I act in the capacity of legal counsel while I was not admitted to the New Jersey Bar. Her counsel of record was a gentleman named Robert L. Tarver, Esq., who has been admitted to practice law in New Jersey for several decades and he was a close colleague with my work with Black Parents Workshop.

When I found out what happened to _____ I asked Mr. Tarver to represent the student as her legal counsel because I was not admitted to practice in New Jersey at that time.

However, it was clear that the family was not astute at understanding the requirements of the special education process, so that is where I provided my value. My role was to assist the student, _____, and her family _____ with meeting with the school district personnel regarding her Individualized Education Plan, asking questions, coming to an understanding on the process and, eventually, I assisted the family in finding a new school for _____ to attend because of the uproar the principal’s assault on _____ had caused. She was also being targeted by classmates who liked the principal.

Most of this advocacy activity took place between December 2023 and June 2024 (the month I became admitted to practice in New Jersey). I never made any court appearances on _____ behalf. My role was to be an advocate and spokesperson for the family with a school matter.

I have engaged in the same or similar activity through my affiliation with Black Parents Workshop since 2017.

The reason you were contacted was due to the fact that the high school principal who physically and excessively restrained _____ was eventually arrested and charged with a felony based on the facts in the attached report.

Many members of the community supported the principal, so they felt the need to attack me and my organization, and to accuse me of the unauthorized practice of law, in an effort to discredit us in the eyes of the public.

I will also add that I have never charged a fee to any of the families I have assisted in my capacity as an advocate over the years.

The complaint about me coincided with my New Jersey bar admission application (January 2024 - June 2024) and the vetting process to practice law in NJ, but as far as I know, it was not a material issue. If the matter was an issue during the vetting process, I was never asked about it directly.

I was admitted to practice law in New Jersey on or about June 20, 2024.

Were you admitted to practice law in New Jersey during your representation of the student? Please explain.

The family signed an engagement letter with me in June 2024, appointing me as their legal counsel. This engagement letter was signed a few days after I received notification that I was admitted on motion in New Jersey.

As stated, Mr. Tarver was their legal representative. But he never had to appear in court or before any other administrative body, either. From December 2023 to June 2024 the work involved supporting the family during the process where the principal was arrested, charged and processed through the grand jury. The student was harassed online and I accompanied her and her mother to file police reports due to the nature of the harassment.

Please reply to the allegations that you repeatedly misrepresented your New Jersey admission status as described above in media appearances, on your website, and on Facebook. Please explain.

My website expressly stated that I was not admitted in New Jersey during the period I was not admitted. I updated the website after being admitted to practice in New Jersey.

I served as the spokesperson to the media, as Mr. Tarver stated that my connection to the Black families in the community was already well established. When asked about my background, I state that I am an attorney by trade. Whether a layperson or a news reporter conflated or misunderstood my statement to mean that I was the family's attorney is definitely plausible.

However, I never held myself out as an “attorney” for the student when speaking with school officials or even their school counsel. But the school counselor required me to communicate only with them directly, since I was an attorney by trade. I agreed with that approach and it has worked out well in terms of not blurring the lines of me being an attorney by profession, but acting as an advocate for _____ and other students that I have assisted.

Did the New Jersey Supreme Court’s Committee on the Unauthorized Practice of Law find that you engaged in the unauthorized practice of law? Please describe their findings and provide proof.

The NJ Supreme Court Committee on the Unauthorized Practice of Law did not investigate. They informed me that a complaint had been filed and that they would share it with my other bar admission organizations. That was the extent of the letter.

I was never interviewed. I never had to respond to their letter, and I have not heard from them on this matter except once. I requested that the Committee provide me with the name of the person who filed the complaint, but the Committee denied my request. I did not appeal the request.

I could not locate the letter from the committee, as they sent a hard copy and never corresponded by email. If I do, I will send it to you.

New Revelation as of November 20, 2025

Based on the information the New York Grievance Committee shared today, I realized that Patrick Harris and Stephen Kitzinger filed the complaints against me.

No one named Patrick Harris appeared to be an attorney in New Jersey. Upon further investigation, I googled the phone number for the purported "Patrick Harris" and the name that came up attached to that phone number was actually **Patrick F. Carrigg**, the South Orange Maplewood school district attorney for the same school district as the student I was the advocate for, who was central to his complaint.

What Mr. Carrigg probably did not share with the New Jersey Committee on the Unauthorized Practice of Law was that he had already had several email exchanges and conversations with me and had provided me with multiple school records regarding the student since at least January 2024.

He knew that Mr. Tarver, the student's attorney of record, and I were working together, and that I was only handling her special education issues with the school district by attending IEP meetings and obtaining related records to assist her family with decision-making. Mr. Carrigg also never sent me an email or asked me about my ability to represent the student as her advocate or otherwise.

For avoidance of doubt, Mr. Tarver was in direct contact with the Essex County Prosecutors' office and the Department of Child Protection and Permanency, regarding the student.

I was only facilitating the student's special education services and related communications. Moreover, during the same time period, I was providing advocate services to a second special education student, and I communicated directly with Mr. Carrigg regarding this student as well. But Mr. Carrigg was focused on making sure that I could not represent the student harmed by the principal by filing this baseless complaint.

Mr. Carrigg filed his complaint against me on April 16, 2024. As you will see from the email below, I also sent an email to Mr. Carrigg and others (including Robert Tarver, the student's attorney of record) on April 16, 2024, and filed an official school district-specific complaint on behalf of the student. I believe that Mr. Carrigg, concerned about his own potential ethical violations, retaliated against me by filing a baseless complaint with the New Jersey Committee on the Unauthorized Practice of Law. But the question Mr. Carrigg should be asked is why he gave the name Patrick Harris instead of his real name.

As far as the complaint from Mr. Kitzinger, he failed to conduct a thorough investigation into my background. His letter includes my New Jersey State Bar

number from when I was working as in-house counsel for MetLife. That limited admission status lapsed after I left MetLife.

Mr. Kitzinger's letter is dated June 27, 2024. If Mr. Kitzinger had reviewed further on the same New Jersey Attorney Search page for James H. Davis III, he would have seen that I was admitted to practice in New Jersey on June 20, 2024. However, Mr. Kitzinger did not review the row below. If he had, he would have seen that my active bar number 441642024.

Based on Mr. Kitzinger's status as a New York attorney, I demand that he be reprimanded and censured for his lack of professionalism and diligence before attempting to besmirch my name and reputation with an accusation which was easily verifiable.

However, Mr. Kitzinger was guided by his blind loyalty to the white principal who was criminally charged for excessive force against a Black child, and I had the audacity to advocate for the student. Based on the misdemeanor charge against the principal, the student's family accepted the principal's in-person apology and agreed that the municipal prosecutor could drop the charges. This was the only reason the principal avoided trial for his actions.

[REDACTED]

From: **James Davis** | jhdavis@calldac.com

April 16, 2024 at 12:49 PM

To: **Patrick Carrigg** | pcarrigg@lenoxlaw.com

Cc: **BOE** | boemembers@somsd.k12.nj.us, **Kevin Gilbert** | kgilbert@somsd.k12.nj.us, **Robert Tarver** | rlt@tarverlaw.net, **Douglas Silvestro** | dsilvestro@buschlawgroup.com

Mr. Carrigg,

I am sending this email to file a formal Affirmative Action-Student Grievance Complaint on behalf of [REDACTED] against Frank Sanchez and unidentified employees of the South Orange Maplewood School District. [REDACTED]

1. **Violation of Right to Privacy, Inappropriate Staff Conduct and other Applicable Policies:** On or about October 19, 2023, Mr. Sanchez video recorded a meeting with my client in his office where they discussed school placement with respect to her IEP. Federal law requires that any conversations regarding IEPs only be recorded when parties consent. School district policy also prohibits using electronic devices to record teachers, students and staff without consent. My client did not know she was being recorded, nor did she consent to being recorded. Her mother and step-father also did not provide consent to the recording.
2. **Violation of Right to Privacy, Inappropriate Staff Conduct and other Applicable Policies:** Below is a recent news story from [nj.com](https://www.nj.com). The story clearly indicates that the reporters were permitted to review several videos taken with school district cameras where they were able to identify my client. As you stated to me in an earlier email, we (the attorneys) were required to come into your office or school district location to review the videos because the faces of other students could not be redacted. It is clear that someone in the SOMSD has given access to, or copies of, the school district videos which are concurrently school records of my client. It is also clear that her identify or the identity of others were not redacted in violation of the policy you shared with me in an earlier email. We also want to know whom the videos were shared with and who from the district shared the video as other federal and state laws may have been violated by non-school district individuals.

Please let me know who will be investigating both issues as I may object to certain staff members involvement with the investigation based on their inability to be impartial.

Best regards,
James H. Davis III, Esq.

[NJ.COM](#) Article: **N.J. school video shows physical interaction between principal, student that led to charges**

April 15, 2024

Security camera footage from South Orange-Maplewood School District shows parts of the interaction between a principal and student last year that led to criminal charges against the veteran administrator, though none of the camera angles provide a clear view of the full interaction and there is no audio.

The footage from three security cameras show the student and [Frank Sanchez, principal of Columbia High School](#), in physical contact on March 9, 2023, according to video viewed by NJ Advance Media.

More than a year later, Sanchez was charged by the Essex County Prosecutor's Office on March 11 with second-degree endangering the welfare of a child and simple assault.

The criminal complaint cited a report from school officials citing the video depicting Sanchez with his hand on the girl's arm as he pulled her toward a staircase, authorities said. The girl then pulled away and Sanchez then grabbed her again in an exchange that continued for about 30 seconds, according to the complaint.

Shortly thereafter, the video footage showed the pair falling through a door, with Sanchez holding the student up against the wall, according to the complaint.

Sanchez pleaded not guilty during a court appearance last month and his defense attorney contends the security camera footage shows the student willingly walking toward a stairwell with Sanchez as she tried to push past him so she could confront other students in the cafeteria downstairs.

"There was no crime here," said John McMahon, Sanchez's attorney told NJ Advance Media.

Video from the hallway outside the stairwell shows the student and Sanchez walking side-by-side in a quick stride toward the stairwell entrance. It's not clear whether the principal has a grip on the girl's arm from the video because the camera is some distance away and Sanchez's body obscures the view. When the girl steps away from Sanchez, she appears to attempt to enter the stairwell.

Footage from inside the stairwell shows the moment the two push through the double doors. The student appears to be pushing against Sanchez as he attempted to stop the student. Sanchez briefly pushed her against the wall during the struggle, according to the video viewed by NJ Advance Media.

Residents in the South Orange-Maplewood School District remain divided over whether that interaction warrants criminal charges.

The case has gotten [national attention](#), throwing the pre-K-12 district and its roughly 6,700 students into the spotlight.

"I've been a criminal defense attorney for over 30 years and I've never had a client that generated such an outpouring of support from the community," said McMahon. "He's clearly a beloved educator and the important thing here is, no crime occurred."

McMahon said he's working to gather evidence that he hopes will encourage the prosecutor's office to dismiss the criminal charges. His next court date is scheduled for June 14.

McMahon said prior to the incident, the student had a separate confrontation with classmates and was on her way to cafeteria to confront them when the interaction with Sanchez occurred. The New York Times reported [the other students had filed bullying complaints](#) against her and that led the girl to be assigned to attend a workshop about empathy and connection in the school gym on March 9, 2023, the day of the interaction with Sanchez.

The Black Parents Workshop, a South Orange-Maplewood advocacy group supporting the student, said this week it would "continue to support the real victim - a young Black girl - and the prosecution of Frank Sanchez, and hold the South Orange-Maplewood School District legally accountable for the harm committed against her."

The evidence shows "Frank Sanchez physical assaulted our client," according to a statement from Davis Advocacy Consulting, a law firm representing the student.

"There was no fight and there was no impending fight. There is video and there are several eyewitnesses to the events that eventually led to his arrest," according to a statement from the law firm headed by attorney James H. Davis III.

The public debate began almost immediately on March 11, when Sanchez surrendered to detectives with the Essex County Prosecutor's Office.

According to the complaint filed in the case, acting South Orange-Maplewood Superintendent Kevin F. Gilbert reported the incident to the Maplewood Police Department on Dec. 22, 2023, and told them an affirmative action report was generated against the Sanchez in March 2023. As a result, the school district hired an outside investigator to look into the matter.

The investigator determined there was physical contact between Sanchez and the student that included "pushing, shoving or grabbing," the complaint stated.

The girl later gave a statement to prosecutor's office detectives and said the interaction left her with bruising, the criminal complaint stated.

The Friends of Frank Sanchez, a community group formed to support the principal, believes Sanchez was wrongly charged. The group started a [website](#) urging people to contact the Essex County Prosecutor's Office to demand a dismissal of the charges against Sanchez. They have distributed "Free Frank" lawn signs and spoken at school board meetings demanding Sanchez's reinstatement as principal.

Supporters have also organized an online fundraising effort that had [raised more than \\$68,000 for the principal's legal defense](#) as of Friday morning.

The Black Parents Workshop made a brief statement Friday commenting on the continued support for Sanchez. "33 days and \$60,000 later and Frank Sanchez is still a criminal defendant," the group said.

Sanchez has been on [administrative leave since early January](#). School district officials have not said why or if his leave is linked to the alleged assault.

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NJ Advance Media staff writer Chris Sheldon contributed to this report.

ANOTHER STUDENT I ASSOCIATED DURING THE SAME PERIOD THAT MY CLIENTS DO NOT MENTION

School Records Request

From: **James Davis** | jhdavis@calldac.com
To: **Patrick Carrigg** | pcarrigg@lenoxlaw.com
Attachments: Consent Letter.pdf

March 18, 2024 at 11:45 PM

Mr. Carrigg

Attached you will find a consent letter from [REDACTED] has given her permission for me to request any and all school records related to [REDACTED], [REDACTED], [REDACTED]

Based on [REDACTED] consent, please provide the following school records:

- 1) All academic records including, but not limited to, transcripts, evaluations, etc.
- 2) All disciplinary records including, but not limited to, suspension records, detention records, etc.
- 3) All HIB complaints and related reports involving Sydnee as complainant or accused
- 4) All restraint reports related to [REDACTED]
- 5) All incident reports related to [REDACTED]
- 6) All miscellaneous documents associated with [REDACTED]
- 7) All absentee information regarding [REDACTED]

Best regards,

James H. Davis III, Esq.
Davis Advocacy and Consulting

Re: [REDACTED] School Records Request

From: **Patrick Carrigg** | pcarrigg@lenoxlaw.com

March 28, 2024 at 1:17 PM

To: **James Davis** | jhdavis@calldac.com

Cc: [REDACTED], **Adaliana Cuadrado** | acuadrad@somds.k12.nj.us

Mr. Davis,

Please use this [REDACTED] for the requested documents. I made several attempts to email the files, but it appears it is too large. Redactions are of the personally identifiable information of other students in accord with the Federal Family Educational Rights and Privacy Act of 1974 (FERPA), 20 U.S.C. § 1232g, and its implementing regulations, and N.J.A.C. 6A:32-2.1, which defines a "student record" under the New Jersey Pupil Records Act (NJPR), N.J.S.A. 18A:36-19, N.J.A.C. 6A:32-7.5.

The redactions within the email file(s) are based upon the attorney-client privilege.

Please notify me of any issues with opening any of the attachments.

Very truly yours,

Patrick F. Carrigg

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Davis Advocacy and Consulting LLC

James is the founder and owner of Davis Advocacy and Consulting LLC (DAC). He has extensive experience advising on the broad cross-section of issues that affect individuals and Fortune 500 corporations, including education, compliance and ethics, entertainment, employment, elder abuse, civil rights, conflicts of interest, internal investigations, and business transactions.

Prior to forming DAC, James held positions in various companies such as MetLife, American Express and Charles Schwab. In addition, James has also provided pro bono services over his career in the areas of education, entertainment, landlord-tenant matters and real estate.

James is a graduate of the University of California, Santa Barbara, where he earned a B.A. in Political Science. He received his JD from the University of Arizona, College of Law. James is admitted to practice law in California and New York. His membership is pending in New Jersey.

A full-length portrait of a Black man with glasses, wearing a dark grey suit, white shirt, and a red patterned tie. He is standing outdoors at night, with his hands clasped in front of him. The background is dark with some blurred lights, suggesting a street or parking lot at night.

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Davis Advocacy and Consulting LLC

TEXT OF WEBSITE ON JUNE 22, 2024 (TWO DAYS AFTER BEING ADMITTED TO NEW JERSEY BAR)

James is the founder and owner of Davis Advocacy and Consulting LLC (DAC). He has extensive experience advising on the broad cross-section of issues that affect individuals and Fortune 500 corporations, including education, compliance and ethics, entertainment, employment, elder abuse, civil rights, conflicts of interest, internal investigations, and business transactions.

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