



*History
in the Making*

Lambda Legal 2003 Annual Report



Lambda
LEGAL



On the cover: Lambda Legal clients Tyron Garner (left) and John Lawrence celebrate our U.S. Supreme Court victory striking down the nation's sodomy laws. Photograph by Erich Schlegel/*Dallas Morning News*.

WE ARE MAKING HISTORY.

THAT RALLYING CRY SURFACED LAST YEAR AFTER LAMBDA LEGAL WON the monumental U.S. Supreme Court victory knocking down laws prohibiting gay sex across the country. Our triumph in that case lit a fuse nationwide that could not be extinguished, making 2003 a year to remember — and the beginning of a whole new chapter in our fight for full equality. ■ **LAMBDA LEGAL HELPED IGNITE THE FIRESTORM OF SUPPORT** for marriage equality that is now gripping the nation. And our fierce battle on behalf of a Cirque du Soleil gymnast fired because he has HIV galvanized the most visible AIDS-discrimination campaign in years. Headlines coast-to-coast proclaimed 2003 an astonishing year for gay rights.

■ **EACH LAMBDA LEGAL VICTORY** means more lesbian, gay, bisexual and transgendered people and those with HIV or AIDS throughout the country are living freer and more open lives. More same-sex couples are gaining the rights, privileges and responsibilities that married couples take for granted. More LGBT families are being respected and protected. More young people are growing up surrounded by positive role models and with laws that support instead of marginalize them. More LGBT people and people with HIV are finding fair treatment in the workplace. ■ **IN 2003 LAMBDA LEGAL ALSO CELEBRATED OUR 30TH ANNIVERSARY.**

The following pages offer an overview of our work during this stellar year and a glimpse of what's next — both in the headline stories and in the other cases, campaigns and initiatives that are transforming the way we live our lives.

Together we are making history every day.



“It’s amazing how far we’ve come from the days of oppressive laws and rampant mistreatment by the government — Lambda Legal’s work is creating literally a different world for LGBT people.”

~Kevin Cathcart, Executive Director

LEADERSHIP MESSAGE: HISTORY IN THE MAKING

It's been an emotional, exhilarating and energizing year at Lambda Legal, just as it has been for LGBT people and our allies across the country.

Given the astonishing momentum of recent events, it's hard to believe that Lambda Legal's historic victory at the U.S. Supreme Court is not even one year old. But it's easy to see just how the *Lawrence* case and our work in 2003 — along with three decades of fighting on behalf of LGBT people and people with HIV — has sparked a new era in the struggle for LGBT civil rights.

Back in 1973, when Lambda Legal launched our pioneering strategy of combining pathbreaking work in the courts with innovative public education, we never imagined how far it would take us. Or how fast we'd get there! Few of us could have predicted we'd someday pick up the newspaper and for weeks follow a stream of gay and lesbian couples triumphantly exchanging wedding vows from coast to coast. Nor could we have foreseen the number of politicians, religious leaders, public figures and editorial boards — from the *New York Times* to the *Baylor Lariat* (the campus newspaper of the oldest Baptist university in the country) — emphatically proclaiming that same-sex couples must have the right to marry. Clearly, our groundbreaking win at the Supreme Court has torn down all kinds of barriers.

We're opening new doors for people like Daniel Hernandez and Nevin Cohen, the lead plaintiff couple in Lambda Legal's New York marriage lawsuit. Daniel and Nevin want what their parents had — the opportunity to spend their lives together with all the support their community can offer. Lambda Legal is fighting to make this a reality for them and for every other same-sex couple in America. That's how “impact litigation” works: We choose lawsuits that will affect the greatest number of people and, at the same time, transform the social and cultural landscape. By that measure, our success last year was unprecedented. As a direct result of our cutting-edge litigation, education and policy advocacy, literally millions of LGBT people and people with HIV are able to raise families, pursue their careers, get an education and simply go about living with unparalleled levels of security and confidence.

As we live more freely and visibly, we move closer to gaining full recognition of our civil rights. This goal has been the cornerstone of Lambda Legal's work for more than 30 years, and more people than ever are joining in our efforts. Our membership last year grew significantly along with our prominence in the national political arena. From Lambda Legal's headquarters and four regional offices across the country, we are a more powerful force than ever. We're delivering tangible results and we're making real changes in people's lives.

As we publish this Annual Report, each day brings more history-making events. Lambda Legal is continuing to launch the most innovative legal efforts and educational campaigns yet. Full equality for all LGBT people and people with HIV remains our goal — and we won't stop until we get there.



Kevin Cathcart, *Executive Director*



Cynthia Homan, *Board Co-Chair*



Jamie D. Pedersen, *Board Co-Chair*

“There are those moments when you just know you’re living in **historic times** – what’s extraordinary is those moments just keep coming.”

~Kevin Cathcart, *Executive Director*



Richard C. Wandel/©New York Lesbian, Gay, Bisexual & Transgender Community Center National History Archive

FRONT-PAGE news

When Lambda Legal's work is celebrated by LGBT people and people with HIV, it means we're doing our job. When our work is a major topic of discussion for straight and gay people all across the country, it signals a cultural sea change. That's what happened in 2003, when Lambda Legal's work became big news throughout America, thanks to three extraordinary legal and education campaigns:

- Our historic U.S. Supreme Court victory in *Lawrence v. Texas*
- Our fight for full marriage equality from coast to coast and in between
- Our campaign against Cirque du Soleil for firing a gymnast with HIV



LANDMARK SUPREME COURT WIN BRINGS NEW ERA

It is impossible to overstate the significance of Lambda Legal's U.S. Supreme Court victory in *Lawrence v. Texas*, which in one fell swoop struck down all remaining sodomy laws and issued a ringing declaration that LGBT people are entitled to the same respect and dignity as everyone else. In addition to leading to occasional scenarios in which gay people were hauled by police from their bedroom for having sex, sodomy laws also had been used over and over again to justify all kinds of antigay discrimination. In eliminating this scourge on the LGBT community once and for all, the Supreme Court changed the course of history for all gay Americans.

The path to equality began in 1998, when John Lawrence and Tyron Garner were arrested in Lawrence's Houston home and jailed overnight after officers responding to a false report found the men having sex. The two men were convicted of violating Texas's "Homosexual Conduct Law," which made it a crime for two people of the same gender to have anal or oral sex, even though those sex acts are perfectly legal for heterosexuals.

Lambda Legal moved quickly to represent Lawrence and Garner. Battling for years in the Texas courts, we sought to overturn the criminal convictions (which made the two men "sex offenders" in several states) and to have Texas's law declared unconstitutional. When the highest court in Texas eventually refused to even hear our arguments, we convinced the U.S. Supreme Court to hear the case. The rest is history.

The breadth of Lawrence is extraordinary. In addition to declaring that sodomy laws are unconstitutional, the Court reversed *Bowers v. Hardwick*, its 1986 decision that used shamefully homophobic language to uphold Georgia's sodomy law. The language of the new decision could not have been more different. The Court condemned the *Bowers* ruling because it "demeans the lives" of gay people and noted that *Bowers* "was not correct when it was decided and it is not correct today." The ruling was everything Lambda Legal sought when we first took up the case.

Now gay people will no longer be branded as criminals or second-class citizens by sodomy laws, and those who seek to deny us equal treatment won't have these laws to back them up. Obviously we can't wipe out discrimination overnight. In fact, in a couple of recent gay rights cases in Florida and Kansas, courts have all but ignored the *Lawrence* decision. We still have our work cut out for us. But as Lambda Legal wages battles in the courts on behalf of parents, students, employees, couples and many other LGBT people who simply want to live freely and pursue their dreams, we are on stronger ground than ever before thanks to the Supreme Court victory.

WHAT'S NEXT

Lambda Legal is working on a number of new cases to protect the legacy of *Lawrence* and see that it is enforced. We're challenging the U.S. military's sodomy law to extend the privacy protections mandated by *Lawrence* to military personnel. We're helping to take on states like Florida that put barriers in the way of LGBT people who want to adopt children. And we're battling government officials from Virginia to Texas who still are trying to use these invalid retrograde laws to justify their antigay bigotry.



**WE ALL
DESERVE
THE
FREEDOM
TO MARRY**

MARRIAGE EQUALITY BARRELS ACROSS THE NATION

Extraordinary. Monumental. Historic. Whatever you call it, the recent groundswell of same-sex couples rushing to exchange vows has taken the country by storm. But couples like Karen and Marcye Nicholson-McFadden of Aberdeen, New Jersey, know all too well the human toll of discrimination in marriage: having to spend their hard-earned dollars to hire lawyers and financial planners to protect their family; being denied family health care policies; worrying about hospital-visitation rights.

The Nicholson-McFaddens are plaintiffs in Lambda Legal's lawsuit for marriage equality in New Jersey. That case on behalf of seven couples began two years ago, but we've been advocating for same-sex couples since we took up the struggle for full marriage rights in Hawaii in the early '90s. Our lawsuits, education campaigns and policy work since then have positioned Lambda Legal as a leader in the national quest for marriage equality, and our big U.S. Supreme Court win in 2003 helped jump-start the current battle.

In his dissent in the *Lawrence* case, ultraconservative Justice Antonin Scalia decried that the decision "leaves on pretty shaky grounds state laws limiting marriage to opposite-sex couples." It looks like he was right: Less than five months later, in a first-of-its-kind ruling, the Massachusetts high court declared that lesbian and gay couples have a constitutional right to marry. Lambda Legal played an important role in that case, convincing many of the most prominent civil rights groups in the country to join our friend-of-the-court brief and bringing on board U.S. Representative John Lewis of Georgia. A long time crusader for civil rights, Congressman Lewis has now taken a strong stance against efforts to deny same-sex couples the right to marry.

Also last year, a ruling in our New Jersey case put us on the fast track to the state's Supreme Court, where we are determined to win full marriage rights. Meanwhile, Lambda Legal's "Supporting All Roads to Justice" campaign — a combination of town hall meetings, activist trainings, house parties, editorial meetings and statewide media coverage — won over the hearts and minds of New Jersey residents (and even some politicians!). The governor's chief aide said the campaign was instrumental in securing passage of the state's new domestic partnership law. And a recent poll shows that a majority of voters in New Jersey support marriage rights for gay couples.

Lambda Legal's first marriage equality battle in Hawaii, where we won in the courts but were undone by a hateful ballot campaign, taught us that education is one of the best tools we have against bigotry, ignorance and fear. We're keeping this in mind as we continue to add marriage lawsuits across the nation.

WHAT'S NEXT

In the first heady months of 2004, Lambda Legal initiated marriage lawsuits in three new states: California (with the National Center for Lesbian Rights and the ACLU), New York and Washington (with the Northwest Women's Law Center). Also with the NCLR and ACLU, we're representing the newly married couples in San Francisco. We're launching a statewide education campaign in New Mexico and continuing our initiative in New Jersey. And our "Judging Discrimination" campaign, which challenges right-wing rhetoric claiming that "activist judges" are behind recent gay rights victories, has only just begun.



PROTEST DISCRIMINATION!
DEFEND PEOPLE'S RIGHT to WORK!

HIV DISCRIMINATION TAKES CENTER STAGE (AGAIN)

When Lambda Legal got the telephone call from a young gymnast named Matthew Cusick, we knew we had to act. Cusick was devastated after being fired from his “dream job” at Cirque du Soleil — just days before he was set to make his public debut — because he has HIV. The company’s discrimination was so blatant and misguided. But, unfortunately, it was also characteristic of the kind of intolerance many people with HIV still encounter every day.

Initially Lambda Legal tried to persuade Cirque du Soleil to reconsider. But the company refused. Cirque claimed it was acting as a “socially responsible employer” when it fired Cusick, because the company had to avoid “known safety hazards.” But two decades of medical and scientific data have shown that HIV poses no real risk in most professions, including athletics. In fact, Cusick himself had been cleared to perform by Cirque’s very own doctors!

Lambda Legal filed a federal discrimination complaint against Cirque du Soleil on Cusick’s behalf. Then we set our sights on the court of public opinion. Our massive education campaign started with protests outside Cirque’s shows. We joined bands of community members to hand out stickers to showgoers and collect signatures for a petition protesting the company’s outrageous discrimination. Scores of LGBT organizations joined performers, people with HIV and health professionals to endorse the campaign. Eventually high-profile celebrities and athletes signed on — all determined to show Cirque du Soleil and people across the country that HIV discrimination will not be tolerated.

It seemed particularly fitting that Lambda Legal initiated the most extensive HIV-discrimination campaign in years in 2003, as we marked our 30th anniversary. From the earliest days of the epidemic, when gay men started dying at alarming rates and the rest of society turned its back, Lambda Legal’s AIDS Project has been out there in the trenches. We litigated the first AIDS-discrimination case in America, and later we helped force hospitals to treat people with HIV and helped convince drug companies to lower the price of lifesaving medications. And we’ve consistently battled discrimination by employers.

The Equal Employment Opportunity Commission found evidence to support Lambda Legal’s discrimination claim, while our media and education campaign created a public relations disaster for Cirque du Soleil. But more importantly the case helped remind us all that two decades into the epidemic — as more people with HIV are living full and healthy lives — discrimination is still prevalent, even among supposedly gay-friendly employers. People must not be denied their professional dreams (or any dream, for that matter) simply because they have HIV, and that’s why Lambda Legal’s HIV work is still such a crucial part of our mission.

WHAT’S NEXT

Cirque du Soleil will pay a record \$600,000 to end Lambda Legal’s discrimination complaint. The company will also host antidiscrimination trainings and adopt a zero-tolerance policy toward any kind of discrimination. With this settlement as a model, Lambda Legal continues our lawsuits on behalf of medical professionals, manual laborers, police officers, Foreign Service officers and others whose careers have been put in jeopardy because they have HIV.



“It’s not a coincidence that Lambda Legal’s cases are always in the **center of the action** — we’ve got a winning strategy and the talent and heart to back it up.”

~Kevin Cathcart, *Executive Director*

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ACTION ACROSS america

The cases Lambda Legal argues and the education and policy work we undertake shape cultural trends throughout the country. In 2003, our efforts had a profound impact nationwide. Among the people we were able to reach and influence through our cases and education programs were:

- Health care workers and patients, with a pathbreaking ruling on fertility services
- LGBT youth, by defending gay-straight alliances and expanding our foster care project
- People of faith, with a historic settlement on public funding of religious groups
- Latino communities, by building an effective outreach and education program



GROUNDBREAKING PARENTING RULING ENSURES EQUAL ACCESS TO HEALTH CARE

When Lupita Benitez was denied fertility services by a California clinic because she is a lesbian, Lambda Legal knew this was a case that would cut to the core of antigay bias at health care facilities and a range of other establishments.

After 11 years in a loving relationship, Benitez and her partner, Joanne, decided to have a child. Because Benitez suffered from a common gynecological condition, the couple sought help from the only ob-gyn provider available through Benitez's employer-provided health plan: the North Coast Women's Care Medical Group. For nearly a year, the clinic treated Benitez. But when the critical time came to inseminate her, the doctors refused, citing religious beliefs against helping lesbians have children. Benitez had to begin her treatment all over again with a medical provider outside the plan, which ended up costing her thousands of dollars. (Happily, she's since given birth to a healthy baby boy.)

Benitez sued the clinic based on a California law outlawing discrimination by business establishments, including health care facilities. After a trial court dismissed her case, ruling that a federal law regulating employee-benefit plans exempts doctors from state civil rights claims, Lambda Legal stepped in. We helped Benitez win a groundbreaking ruling on appeal, stating that patients who experience antigay discrimination by health care providers can sue under civil rights laws. In addition to California, 11 other states have a "public accommodations" law prohibiting sexual-orientation discrimination in commercial settings. This means the Benitez ruling affects many people nationwide, as we hoped it would.

WHAT'S NEXT

Because North Coast has chosen to continue fighting Benitez, Lambda Legal and the national law firm O'Melveny & Myers are preparing this important case for trial. We're also pursuing new cases and initiatives to ensure that all LGBT people receive equal treatment from health care providers.



IN THE SCHOOLS AND OUT ON THE STREETS FOR LGBT YOUTH

At 16, Mirah Curzer joined some of her classmates who were forming a gay-straight alliance (GSA). Although she was straight, Mirah thought it was important to fight for equal treatment for all students. But officials at Lubbock High School, in Texas, didn't share her views. After constructing a number of procedural roadblocks, they denied the group's application, declaring emphatically — and homophobically — that the school would not recognize the GSA, even though it hosts many other clubs.

Eighteen months later a federal judge ruled in favor of the school, hampering Lambda Legal's court battle on behalf of the GSA. But the war continues. Last fall we joined Mirah and her fellow students in sponsoring an extraordinary town hall meeting. For conservative Lubbock, it was the largest gathering ever to focus on the rights of gay people. The town meeting and media attention around the case have energized the community and encouraged action. Meanwhile, Lambda Legal is fighting for GSAs in states like Florida and Illinois. Several years ago, when we won the first cases representing GSAs in California and Utah, there were only a handful of these groups around the country. Today, there are more than 1,200 GSAs, and they're in all 50 states.

Also throughout 2003 Lambda Legal stepped up our commitment to LGBT youth in the nation's foster care system with a historic partnership with the Child Welfare League of America. Our Foster Care Project addresses the problems many LGBT youth face in the system — from neglect to sexual assault to brutal beatings and attempts at conversion therapy — and helps ease the transition into adulthood.

WHAT'S NEXT

Lambda Legal's Foster Care Project and our work on behalf of LGBT students continue with legal action, conferences and educational initiatives across the country. And we're launching a range of new publications for young people, including an innovative "tool kit" to help transgendered youth and their allies protect their rights in school.



Kuss Youngblood

LANDMARK CASE RAISES CIVIL RIGHTS BAR FOR FAITH-BASED INSTITUTIONS

Aimee Bellmore and Alan Yorker are both top-notch counselors who were denied employment by the taxpayer-funded United Methodist Children's Home, in Decatur, Georgia. Bellmore had worked at the home for six months and was on the verge of being promoted, when United Methodist discovered she was a lesbian and fired her. Yorker was told point-blank in an interview that the home did not hire Jews.

Lambda Legal fought back with a civil rights lawsuit on their behalf, arguing that taxpayer money was being used unconstitutionally to fund discrimination. Late last fall, we negotiated a favorable settlement with the state of Georgia that created the first blueprint of its kind for civil rights protections at private institutions that receive taxpayer dollars to provide social services. As a result of the settlement, United Methodist has committed not to discriminate in its employment practices. The home also agreed that it will not permit its staff to send lesbian and gay youth to potentially dangerous intervention therapy and that it will no longer require that youth at the facility attend mandatory Methodist church services.

Our victory is a watershed breakthrough in the ongoing national debate over public funding of faith-based social service organizations. The settlement is particularly significant because it protects everyone involved: The organization motivated by faith and funded with public money may continue to provide important social services, people who need services no longer have to conform to a religion to get help, and employees don't need to fear that they'll lose their publicly funded jobs just because of who they are.

WHAT'S NEXT

Lambda Legal is staying in contact with United Methodist to ensure compliance with the settlement and provide any assistance they may need. We're also using this settlement to educate policy makers, service providers and advocates about how to protect employees, taxpayers, recipients of services and faith-based groups.



PROYECTO IGUALDAD BOOSTS COMMITMENT TO LATINO COMMUNITIES

Latinos are the fastest-growing ethnic group in the country — and they're a crucial part of the LGBT community. Yet cultural and language barriers often make it difficult for LGBT Latinos and Latino people with HIV to obtain accurate and effective information about their legal rights. So Lambda Legal created Proyecto Igualdad, an ambitious nationwide initiative dedicated to providing culturally relevant education tools and legal information to Latino communities.

In its first year, Proyecto Igualdad has produced and circulated a raft of publications and presented numerous workshops for both LGBT and nongay Latino groups. Our publications address issues that Latino communities identified as priorities during a year of consultation with Lambda Legal. These include family, youth, immigration and HIV/AIDS. We've published a Spanish-language version of Lambda Legal's popular hospital-visitation kit for same-sex couples, a fact sheet on LGBT youth in schools, a backgrounder on the history of marriage equality and, most recently, *El Libro Privado* (*Little Black Book*), which gives men who cruise for sex in public the information they need to avoid mistreatment by the police.

Proyecto Igualdad's workshops and trainings have given us the opportunity to distribute our tools and to offer legal assistance through our bilingual Help Desks. In recent months, we've also met with many Latino groups to discuss the fight for marriage equality and how victories for full marriage rights may impact Latino communities. Through these events and ongoing media outreach, we're helping to build a dialogue around marriage that takes into account the needs of *all* sectors of the LGBT community. In the process, we're making Lambda Legal's services more accessible and relevant.

WHAT'S NEXT

Proyecto Igualdad's work is heating up in states with large Latino populations (including California, New York and New Mexico). And this summer we're releasing two new brochures on immigration — one on HIV and the other on sexual orientation — with other publications to follow.



“Every Lambda Legal lawsuit might not find its way to the Supreme Court or make front-page news, but you can be sure that each one broadly affects LGBT people and people with HIV.”

~Kevin Cathcart, Executive Director

NO SMALL stories

Lambda Legal's clients come from all parts of the country and all walks of life. They represent every ethnic and age group, and range from LGBT students to seniors. The following pages highlight the scope of Lambda Legal's work in 2003, with a map to show what we're doing and where. Some cases and initiatives were launched last year, while others were already in the works but took important steps forward. Still others were brought to completion during 2003. Each story represents not just one case in one state — it changes the entire legal terrain for LGBT people and people with HIV who want to (among other things):

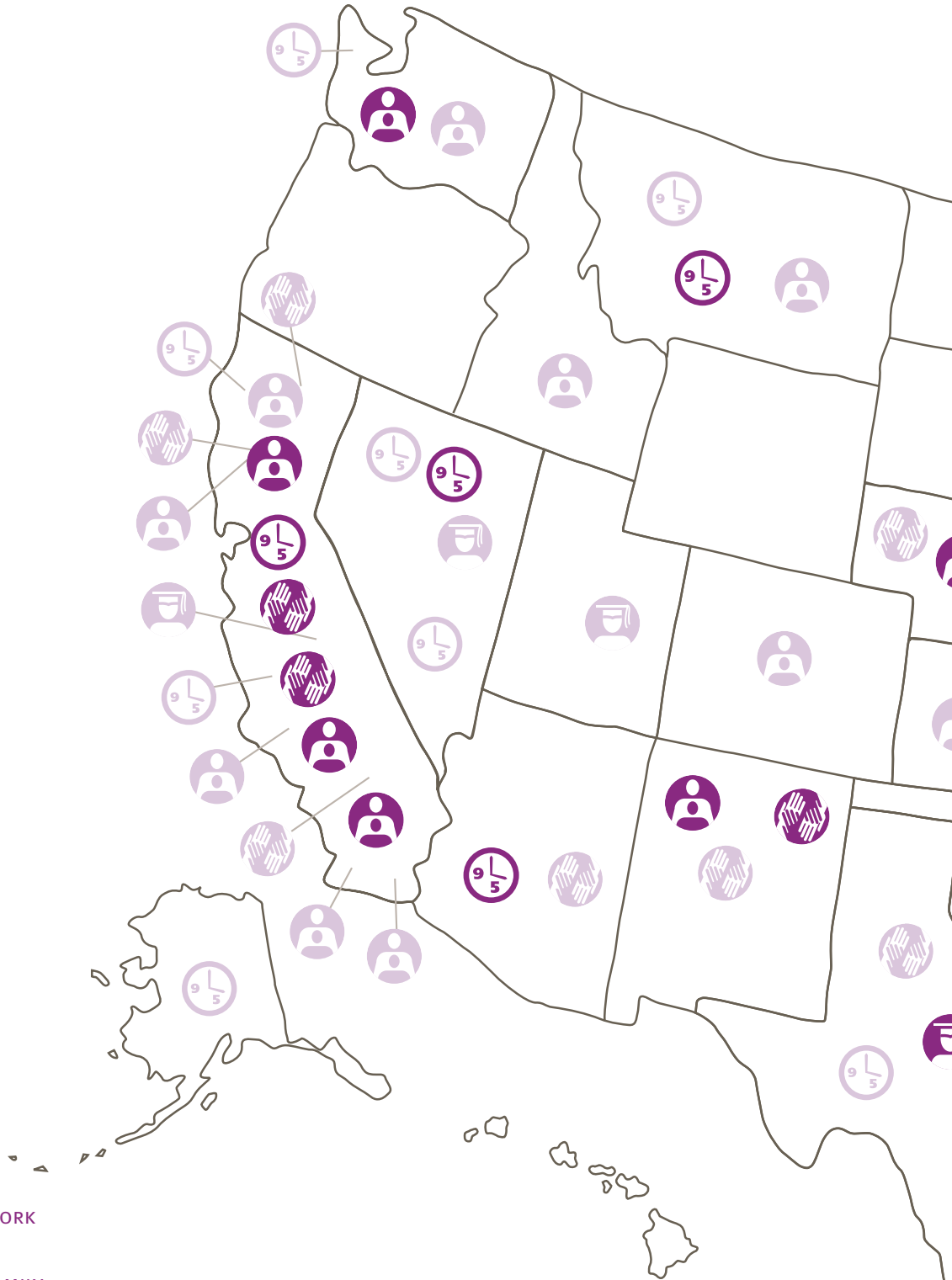
- Live more freely thanks to our historic Supreme Court victory over sodomy laws
- Have their relationships recognized by employers and other institutions
- Adopt a child and have the adoption respected everywhere in America
- Be judged in the workplace on their talents, not whether they have HIV



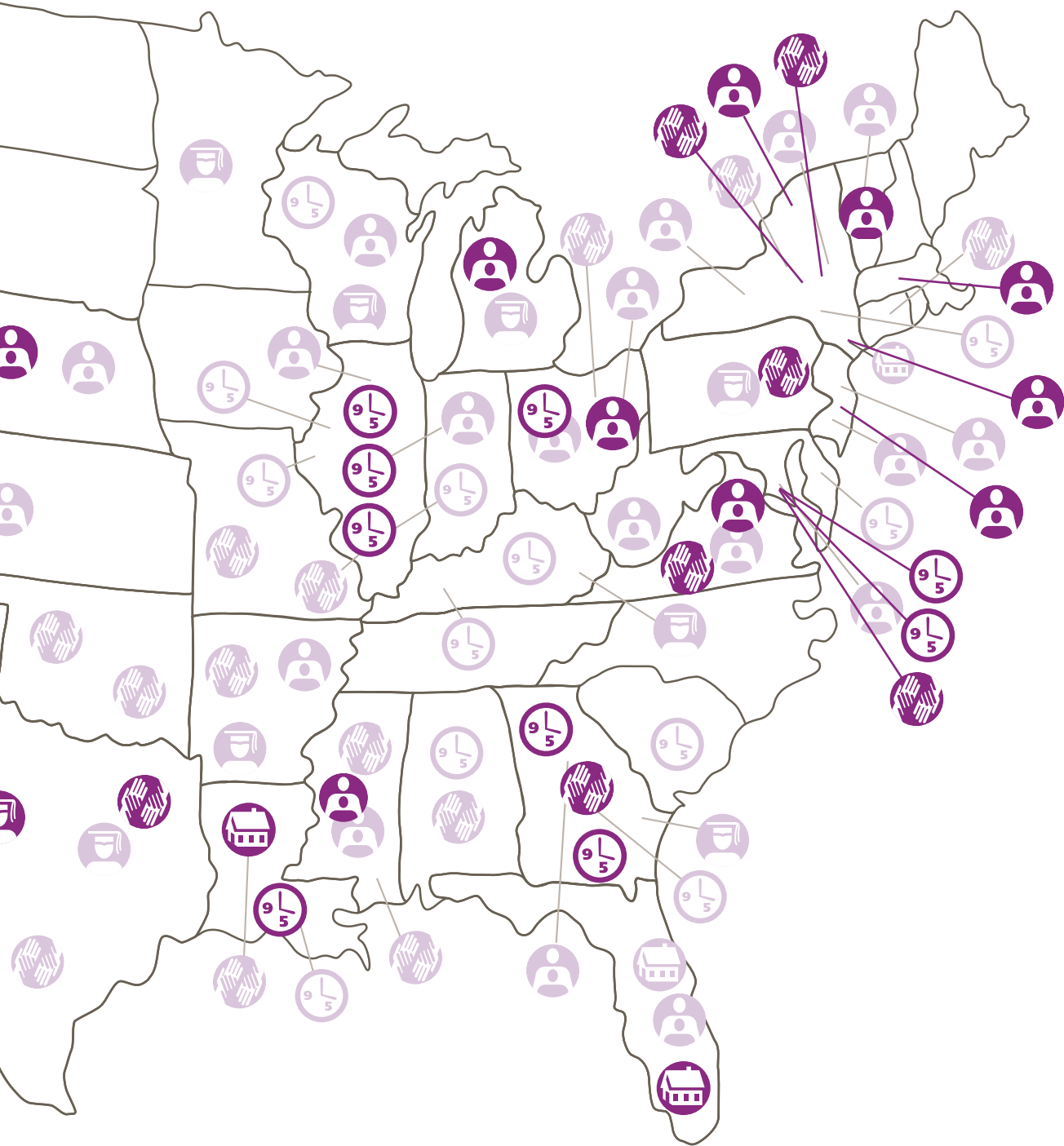
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THE GEOGRAPHY OF LAMBDA LEGAL

In all 50 states, Lambda Legal's work is dramatically shaping the landscape for LGBT people and those with HIV. We choose lawsuits and design education campaigns to impact the greatest number of people possible. For example, one victory in a Los Angeles courtroom establishes a precedent that helps protect someone halfway across the country in Indianapolis...and someone in New York...and someone in Atlanta...and so on. Lift open this page and you'll find a map of the United States that shows where some of our cases originate. But wherever you live, you can be sure that our work affects your life.



-  WORK
-  FAMILY
-  YOUTH
-  HOME
-  COMMUNITY



THIS MAP IS A PARTIAL REPRESENTATION OF LAMBDA LEGAL'S FIGHT FOR CIVIL RIGHTS PROTECTIONS AND FULL EQUALITY ACROSS AMERICA.



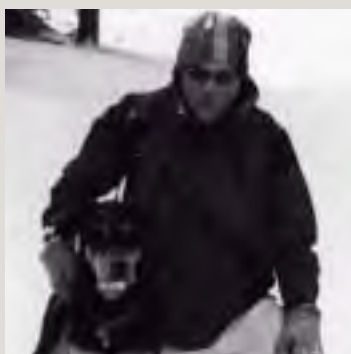
A PANORAMA OF LAMBDA LEGAL'S WORK IN 2003

STATE DOMESTIC PARTNER LEGISLATION PASSES

Openly gay California Assembly Member Jackie Goldberg asks Lambda Legal to be lead drafter of Assembly Bill 205, which provides comprehensive state-law protections to lesbian and gay couples who register for domestic partnership. The bill passes the legislature and is signed into law.

GAY COUPLE WIN HOUSING-DISCRIMINATION CASE

Fred Sternbach and his partner, Stephen Miller, of Boca Raton, Florida, are denied housing by Royal Colonial Apartments because they're a gay couple. Lambda Legal wins a favorable settlement, invoking a Palm Beach County law that prohibits discrimination based on sexual orientation or marital status. More than 145 cities and counties throughout the country have similar housing laws.



John Carl

POLICE OFFICER WITH HIV SECURES SETTLEMENT

Lambda Legal sues an Illinois police department after it refuses to hire a skilled officer because he has HIV. In late May, the department settles, agreeing to pay \$125,000, establish nondiscrimination policies and retrain staff to prevent future discrimination against people with HIV.

TRANSGENDERED WOMAN WINS NAME CHANGE: PART I

When Frances Mary Fischer, of Syracuse, New York, is denied a request to legally change her name solely because she has not undergone genital reassignment surgery, Lambda Legal intervenes, educating the court on the need for accurate identity documents. A judge finally grants the name change.



Daniel Kline (l) and Frank Sories



Cheri Goldstein (l) and Holly Perdue

TRANSGENDERED WOMAN WINS NAME CHANGE: PART II

After an unsuccessful two-year battle with the Augusta, Georgia, court system, Vickee Gatliff turns to Lambda Legal to help her legally change her name to reflect her gender. Gatliff prevails, and another court gets a lesson on how vital it is — both legally and personally — for transgendered people to be able to change their name.

COURT AFFIRMS SECOND-PARENT ADOPTIONS

Lambda Legal authors a friend-of-the-court brief asking California Supreme Court to reverse a shocking lower-court ruling that calls into question the legitimacy of second-parent adoptions. The court reverses this ruling, ensuring that thousands of adoptions in California are now secure.

RIGHT WING ATTACKS DOMESTIC PARTNER BENEFITS

Lambda Legal joins a lawsuit defending New Orleans's policy extending health insurance benefits to domestic partners of its gay and lesbian workers and protecting the city's domestic partner registry. Lambda Legal has participated in the defense of many cities whose domestic partner benefits and registries have been attacked by right-wing groups.

HIV-POSITIVE MAN WINS ACCESS TO ORGAN TRANSPLANT: PART I

William Jean Gough is denied a lifesaving liver transplant by Medicaid shortly after being accepted as a transplantation candidate at the University of Pittsburgh's medical center. Because Gough has HIV, Medicaid says the procedure is experimental. Lambda Legal appeals and, within three weeks, wins a judgment ordering Medicaid to approve the transplant for the Altoona, Pennsylvania, native.



Cecil Little with his family

HIV-POSITIVE MAN WINS ACCESS TO ORGAN TRANSPLANT: PART II

Kaiser Permanente denies an essential kidney transplant for John Carl, a Denver-area man, because he has HIV. Lambda Legal appeals, and within days, the insurance company reverses its initial rejection of the transplant.

WOMAN CHALLENGES CASINO'S SEX STEREOTYPING

After working as a bartender at Harrah's Casino for 21 years, Darlene Jespersen, of Reno, Nevada, is fired for violating the company's new appearance code because she won't wear makeup. Lambda Legal argues in federal appeals court that the casino's policy discriminates because it does not treat men and women equally and forces employees to fit extreme gender stereotypes. A decision is pending.

GAY COUPLE WIN RELOCATION BENEFIT

Daniel Kline and his partner of 27 years, Frank Sories, settle their lawsuit against United Parcel Service. Lambda Legal had filed the case in California after the couple did not qualify for UPS's "trailing spouse" policy, which allows employees to relocate to another office when their spouse has to move for work.



NURSING HOME ADMITS MAN WITH HIV (FINALLY)

After being rejected by six facilities near his family's home in Louisiana because he has HIV, Cecil Little is admitted to one of the facilities, Kentwood Manor. Lambda Legal, having initiated claims against the six facilities, drops the legal action against Kentwood but continues our claims against the five other homes that had originally rejected the stroke patient.

CHALLENGE TO OPPRESSIVE DEFENSE OF MARRIAGE ACT

Lambda Legal joins the ACLU in challenging Nebraska's constitutional amendment that bans any kind of same-sex relationship recognition, effectively blocking LGBT people from advocating for even the most basic protections for their families. The state's motion to throw out the case is rejected and the lawsuit moves forward.

LESBIAN COUPLE CREATE NEW FAMILY NAME

Lambda Legal files a friend-of-the-court brief in Ohio on behalf of Jennifer Bicknell and Belinda Priddy, who were repeatedly denied the opportunity to adopt the last name ("Rylen") that they'd chosen for their family, even though state law allows for name changes. The Ohio Supreme Court overturns the denial, and Jennifer and Belinda



Lorenzo Taylor

Rylen are free to express their family commitment by sharing a common name with their children.

CHALLENGE TO UNIVERSITY'S DOMESTIC PARTNER POLICY

Lambda Legal files a friend-of-the-court brief on behalf of the Montana Education Association and the Montana Federation of Teachers (the largest union in the state) in a suit against Montana's state university system, which refuses to provide health insurance and other employment benefits to domestic partners.

STATE ANTIDISCRIMINATION ORDER PREVAILS

Six ultraconservative state legislators ask the Arizona Supreme Court to overturn Governor Janet

Napolitano's executive order prohibiting discrimination based on sexual orientation against state employees. Lambda Legal works with the attorney general's office and the Arizona Human Rights Fund to defend the governor's order. The Supreme Court refuses to hear the case, letting the protections stand.

HIV DISCRIMINATION FACES X-RAY EXAM

Joe TeVoert is fired from his job as a radiology technician by a hospital in Bloomington, Illinois, solely because he has HIV. Arguing that employment decisions should be based on scientific fact, not fear, Lambda Legal wins a hearing to move forward with TeVoert's complaint before the Illinois Department of Human Rights.

LESBIAN COUPLE GET NAMES ON BIRTH CERTIFICATE: PART I

In 2001, the Mississippi Board of Health refuses to issue a birth certificate listing a child's two parents because they are lesbians, leaving the boy without any legal documentation of his name or the date and place of his birth. Lambda Legal files a lawsuit, and two years later, a judge orders the state to issue a birth certificate with both mothers' names to Cheri Goldstein and Holly Perdue.

Tim Coburn



John Langan (l) and Neal Conrad
Spicehandler

**LESBIAN COUPLE GET NAMES ON
BIRTH CERTIFICATE: PART II**

At Lambda Legal's urging, the Michigan Department of Community Health adopts a new policy that allows both members of same-sex couples to be listed as parents on birth certificates. Soon after, Lambda Legal clients Heather McClellan and Donella Kingsbury receive an amended Michigan birth certificate at their new home in New Mexico.

**FEDERAL 9/11 FUND RECOGNIZES
LESBIAN PARTNER**

Peggy Neff is awarded more than \$500,000 from the federal fund designed to compensate victims of the terrorist attacks. Lambda Legal represented Neff — whose partner of 18 years died in the attack on the Pentagon — in her year-and-a-half-

long struggle to win the same support and treatment as people whose spouses died on September 11.

**CHALLENGE TO U.S. MILITARY'S
SODOMY LAW**

Just months after the U.S. Supreme Court strikes down all remaining sodomy laws, Lambda Legal, the ACLU and the Servicemembers Legal Defense Network urge the military's highest court to strike down a similar code of conduct for military personnel. A decision is pending.

**HIV-DISCRIMINATION CASE TARGETS
FOREIGN SERVICE: PART I**

Lorenzo Taylor is denied employment as a U.S. Foreign Service officer, despite his impeccable credentials, because he has HIV. Lambda Legal files a lawsuit in federal court arguing that the State Department is breaking the law by barring anyone with HIV from employment.

**HIV-DISCRIMINATION CASE TARGETS
FOREIGN SERVICE: PART II**

After successfully completing the interview process, Kyle Smith is denied a job with the U.S. Foreign Service because he has HIV. Lambda Legal files a discrimination complaint, alleging that the college

student from Columbus, Ohio, is perfectly qualified to be an office management specialist, the position he'd applied for.

**COUNTRY CLUB CASE RETURNS
TO TRIAL COURT**

Birgit Koebke and Kendall French are fighting for equal treatment at the Bernardo Heights Country Club, in California, where Koebke is a member. Lambda Legal argues successfully to the appellate court that the club discriminates against the longtime couple by denying them privileges granted not just to married couples but also to unmarried heterosexual couples. Their case is pending.



Nebraskan clients Nancy Brink (l) and
Maria Perez



PINK TRIANGLE COALITION SEEKS HOLOCAUST REPARATIONS

Lambda Legal files submission in New York court, seeking an allocation of Holocaust-reparation funds for the few identified living gay victims. The submission also requests money for scholarly research and educational programs about the Nazi persecution of gay men and lesbians and to fight antigay discrimination around the world.

VERMONT CIVIL UNION RESPECTED

A New York State court rules that Lambda Legal client John Langan can sue St. Vincent's Hospital for the wrongful death of his partner, Neal Conrad Spicehandler, because the couple had a civil union from Vermont. Although the hospital appeals, the New York State attorney general files a friend-of-

the-court brief stating that Langan must be respected as a legal spouse.

GAY MAN APPEALS IMMIGRATION RULING

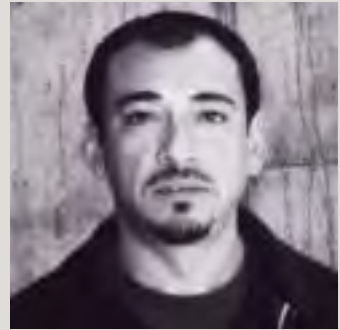
Lambda Legal petitions the federal Court of Appeals to grant asylum to Jorge Soto Vega, who faced severe antigay persecution in Mexico. Soto Vega was rejected for asylum by a California immigration judge, who said he didn't seem gay and could hide his sexual orientation.

MAN APPEALS SEX CONVICTION

Lambda Legal helps defend Joel Singson, a man from Virginia Beach, Virginia, who's charged with solicitation of sodomy, despite the U.S. Supreme Court's landmark ruling striking down all sodomy laws. Singson is sentenced to six months; the conviction is being appealed.

HIV DISCRIMINATION HITS AUTO INDUSTRY

Joey Saavedra, an HIV-positive auto-glass installer, is fired by his employer because he has HIV. His employer says he poses a threat to other employees. Lambda Legal takes on Joey's case and is fighting under the Americans with Disabilities Act to win justice for him.



Jorge Soto Vega

HEARTBREAKING LOSS ILLUMINATES NEED FOR MARRIAGE EQUALITY

A Baltimore jury rules that a hospital is not responsible for blocking Bill Flanigan from visiting with and consulting in the treatment of his dying partner, Robert Daniel. The loss illustrates just why Lambda Legal's fight for full marriage rights is so critical.



Bill Flanigan (l) and Robert Daniel

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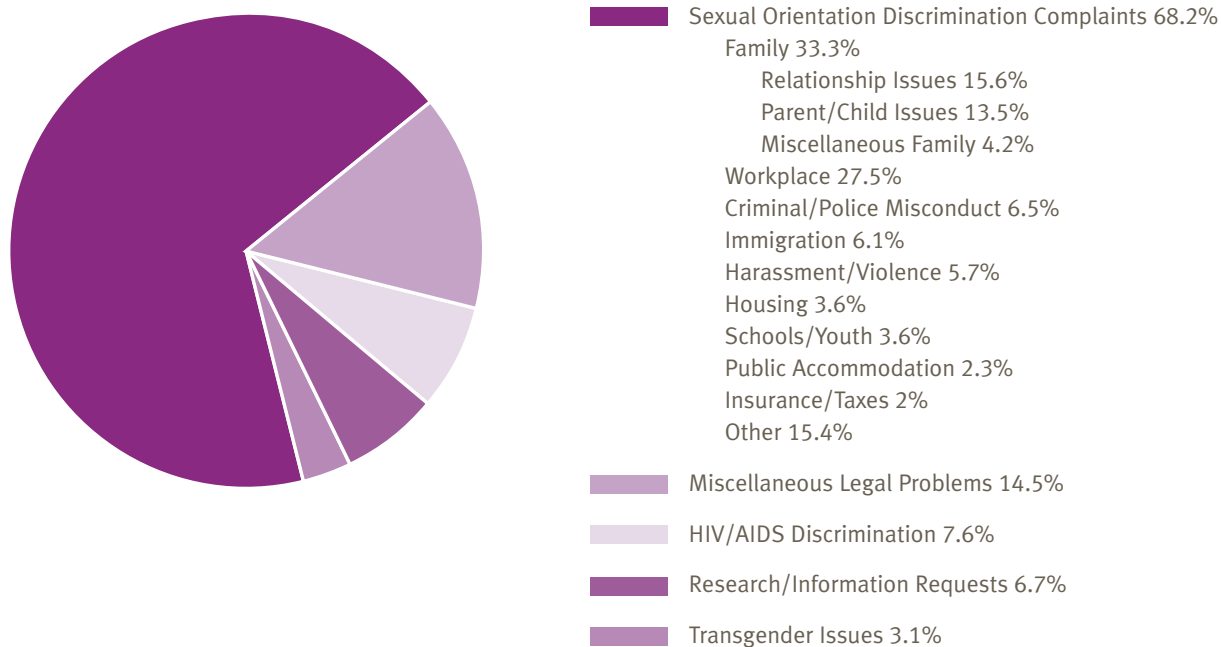
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2003 LAMBDA LEGAL HELP DESKS: ANSWERING CALLS FOR HELP

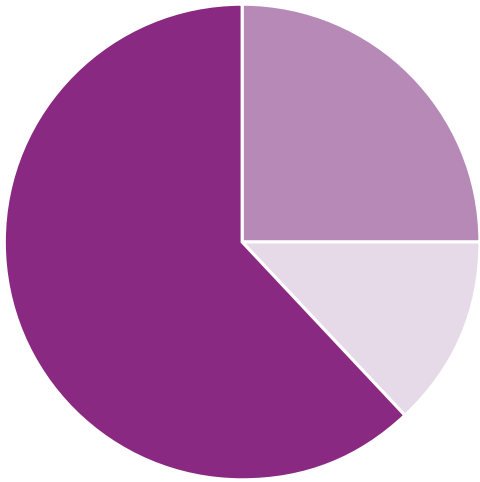
Every year thousands of people call Lambda Legal's Help Desks. Many of them have been discriminated against because of their sexual orientation or gender identity, or because they have HIV, and they're fighting back for the first time in their life. While our resources allow only a small number of these callers to become clients in Lambda Legal's high-impact lawsuits, we make sure that everyone who phones one of our bilingual (English and Spanish) Help Desks finds the support, referrals and resources they're looking for.

In 2003, the total number of calls to our Help Desks increased by 15 percent over last year. And more people than ever are calling about family matters — so many, in fact, that we've split family into two separate categories this year: relationship issues and parent/child issues.

Lambda Legal's historic Supreme Court win and our highly visible work for marriage equality have made more and more LGBT people and people with HIV aware that we can help when things get tough. We're committed to ensuring that everyone who dials our number gets the critical help they need.



FISCAL YEAR 2003 FINANCIAL INFORMATION: EXPENSES



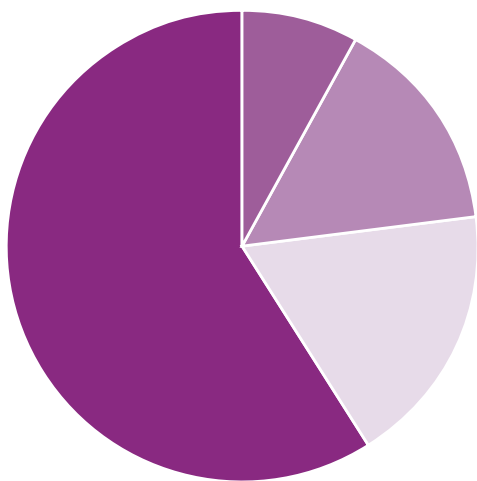
- Legal & Education
- Fundraising
- Management & General Administration

PROGRAM SERVICES	AMOUNT	% OF TOTAL
Legal & Education*	\$6,235,948	62%
SUPPORT SERVICES		
Management & General Administration	\$1,327,869	13%
Fundraising	\$2,557,665	25%
Total Expenses	\$10,121,482	100%

* Includes donated services

Note: Total expenses for fiscal year 2003 exclusive of donated services amounted to \$8,545,926 against Public Support Income of \$6,817,737.

FISCAL YEAR 2003 FINANCIAL INFORMATION: INCOME



- Individuals
- Bequests
- Donated Services
- Foundations

PUBLIC SUPPORT	AMOUNT	% OF TOTAL
Foundations	\$1,246,968	15%
Individuals*	\$4,911,274	59%
Bequests	\$659,495	8%
Donated Services	\$1,575,556	18%
Total Public Support	\$8,393,293	100%

* Includes membership, major gifts, special events and other individual contributions

Source: Audited Financial Statements for the year beginning November 1, 2002, and ending October 31, 2003, by Marks Paneth & Shron, LLP. Copies available from Lambda Legal upon request.

Lambda Legal is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgendered people and those with HIV or AIDS through impact litigation, education and public policy work.

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