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Lambda Legal making the case for equality

2015 ANNUAL REPORT

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LAMBDA LEGAL IS A NATIONAL ORGANIZATION COMMITTED TO ACHIEVING FULL RECOGNITION OF THE CIVIL RIGHTS OF LESBIANS, GAY MEN, BISEXUALS AND TRANSGENDER PEOPLE AND THOSE WITH HIV THROUGH IMPACT LITIGATION, EDUCATION AND PUBLIC POLICY WORK.



FROM THE EXECUTIVE DIRECTOR

What a historic year 2015 was for our movement and our organization! I hope that when you read about our victories, you feel a sense of ownership, because you—Lambda Legal's donors and volunteers—made it all possible.

I was in the courtroom when Supreme Court Justice Anthony Kennedy delivered the majority opinion on marriage equality on June 26, and I heard him embrace the goals of equality and dignity for samesex couples for which Lambda Legal has fought for more than two decades. We were so proud that he repeatedly cited Lambda Legal's 2003 landmark victory in *Lawrence v. Texas*, recognizing that the freedom to marry was built on years of careful legal work and unwavering commitment to the principles of liberty and equality.

Lambda Legal helped achieve four other victories at the Supreme Court last year. Yet 2015 also saw the introduction of more than 80 bills seeking to allow discrimination against LGBT people and people living with HIV. These bills underlined what Lambda Legal has long maintained: Winning marriage does not end our struggle. Victories do not stay won unless we defend them, and there are other, urgent forms of injustice that we still face and must continue to challenge through impact litigation, public policy work and education. We have much important work ahead. For example, our opponents are fighting back after our marriage victory by preying on the public's lack of understanding of transgender people. They have introduced a wave of anti-transgender bills in legislatures across the country, even as we continue to mourn the high numbers of transgender people of color and LGBTQ youth lost to violence and suicide. By the end of 2015, Lambda Legal had 26 transgender rights cases on its docket, addressing issues ranging from employment and health insurance to police misconduct. We are combating very real threats to intensely vulnerable members of our community.

I have had the honor of leading Lambda Legal's work for 24 years. For me, it has been a privilege to know and stand together with so many courageous plaintiffs, brilliant lawyers, talented educators and advocates, dedicated board members and generous donors. How we have changed our lives and our country!

With all that we have accomplished, I still have my eyes on the future and the victories that Lambda Legal will continue to win. Thank you.

> Kevin Cathcart Executive Director



FROM THE BOARD CO-CHAIRS TRACEY GUYOT-WALLACE AND STEPHEN WINTERS

Dear Friends:

Over the course of its 43 years, Lambda Legal has led the way to many historic advances, and we were thrilled to celebrate another turning point with the marriage equality victory in 2015. We are immensely proud of Lambda Legal's vital work in courtrooms and communities across the nation.

The road ahead includes significant challenges, but we know that Lambda Legal is well prepared with a keen strategic vision for the march towards equality and justice. Our adversaries are strong and well funded—but we are stronger. We are thankful for the dedication and talent of Lambda Legal's staff, and we know that the support of members and allies like you is *essential* to our effort to secure equality and liberty and move us closer to the future we all deserve. Our appreciation and affection for Kevin Cathcart after 24 years of visionary leadership is especially strong—his accomplishments have changed all our lives and our country for the better. Our sincerest and heartfelt thanks to Kevin for being an incredible steward not just for Lambda Legal, but for the movement itself.

Forward is where Lambda Legal itself is looking. As volunteer board members, we contribute our time, energy and financial resources because we wholeheartedly support not just Lambda Legal's work in the present but its vision for the future as well.

Without a doubt, Lambda Legal has the best strategies and an unsurpassed legal and advocacy team to take us forward. Thank you to all of them, and to all our friends who make it possible.

Tracey Guyot-Wallace and Stephen Winters Co-Chairs, Lambda Legal Board of Directors

KEVIN CATHCART OUR DISTINGUISHED LEADER FOR 24 YEARS



LAWS:

03 01

or same-sex couples **1996** (right)

2001 (below): Kevin leads the Lambda Legal contingent at New York City's Pride parade



1992 (above): Lambda Legal announces Kevin's hiring

1995 (left): Kevin at Lambda Legal's Broadway office

mid-1990s (right): Kevin with Lambda Legal's Deputy Director Fran Goldstein, on the board of directors at the time

Lambda Legal Defense Education nd, Inc.

> **2002** (right): Kevin at the opening of Lambda Legal's South Central Regional Office with Barbara Nunneley, attorney and co-chair of the local committee for Lambda Legal (left) and John Loza, Dallas city council member and deputy mayor of Dallas

> > 2015 (far right): Kevin and U.S. Attorney General Loretta Lynch at Lambda Legal's annual Washington, D.C. reception





1998 (right): Kevin with Coretta Scott-King

in Chicago marking Lambda Legal's

(standing), Midwest Regional Office

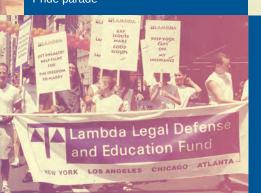
Managing Attorney at the time, and Maggie Daley, Chicago's first lady

25th anniversary, along with Pat Logue

1993 (above): Kevin (far right) at Lambda Legal headquarters with, from left to right, Legal Financial Manager John Williams, Events Coordinator Jacqueline Allen, Administrative Assistant and Volunteer Coordinator Bill Diggs, Development Director Seth Cloutman and Receptionist Letty McDuffie







ISSUE SPOTLIGHT

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MARRIAGE AND SAME-SEX RELATIONSHIP PROTECTIONS

MAKING HISTORY AT THE SUPREME COURT

After two decades of litigation and advocacy, Lambda Legal helped make history in June when the U.S. Supreme Court issued its thrilling ruling in *Obergefell v. Hodges*, finally making marriage equality the law of the land for same-sex couples. Lambda Legal was co-counsel in a case in Ohio that was one of the six consolidated and heard by the Court. During 2015, Lambda Legal also had marriage cases pending in Georgia, Louisiana, North Dakota and Puerto Rico.

THIS LANDMARK DECISION ENSHRINES OUR COMMON HUMANITY AND DIGNITY. FOR THE FIRST TIME, LGBT PEOPLE IN AMERICA LIVE IN A NATION THAT RESPECTS OUR LOVE AND OUR FAMILIES. BE PROUD—AND CARRY IT FORWARD."

—Jon Davidson, Lambda Legal Legal Director and Eden/Rushing Chair



#IDO SUPPORT EQUALITY

Funded by a \$500,000 gift from Lambda Legal Board Co-Chair Karen Dixon and her wife, Nan Schaffer, Lambda Legal launched the #IDO social media campaign in April 2015. Leveraging the visibility of the marriage equality movement to catalyze public support for LGBT rights, the campaign featured moving testimonials and personal vignettes, including from celebrity supporters Julianne Moore, Susan Sarandon, Aisha Tyler and Carmen Ejogo. The #IDO campaign was nominated for Nonprofit Campaign of the Year by PRWeek magazine and for a Shorty "Best of Social Media" Award.

FIGHTING FOR COUPLES IN TEXAS, FLORIDA AND NORTH CAROLINA

The Employee Retirement System of Texas (ERS) finally agreed after Obergefell to allow Lambda Legal plaintiff Deborah Leliaert to enroll her wife, Paula Woolworth, in the spousal health insurance plan offered to state employees. In October, following a suit filed by Lambda Legal, Florida's Miami-Dade County extended marriage-related tax protections to gay widower Hal Birchfield. However, Birchfield is still being denied an accurate death certificate for his late husband, as is Lambda Legal client Paul Mocko (see page 12). Lambda Legal is also advocating for a married North Carolina couple refused the right to put both their names on their children's birth certificates.

SECURING JUSTICE FOR WIDOWS AND WIDOWERS

METO A ALZAS

APOYAR LAS

S PAPA TOO

DIGNI

LGT

The Social Security Administration (SSA) continued after *Obergefell* to deny widower Dave Williams spousal benefits because he and his late husband had lived in Arkansas, a state that banned marriage by same-sex couples prior to the Supreme Court's ruling. After Lambda Legal sued the SSA, a federal judge instructed the agency to provide Williams with the benefits. But as the year ended, the SSA had still not fully implemented benefits retroactively for other surviving spouses, and Lambda Legal continued to seek justice for all. Constitution in our shield again Bible based discrimination toward our gay friends & neighbors

Lambda Legal Senior Counsel and National Director of Constitutional Litigation Susan Sommer (far left) at the U.S. Supreme Court after the historic marriage decision. Also pictured are the ACLU's Steve Smith (center) and Memphis attorney Maureen Holland.

BAREAS WHAT WE DO.

FAMILIES

Despite sweeping changes in marriage law nationwide, discrimination persists against both married and unmarried same-sex couples and their children as well as those in chosen and extended family structures. The refusal to recognize and honor parental relationships causes terrible trauma to children and parents alike. Lambda Legal is fighting to increase opportunities and protections for all families, and specifically to prevent passage of laws that would allow people to use their religious beliefs as a reason to discriminate against LGBT people and people living with HIV.

YOUNG ADULTS, TEENS & CHILDREN

Whether at school or in homeless shelters, foster care or the juvenile justice system, LGBTQ youth and youth living with HIV are at high risk of bullying, violation of rights to freedom of expression and privacy, discrimination, mistreatment and exploitation. These risks are often compounded for youth of color and undocumented youth. Lambda Legal uses litigation, advocacy and education to fight for the right of all LGBTQ young people to be safe and respected everywhere.

CRIMINAL JUSTICE & POLICE MISCONDUCT

LGBT people and people living with HIV routinely face discrimination in criminal legal systems, and Lambda Legal has a proud history of fighting this government misconduct. We work to protect the right to fair, respectful and equal treatment within these systems by law enforcement officers; in detention facilities, jails and prisons; in courts; and by school security personnel.

EMPLOYMENT FAIRNESS

Employment discrimination remains one of the most common reasons why people contact our Legal Help Desk. While many employers, states and municipalities ban discrimination based on sexual orientation and gender identity and expression, many still do not. And HIV discrimination persists despite clear federal protections. Lambda Legal continues to employ a litigation strategy and policy advocacy to strengthen existing protections in federal and state laws and to promote passage of state laws and a federal statute that explicitly tell both employers and workers that such discrimination is prohibited.

FAIR COURTS

When Lambda Legal makes the case for equality, we depend on the administration of fair and impartial justice in courtrooms across the country. Our Fair Courts Project works to protect and expand access to justice for LGBT and people living with HIV by educating the public about the important role that courts play in safeguarding civil rights, promoting judicial diversity and independence and providing anti-bias training to court personnel.



CLOCKWISE FROM TOP LEFT: BRITTANI HENRY AND L.B. ROGERS WITH THEIR SON, PLAINTIFFS IN THE LAMBDA LEGAL OHIO MARRIAGE CASE THAT HELPED MAKE HISTORY AT THE SUPREME COURT; LAMBDA LEGAL PLAINTIFF CHANSE COX, FIRED AFTER REVEALING HIS HIV STATUS (SEE P. 22); PABLO ANDRÉS MONROY, ANSWERING THE QUESTION "WHY DO YOU SUPPORT THE FREEDOM TO MARRY FOR SAME-SEX COUPLES?" IN PUERTO RICO LAST NOVEMBER; PROTEST AGAINST POLICE KILLINGS OF UNARMED BLACK MEN (AP PHOTO/ ELISE AMENDOLA); LAMBDA LEGAL PLAINTIFF AND TEXAS STATE EMPLOYEE DEBORAH LELIAERT (LEFT) WITH HER WIFE PAULA WOOLWORTH, WHOM LELIAERT WAS FINALLY ALLOWED TO ENROLL IN HER HEALTH PLAN AFTER LAMBDA LEGAL INTERVENED; JOSH GARZA, WHOSE TEXAS HIGH SCHOOL WOULDN'T ALLOW HIM TO FORM A GSA UNTIL LAMBDA LEGAL INTERVENED; LAMBDA LEGAL DIRECTOR OF COMMUNITY EDUCATION AND ADVOCACY HOLIDAY SIMMONS AT A TRANSGENDER DAY OF RESILIENCE EVENT IN ATLANTA; NEW YORK CITY PROTEST IN STATEN ISLAND OVER THE DEATH OF ERIC GARNER; LAMBDA LEGAL SURVIVOR BENEFITS PLAINTIFF HAL BIRCHFIELD AND HIS LATE HUSBAND, JAMES MERRICK SMITH. CENTER: PLAINTIFFS FROM THE MARRIAGE CASES BEFORE THE SUPREME COURT LAST YEAR, THE DAY BEFORE ARGUMENTS.

PROGRAM PRIORITY AREAS

HEALTH CARE FAIRNESS

LGBT people and people living with HIV commonly face health care discrimination and are especially vulnerable to breaches of confidentiality and violations of their rights to transition-related, reproductive, sexual and other vital health care. Lambda Legal works to ensure that medical professionals, health care facilities and others involved in providing access to care treat LGBT patients and people living with HIV with fairness, dignity and respect.

HIV

8

Barriers to health care and discrimination in employment, housing, publicly available services and within the criminal legal system remain an everyday reality for many people living with HIV. These things interfere with efforts to combat the epidemic. Through impact litigation, education and advocacy, Lambda Legal's HIV Project strives to ensure that people living with and at higher risk for HIV have access to HIV-related care and can live full lives free from stigma and discrimination.



IMMIGRANTS' RIGHTS

We fight for humane immigration reform that is inclusive of LGBT people, raise awareness about the experiences and legal needs of LGBT immigrant communities and oppose immigration enforcement that deprives LGBT immigrants of dignity and justice. Lambda Legal will continue to represent LGBT immigrants fleeing persecution in their home countries; to challenge the abuse and sexual assault of LGBT immigrants and immigrants living with HIV in detention; and to educate diverse LGBT immigrant communities about their rights.

RACIAL JUSTICE & LOW-INCOME ADVOCACY

Multiple forms of discrimination based on race and income intersect, contribute to and exacerbate inequality experienced by LGBT people and people living with HIV. Using impact litigation, public policy advocacy and community education, we seek solutions to these structural disparities that create obstacles to full equality for all members of our community. In August 2015, Lambda Legal Deputy Legal Director Hayley Gorenberg (far left) attended the San Juan wedding of Maritza López Avilés and Iris Delia Rivera Rivera, plaintiffs in Lambda Legal's marriage case in Puerto Rico. The couple has been together for 40 years.

SENIORS

Many LGBT seniors and seniors living with HIV face discrimination in housing, health care and long-term care facilities; exclusion from the safety net programs that most older adults rely upon, such as Social Security and retirement benefits; and disrespect for their identities and decisions in the event of their incapacity or death. Through litigation, advocacy and education, Lambda Legal works to ensure that LGBT seniors and seniors living with HIV are treated with dignity.

TRANSGENDER RIGHTS

People who are transgender experience high rates of discrimination at work, in obtaining proper identity documents and in the criminal and civil legal systems, schools, public accommodations and health care. Lambda Legal fights to expand and defend protections for transgender people and to combat the mistreatment and violence encountered by so many.

PROYECTO IGUALDAD



Proyecto Igualdad is Lambda Legal's outreach and education effort in the Latino community, now included in our expanded work on Racial Justice.

Proyecto Igualdad conducts trainings and provides resources in English and en español.

www.lambdalegal.org/es

LEGAL HELP DESK_

6,243 TOTAL INQUIRIES received by Legal Help Desk in 2015

100 SPANISH-ONLY CALLS (37% more than 2014)

TOPICS OF REQUESTS FOR ASSISTANCE IN 2015:

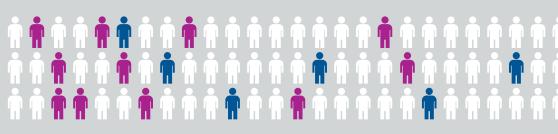
- ► Harassment 243
- ► Immigration 178

Gender Identity and Expression: 1,213

- ► About identity documents 181
- ► Employment...... 178

HIV: 375

Other: 1,424



2015 BY THE NUMBERS



113 Cases in which we currently are or until recently have been involved (the most in Lambda Legal history)



237 Community Education events and trainings (with 15,000 people participating)



31 Pride events in which Lambda Legal participated in 2015



781,641 Unique visitors to LambdaLegal.org

(4% more than 2014)



23,364 Unique visitors to the Spanish part of the site (280% more than 2014)



5-FOR-5 AT THE SUPREME COURT

MARRI

2015 wins

Catholics EOUALITY 2015 WAS A BIG YEAR FOR LAMBDA LEGAL AT THE U.S. SUPREME COURT, WITH FIVE SIGNIFICANT VICTORIES INVOLVING KEY CIVIL RIGHTS CONCERNS



ACHIEVING MARRIAGE EQUALITY Obergefell v. Hodges

Lambda Legal was co-counsel in an Ohio marriage case that went to the Supreme Court, one of the six consolidated and ruled on by the Court in its historic decision to legalize the freedom to marry for same-sex couples throughout the nation.

L Today, the Constitution and our democracy shine brightly again."

—Susan Sommer, Senior Counsel and National Director of Constitutional Litigation



PROTECTING ACCESS TO HEALTH INSURANCE *King v. Burwell*

Lambda Legal authored a brief in this challenge to the Affordable Care Act (ACA), emphasizing the threat this lawsuit posed to people living with and at highest risk for HIV across the South, particularly lower-income people of color. The Court upheld the challenged ACA provisions.

L There is a veritable public health emergency going on within communities of color when it comes to HIV. Lambda Legal brought these racial disparities to the Court's attention."

> —Scott Schoettes, HIV Project Director



DEFENDING WORKPLACE RIGHTS EEOC v. Abercrombie & Fitch

Lambda Legal submitted a brief in this case against the apparel retailer, which had declined employment to a Muslim woman because she wears a headscarf. The brief highlighted the problem of judicially created limitations on who is protected by Title VII and which limitations adversely affect diverse populations, including religious minorities and LGBT people. The Court ruled to affirm the job candidate's discrimination claim.

C The decision marks one more win for the basic principle that Title VII of the Civil Rights Act protects you from employment discrimination. Period. There is no exception."

> —Greg Nevins, Counsel and Employment Fairness Program Strategist



FIGHTING HOUSING DISCRIMINATION

Texas Department of Housing and Community Affairs v. The Inclusive Communities Project

Lambda Legal joined a brief emphasizing the need to protect the housing rights of people with disabilities, seniors and families with children. The Court in this case ruled that the federal Fair Housing Act prohibits not only intentional housing discrimination but also housing decisions that have a "disparate impact" on a vulnerable population.

Lambda Legal has long been committed to ensuring that nondiscrimination protections are comprehensively applied to address housing disparities experienced by the diverse individuals and families we serve."

> —Karen L. Loewy, Senior Attorney and Seniors Program Strategist



KEEPING JUDICIAL ELECTIONS FAIR Williams-Yulee v. The Florida Bar

Lambda Legal, with six other organizations, filed a brief urging the Supreme Court to uphold Florida's ban on personal campaign solicitations by judicial candidates. At stake in this important victory: the independence and fairness of courts.

L Judges are not politicians. This rule and others like it are critically important to keeping courts fair and making sure that justice cannot be bought."

> —Eric Lesh, Fair Courts Project Director

PAUL MOCKO

Fort Lauderdale, Florida

Paul Mocko (left) and Greg Patterson (right), like so many gay men of their generation, were told after testing HIV positive to spend down their life's assets because they were not expected to live very long. Instead, they survived, spending 26 years together and marrying in 2014before Patterson died of lung cancer. Because of Florida's marriage ban, Mocko received a death certificate that listed Patterson as "nevermarried." In the section for "spouse," it stated "none." When Mocko, living on a fixed income, tried to get the death certificate amended, he learned he would need a lawyer, a court order and a filing fee of \$401. In December, Lambda Legal filed a federal class action lawsuit on behalf of Mocko, Hal Birchfield (see page 4) and other Florida surviving same-sex spouses whose marriages were erased on their spouses' death certificates.

PROGRAM AREAS: SENIORS: MARRIAGE & SAME-SEX RELATIONSHIP PROTECTIONS

IT WAS HARD ENOUGH TO LOSE THE LOVE OF MY LIFE. WHEN THE FUNERAL HOME TOLD ME THAT I WOULD NEED TO GET A COURT ORDER TO GET THE STATE TO GIVE ME A PROPER DEATH CERTIFICATE, THAT WAS. HEARTBREAKING. I DON'T EVEN KNOW WHERE. I WOULD GET THE MONEY TO PAY FOR THIS. IT IS SO STRESSFUL THAT THE STATE HAS PLACED THE BURDEN OF CORRECTING THEIR DISCRIMINATION ON MY SHOULDERS."

LAMBDALEGAL.C

PROGRAM AREAS: YOUNG ADULTS, TEENS & CHILDREN; IMMIGRANTS' RIGHTS

SOUL Y.

New York City via Mali

After experiencing rejection and discrimination in his home country of Mali, Soul came to the United States for college. Once here, he came out to his father definitively—and his father cut off all contact and support. Unable to work legally, Soul was on the verge of homelessness when NYC's LGBT Center called Lambda Legal on his behalf. We succeeded in getting NYC Family Court to issue Special Immigrant Juvenile findings due to his abandonment. Then we convinced federal immigration authorities to grant Soul's application for legal permanent residency as a Special Immigrant Juvenile. Green Card in hand, Soul has re-enrolled in college and is seeking employment. Lambda Legal is now helping Soul achieve his goal of helping other undocumented LGBTQ youth.

WHEN I TOLD MY FATHER I WAS GAY, HE JUST DUMPED ME. HE TOLD ME TO LEAVE THE HOUSE. THAT'S WHEN I SAID TO MYSELF, I CANNOT STAY IN MALI ANYMORE. THEY DON'T ACCEPT ME BECAUSE OF MY SEXUAL ORIENTATION. IN MY COUNTRY, YOU HAVE TO MARRY. I JUST HAD TO GO. IT WASN'T EASY WHEN I CAME TO THE UNITED STATES, BECAUSE I DIDN'T SPEAK ENGLISH. BUT THEN I FOUND CURREY COOK AT LAMBDA LEGAL. HE TRIED TO UNDERSTAND MY STORY AND TOLD ME, 'OKAY, LAMBDA LEGAL IS GOING TO HELP YOU.' THEY ARE DOING THAT. AND LCAN TELL CURREY EVERYTHING."

2015 LAMBDA LEGAL ANNUAL REPORT

ISSUE SPOTLIGHT

EMPLOYMENT FAIRNESS





IT WILL TRANSFORM THE LEGAL LANDSCAPE WHEN WE GET APPELLATE COURTS TO REALIZE THAT IF YOU DISCRIMINATE BASED ON SEXUAL ORIENTATION, YOU ARE BASING THAT ON THE GENDER OF THE PERSON."

— Greg Nevins, Counsel and Employment Fairness Program Strategist

STRENGTHENING PROTECTIONS UNDER FEDERAL AND STATE LAWS

Lambda Legal continued to pursue an aggressive litigation strategy to strengthen protections for LGBT people under existing laws that prohibit sex discrimination. Lambda Legal's amicus briefs in three earlier cases, and the favorable results in those cases, played strongly in July's groundbreaking Baldwin v. Foxx workplace rights decision. In Baldwin, the federal Equal Employment Opportunity Commission (EEOC) ruled that sexual orientation discrimination is covered by existing sex discrimination protections in Title VII of the 1964 Civil Rights Act, just as gender identity is covered. Still pending in 2016 is *Hively vs. Ivy Tech Community College*, in which Lambda Legal argued before the U.S. 7th Circuit Court of Appeals that a claim for sexual orientation discrimination is proper under Title VII (see page 16), and Evans v. Georgia Regional Hospital, in which we are making the same argument before the 11th Circuit.

FIGHTING PENSION DISCRIMINATION

Even in the wake of *Obergefell* (see page 4), Delta Airlines denied spousal pension benefits to Lambda Legal plaintiff Dan Walter, a gay widower in Georgia, after the death of his husband and partner of 21 years, Jay Beadle. Lambda Legal joined with attorneys at the Civil Rights Education and Enforcement Center in November to challenge the unfair application of these pension rules requiring marriages to have lasted at least one year—an impossible requirement for many same-sex couples before the Supreme Court's ruling.

SUPPORTING THE EQUALITY ACT IN CONGRESS

Lambda Legal provided research, analysis and drafting in support of the Equality Act, a bill introduced in July to add explicitly the terms "sexual orientation" and "gender identity" to existing federal protections in employment, housing, public accommodations, education, access to credit, programs receiving federal funding and jury service.



KIMBERLY HIVELY South Bend, Indiana

Lambda Legal is representing Kimberly Hively, an instructor at Ivy Tech Community College who was denied full-time employment and promotions and eventually fired because she is a lesbian. In 2014, Ivy Tech got a trial court to dismiss Hively's claim of job discrimination, arguing that Title VII of the federal Civil Rights Act doesn't protect employees from discrimination on the basis of sexual orientation. Seeking to establish a clear legal precedent, Lambda Legal argued before the U.S.7th Circuit Court of Appeals in September that sexual orientation discrimination is sex discrimination under this federal law and that Hively's dismissal should be reversed.

PROGRAM AREA: EMPLOYMENT FAIRNESS

APPLIED FOR FULL-TIME POSITIONS AT IVY TECH ON SIX DIFFERENT OCCASIONS. IN MANY CASES I WAS NOT EVEN INTERVIEWED FOR THE JOB. I TAUGHT THERE FOR 14 YEARS AND NEVER HAD A NEGATIVE EVALUATION. I JUST WANT MY





DANA ZZYYM

Denver, Colorado

When Dana Zzyym went to apply for a U.S. passport, the only gender options offered were "male" and "female." Lambda Legal filed a federal discrimination lawsuit on Zzyym's behalf in October, in an effort to get the State Department to respect Zzyym's gender as a nonbinary intersex person. The lawsuit asserts that by denying Dana a passport that accurately reflects their gender, the State Department is violating the U.S. Constitution.

WHEN I WAS A CHILD, I HAD NO SAY IN WHAT
WAS DONE TO ME IN ORDER TO MAKE ME 'FIT'
IN SOME ACCEPTABLE CATEGORY. I CONTINUE
TO SUFFER THE CONSEQUENCES OF THOSE
DECISIONS TODAY. BUT AS AN ADULT, I CAN
TAKE A STAND. I AM NOT MALE. I AM NOT FEMALE.
I AM INTERSEX. AND I SHOULDN'T HAVE TO
CHOOSE A GENDER MARKER FOR MY OFFICIAL
U.S. IDENTITY DOCUMENT THAT ISN'T ME."

ISSUE SPOTLIGHT

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TRANSGENDER RIGHTS

BATTLING HEALTH CARE **DISCRIMINATION AT EVERY LEVEL**

After persistent advocacy by Lambda Legal and partner organizations, the federal Department of Health and Human Services (HHS) announced proposed regulations in September that would affirm that transgender people are protected from health care discrimination under the Affordable Care Act (ACA). Also in 2015, Lambda Legal successfully advocated for the Department of Social Services in Connecticut to become the eighth U.S. jurisdiction to expand Medicaid coverage to medically necessary health care for transgender people.

WITH VISIBILITY COMES BACKLASH AND TARGETING. WE ARE FIGHTING BACK EVERY DAY, AND WINNING."

> — M. Dru Levasseur, Transgender Rights **Project National Director**



ADVOCATING FOR KYLE AT HIS MINNESOTA HIGH SCHOOL

On August 12, in response to a Lambda Legal complaint, the U.S. Department of Education's Office for Civil Rights agreed to investigate a Minnesota high school's mistreatment of a transgender student who was repeatedly bullied. The administration provided no help and banned him from using the boy's bathroom. The investigation relies on Title IX, the federal law that protects students from sex discrimination, including gender identity and expression.

COMBATING DISCRIMINATION IN TEXAS AND BEYOND

Lambda Legal worked to counter anti-transgender campaigns in many states, providing information and expert analysis about the lives of people who are transgender and the importance of access to bathrooms and other public accommodations. We joined the fight in Texas, where the antidiscrimination Houston Equal Rights Ordinance (HERO) was unfortunately defeated in November amid widespread fear mongering. As these bills are multiplying, and often target transgender students, we are increasing our efforts. USING FEAR TO JUSTIFY TRANSPHOBIA BETRAYS STUDENTS WHO JUST WANT TO FEEL COMFORTABLE AND ACCEPTED. THIS ATTITUDE IS DAMAGING TO MENTAL HEALTH AND SELF-ESTEEM."

- Kyle, our client in Minnesota

on student ID's.

FIGHTING FOR TRANSGENDER-

Twice last year, Lambda Legal reached

out to support school districts under

pressure from the anti-LGBT Alliance Defending Freedom (ADF) to drop

transgender-inclusive bathroom and locker-room practices. In upstate New

York, Lambda Legal clarified that such policies are required under federal and

state law and successfully advocated

for the Le Roy Central School District

to stand up to the ADF and continue

respecting the gender identity of its

students. And in Pennsylvania, Lambda

Legal helped the Northwestern Lehigh

school board preserve its equitable and

lawful practice. We also added another

covers topics such as campus housing

rights and changing the gender marker

fact sheet to our Transgender Rights Toolkit: "Transgender College Students"

INCLUSIVE SCHOOLS



ISSUE <u>SP</u>OTLIGHT

RELIGIOUS EXEMPTIONS





FIGHTING OFFICIAL INTOLERANCE IN INDIANA

In March, Indiana Gov. Mike Pence signed a deeply flawed "religious refusal" law that allowed discrimination on religious grounds, especially against LGBT people and those living with HIV. The bill prompted nationwide protests and media attention. Lambda Legal led the opposition—along with corporate leaders, major sports organizations, political leaders and other advocacy groups—and helped win a second law to reduce the harms. We continue to play a leading role in Indiana to secure statewide antidiscrimination protections and prevent further harmful legislation.

SUPPORTING COALITIONS TO HALT ANTI-LGBT ATTACKS

More than 80 bills and countless local measures to allow discrimination were introduced in more than half the states, many misusing religious liberty and all representing a dangerous backlash against the progress of LGBT equality. In states including Arizona, Georgia and Texas, Lambda Legal provided legal analysis and leadership to coalitions that in most cases succeeded in blocking the proposals while increasing awareness of the threats they pose.

OPPOSING RELIGIOUS EXEMPTIONS IN THE AFFORDABLE CARE ACT

In November, Lambda Legal submitted expert comments urging the U.S. Department of Health and Human Services not to add exemptions for religious organizations to the regulations for the section of the Affordable Care Act that bans discrimination in federally funded health programs and services.

IT IS ESSENTIAL THAT WE REMAIN STAUNCH IN OPPOSING RELIGIOUS CARVE-OUTS THAT TURN CIVIL RIGHTS LAWS PERVERSELY INTO TOOLS FOR DISCRIMINATION."

— Jennifer C. Pizer, Senior Counsel and National Law and Policy Project Director

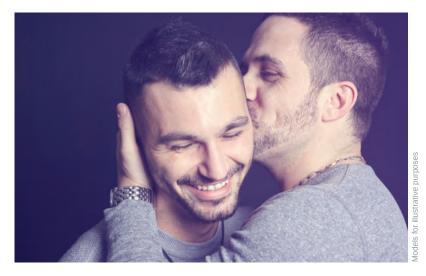
PROVIDING EXPERT ANALYSIS AND LEADERSHIP

As opponents pressed anti-LGBT religion-based claims in courts, legislatures, legal conferences and the media, Lambda Legal leaned in—filing legal briefs, drafting bill amendments, presenting testimony, publishing academic articles, educating reporters and serving generally as "go to" guides for advocates and lawmakers alike.



ISSUE SPOTLIGHT

DISCRIMINATION AGAINST PEOPLE LIVING WITH HIV



STANDING UP FOR WORKERS

In March, Lambda Legal announced a settlement in the case of Chanse Cox, a machine operator fired from his job at a juice packaging company after disclosing his HIV-positive status. In September, Lambda Legal filed suit in Missouri on behalf of Clint Moore, who disclosed his HIV status and lost his job as a flight paramedic.

HELPING HIV-POSITIVE IMMIGRANTS

Lambda Legal filed a friend-of-thecourt brief on behalf of Roberto Santin, a Mexican man seeking asylum who would likely be persecuted in Mexico because it is probable he would be perceived as gay due to his HIV status—in a country where antigay discrimination and violence are common. Santin won the case.

EDUCATING THE PUBLIC

Immediately after actor Charlie Sheen's announcement of his HIV status, Lambda Legal provided information and commentary that drew visitors to our website in exceptionally high numbers. We also produced "Know Your Rights—HIV," an online guide in English and Spanish.

COMBATING UNEQUAL TREATMENT IN PRISON

Lambda Legal filed suit in April on behalf of John Dorn, who had received extremely harsh and disproportionate punishment in prison because of his HIV status.

FIGHTING HIV CRIMINALIZATION

Lambda Legal continued to advocate to reform HIV criminalization laws in states including Florida, California and Michigan. Such laws impose criminal penalties on people with HIV for not disclosing their status to a sexual partner before sexual activity.

SHAMING OR PUNISHING A PERSON WHO GETS TESTED AND KNOWS THEY ARE HIV POSITIVE IS NOT THE WAY TO ADDRESS THE HIV/AIDS EPIDEMIC IN THIS COUNTRY." PROGRAM AREA: CRIMINAL JUSTICE & POLICE MISCONDUCT

THOMAS HAMM

New York City

Thomas Hamm (left) was brutally attacked while visiting P.F., his partner (right), at a Rikers Island correctional facility. During the visit, corrections officers ordered Hamm and P.F. not to embrace or hold hands-even though Department of Correction (DOC) rules permit such physical contact during visits and heterosexual couples around them were hugging and holding hands. As Hamm left the jail, officers directed homophobic slurs at him and beat him so viciously that he was taken by ambulance to the hospital with facial fractures. Hamm was shackled to his hospital bed overnight and then falsely charged with attacking the officers. Lambda Legal joined a federal lawsuit in October against New York City and several DOC officers on Hamm's behalf.

I WENT TO RIKERS TO VISIT MY LOVED ONE,
 AND LEFT BEATEN, MY FACE SHATTERED, IN
 SHACKLES, AND CHARGED WITH A CRIME I DID
 NOT COMMIT. THE CORRECTIONS OFFICERS'
 ANTIGAY HATE CRIME AGAINST ME WAS COVERED
 UP. SOMETHING IS VERY ROTTEN AT RIKERS. NO
 ONE ELSE SHOULD HAVE TO SUFFER THE ABUSES
 THAT THE CITY HAS ALLOWED TO RUN RAMPANT."

ISSUE SPOTLIGHT

CRIMINAL JUSTICE AND POLICE MISCONDUCT



Implement PREA NOW

ambdalegal.org/passion

Lambda Legal

PUSHING FOR PRISON SAFETY In March, the Texas Department

of Criminal Justice (TDCJ) agreed to move Lambda Legal client Passion Star (pictured at left in a self-portrait) to "safekeeping" to help protect her from rape and other violent attacks. Star is a transgender woman who has been repeatedly assaulted during 13 years in seven different TDCJ male facilities. Lambda Legal's continuing lawsuit on Star's behalf asserts that TDCJ officials condone a system in which LGBT people in custody are denied protection from sexual abuse.

DEMANDING AN END TO POLICE DISCRIMINATION

In January, Lambda Legal was invited to provide in-person testimony to the President's Task Force on 21st Century Policing, which President Obama appointed to combat abusive and discriminatory policing. In March, Lambda Legal joined six other LGBT and HIV advocacy groups in urging the president to implement the resulting recommendations, including a ban on police profiling based on sexual orientation, gender identity or mere possession of condoms, which police commonly cite as evidence that someone intends to engage in sex work.

LAMBDA LEGAL WILL CONTINUE TO FIGHT FOR AN END TO SEXUAL VIOLENCE IN PRISONS THROUGHOUT THE COUNTRY. RAPE IS NOT PART OF ANY SENTENCE, FOR ANY CRIME, AGAINST LGBT PEOPLE OR ANYONE ELSE."

> — Demoya Gordon, Staff and Transgender Rights Project Attorney

DOCUMENTING GOVERNMENT MISCONDUCT

Lambda Legal surveyed LGBT people and people with HIV around the country about their experiences with police, prison, courtrooms and school security—and uncovered a frightening degree of discrimination and abuse. The findings were released in a report called *Protected and Served*? We also put together an online guide called "Know Your Rights in Court" to inform LGBT people and those living with HIV who are facing judges, attorneys and court staff.



TWO SPECIAL GIFTS



IN APRIL 2015, LAMBDA LEGAL ANNOUNCED an unprecedented \$1 million challenge grant from Lambda Legal Board Co-Chair Karen Dixon and her wife, Nan Schaffer. Dixon and Schaffer planned the timing and extraordinary generosity of this gift to use the "marriage moment" to propel broader community support for Lambda Legal's mission and the work ahead.

As longtime leaders of the LGBT rights movement, Dixon and Schaffer knew that our rapid progress on marriage equality after a decades-long bitter struggle would only harden our adversaries against us. That's why they wanted to use the groundswell of excitement and public support to raise the funds to fuel our battles against all other types of continued discrimination and our efforts to meet ongoing needs.

In the lead-up to our Supreme Court victory, the #IDO campaign, underwritten by Dixon and Schaffer, amplified their matching gift message and galvanized public opinion in support of LGBT rights. Over 3,000 Lambda Legal supporters from across the country rose to the challenge and matched the \$1 million gift in less than three months. LATER IN 2015, LAMBDA LEGAL WAS THE BENEFICIARY of a special gift from the estate of two extraordinary men, John Barham (1924-2013, below right) and Dick Auer (1916-2000). Barham, a World War II pilot, met the young Auer, an agricultural scientist, one fateful day in 1954 at the Plaza Hotel's Oak Room in New York. The pair remained together for 46 years until Auer's death in 2000, after supporting Lambda Legal for a decade.

One of their good friends, Barry Skovgaard, recalled that when marriage became possible, Barham would wonder if Auer had lived longer, would he have proposed and would Auer have accepted? "John and I discussed this very question, wearing tuxedos and toasting champagne, at Marc and my 25th anniversary. He looked around at the room filled with our gay friends, work colleagues and family members and understood that marriage and marriage equality mattered. John's eyes twinkled more brightly than usual that night, and I hope he was thinking at least once: He might have been able to propose, and Dick's answer might have been YES."

In the spirit of helping other LGBT people, and to honor Barham and Auer's legacy, their estate made an extraordinary \$1,225,000 challenge gift to Lambda Legal in 2015. With an inspired response throughout the country, the gift was matched dollar for dollar, with 5,000 people contributing—totaling a stunning \$2,450,000 for equality!



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As of March 1, 2016

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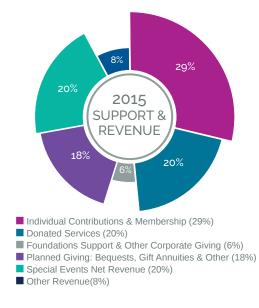
FINANCIAL STATEMENT

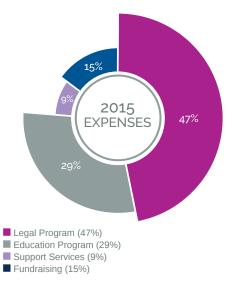
LAMBDA LEGAL CONDENSED STATEMENT OF ACTIVITIES FOR YEAR ENDED OCTOBER 31, 2015

SUPPORT AND REVENUE	2015	%	2014	%
Individual Contributions & Membership	\$6,422,374	29%	\$5,008,480	19%
Special Events Net Revenue	4,550,152	20%	3,851,327	15%
Foundations Support & Other Corporate Giving	1,281,481	6%	1,439,844	6%
Planned Giving: Bequests, Gift Annuities & Other	3,932,198	18%	4,488,825	17%
Donated Services	4,418,921	20%	10,264,934	40%
All Other: Program, Investment & Miscellaneous Revenue	1,713,701	8%	770,193	3%
TOTAL SUPPORT AND REVENUE	22,318,827	100%	25,823,603	100%
EXPENSES				
Legal Program	\$10,312,813	47%	\$15,768,906	60%
Education Program	6,411,415	29%	5,629,605	21%
Support Services	2,015,668	9%	2,003,634	8%
Fundraising	3,223,498	15%	3,060,528	12%
TOTAL EXPENSES	21,963,394	100%	26,462,673	100%
CHANGE IN NET ASSETS	\$355,433		\$(639,070)	
NET ASSETS - BEGINNING OF YEAR	18,496,357		19,135,427	
NET ASSETS - END OF YEAR	\$18,851,790		\$18,496,357	

LAMBDA LEGAL CONDENSED STATEMENT OF FINANCIAL POSITION OCTOBER 31, 2015

ASSETS	2015	2014	
Cash & Investments	\$13,639,861	\$13,765,367	
Pledges & Grants Receivables and Prepaid Items	3,060,293	1,510,657	
Bequest Receivable*	1,086,239	1,826,303	
Property & Equipment, net	684,480	820,514	
Assets held for Gift Annuities	2,131,083	1,963,267	
Beneficial Interest in Trusts	1,298,626	1,428,219	
TOTAL ASSETS	\$21,900,582	\$21,314,327	
LIABILITIES			
Payables & Accrued Expenses	\$1,131,466	\$1,016,195	
Other Liabilities	1,917,326	1,801,775	
TOTAL LIABILITIES	3,048,792	2,817,970	
NETASSETS	18,851,790	18,496,357	
TOTAL LIABILITIES & NET ASSETS	\$21,900,582	\$21,314,327	





* During FY2008, Lambda Legal received final notification of the terms of a very generous bequest from the Estate of Ric Weiland. The bequest is being paid out in equal installments over an eight-year period, but generally-accepted accounting principles required that the full amount of the gift be recognized as income in FY2008 and a receivable established for this amount. As payments are received each year, the receivable is reduced accordingly. LAMBDA LEGAL'S COMPLETE AUDITED FINANCIALS CAN BE FOUND ON OUR WEBSITE AT www.lambdalegal.org under "About Us."