

# Save the Date



## OCTOBER

- 1 Lambda Legal in Miami Apogee, Miami Beach
- 1-2 Fort Worth Pride Fort Worth, Texas
- 2 Major Donor Reception with Board of Directors Fort Lauderdale, Fla.
- 3 Womens' Life Planning Seminar New York City
- 4 Law Student & Law Firm Reception Credit-Suisse, New York City
- 6 Law Student & Law Firm Reception Topaz Hotel, Washington, D.C.
- 6-9 Baltimore Black Pride
- 7 "Bar Exam" Membership Party GYM Bar, New York City
- 8-9 Atlanta Pride
- 9 OUTfest Philadelphia
- 11 National Coming Out Day
- 12 Monthly Mix & Mingle Dish Restaurant & Lounge, Dallas
- 23 Connecticut Cares Mitchells of Westport, Westport, Conn.
- 27 West Coast Liberty Awards Petersen Automotive Museum, Los Angeles
- 29 Masquerade Ball The Vendome, Dallas

## NOVEMBER

- 5-6 Palm Springs Pride Palm Springs, Calif.
- 4 "Bar Exam" Membership Party GYM Bar, New York City
- 9 Monthly Mix & Mingle Dish Restaurant & Lounge, Dallas
- 12 Black Tie Dinner Sheraton Hotel Downtown, Dallas
- 20 International Transgender Day of Remembrance

## DECEMBER

- 1 World AIDS Day
- 2 "Bar Exam" Membership Party GYM Bar, New York City
- 14 Monthly Mix & Mingle Dish Restaurant & Lounge, Dallas

FOR MORE INFORMATION ON LAMBDA LEGAL EVENTS, VISIT [www.lambdalegal.org/events](http://www.lambdalegal.org/events)



Client Jacqueline Gill with Lambda Legal's Kenneth Upton, Jr.

## TEXAS

# HIRE LEARNING

Finding a job these days is hard enough. Imagine not being able even to interview for a position—just because of someone's assumption about your sexual orientation.

That's what happened to Lambda Legal client Jacqueline Gill, a Ph.D. student and former high school English teacher who most recently worked as a temporary professor at Tarrant County College (TCC) in Hurst, Texas. When she was hired, she was told it was customary to employ full-time instructors on a temporary basis first, and that teachers who complete the one-year contract successfully are uniformly hired when the positions are made permanent.

Gill received high praise from students, parents, colleagues and superiors. But a former student whom Gill disciplined for academic dishonesty retaliated by falsely claiming that Gill flirted with female students in class. No formal charge or investigation took place. Gill was then subjected to a lengthy diatribe from English Department Chair Eric Devlin about "homosexuals" and about how "Texas and Tarrant County College do not like homosexuals."

All the contract teachers who started the summer of 2009 at TCC and applied for the teaching positions when they were made permanent were invited to interview—all of them, that is, except Gill. In September 2011, Lambda Legal sued Devlin and Antonio Howell, Division Dean of Humanities, Tarrant County College NE Campus, on Gill's behalf. Our suit claims they violated the Equal Protection Clause of the U.S. Constitution by refusing to permit Gill to interview for a permanent teaching position and by interfering with the hiring process regarding Gill's application based on their perception that she is a lesbian.

"I'm a good teacher and I work hard. But none of that mattered once Eric Devlin suspected that I'm a lesbian," says Gill.

"Jacqueline Gill's qualifications match or exceed those of the other temporary instructors hired by TCC that summer," says Lambda Legal Supervising Senior Staff Attorney Kenneth Upton, Jr., who is representing Gill along with pro bono co-counsel Benjamin D. Williams from the firm of Gibson, Dunn & Crutcher LLP. "Employees who work for government employers have a right to be judged based on their job performance rather than any personal characteristic."



TO READ OUR BRIEF, VISIT [www.lambdalegal.org/impact-2011-gill-brief](http://www.lambdalegal.org/impact-2011-gill-brief)



Lambda Legal plaintiff Liza Friedlander

NEW YORK

## BIAS BRUNCH

What was supposed to be a pleasant weekend gathering turned into a terrifying ordeal. Liza Friedlander and two friends went into a Sizzler restaurant in Forest Hills, Queens, for the breakfast buffet. As she made her way back to their table, the manager aggressively approached her and began screaming at her in front of other patrons, accusing her of not paying for her meal. He pushed Friedlander and kicked her in the legs while calling her a “fucking dyke” and yelling for her to get out.

Other diners started shouting homophobic and hate-filled epithets at Friedlander. One man called her a “he-she freak.” Another threatened to drag her outside and sexually assault her to show her “what a dick is.” Finally, police arrived, and a battered Friedlander was rushed to a hospital in an ambulance.

In July, Lambda Legal filed a lawsuit on Friedlander’s behalf against Warogé Met, Ltd., which owns and operates the Sizzler. The suit argues that the firm violated City and State human rights laws because Friedlander was attacked and discriminated against based on her actual or perceived sexual orientation, gender identity or expression, and sex, in a place of public accommodation. This case is the first test of the 2010 bias crime law, which seeks to hold individuals accountable for anti-LGBT violence and intimidation.

“Just because I don’t appear to be the Sizzler manager’s idea of what a woman should look like doesn’t mean that gives him permission to attack me and allow other customers to join in,” says Friedlander. “My friends and I went in for Saturday brunch just like everyone else in the restaurant that day, but it turned into a nightmare. No one should have to go through that.”



TO LEARN MORE ABOUT THE CASE, VISIT

[www.lambdalegal.org/friedlander](http://www.lambdalegal.org/friedlander)

## WHAT YOU’RE SAYING»

A sampling of comments from our Facebook fans

**RE: SIZZLER** (see “Bias Brunch,” this page)

**Dorian Johnson:** Thank you, Lambda, for being there when people need help! What a shame that we live in a world where this still happens. I am sick to my stomach hearing this!

**RE: ESQUIVEL** (see page 12)

**Heather Stambaugh:** How sad that saving the life of a human being has to come to a lawsuit. I know you’ll fight hard for Alec and others in his situation. Thank you!

**RE: GAY-STRAIGHT ALLIANCES IN SCHOOLS**

**Deshawn Kanyesus Kutakenté-Jones:** Once again I see people are teaching their children to hate and fear what is “different” than them. Sadly, in this country, homosexuals are the group that is OK to discriminate against.

OHIO

## CUSTODY BATTLE ENDS IN DISAPPOINTMENT

In a frustrating conclusion to a long and arduous legal fight, the Ohio Supreme Court denied a lesbian mother custody of her child. The court ruled 4-3 in favor of the child’s biological mother, closing the case after more than three years.

Michelle Hobbs and Kelly Mullen were in a committed relationship for five years before deciding to have a child together. When their relationship ended Mullen, the biological mother, refused Hobbs any contact with her daughter. A magistrate judge granted Hobbs joint custody, a trial court and an intermediate appellate court reversed, and the Ohio Supreme Court affirmed the reversal. The decision was particularly frustrating because the Ohio Supreme Court affirmed Ohio law protecting the relationship between children and non-biological parents, but ruled against Hobbs based on the particular facts of her case.

“This decision is a tragedy for the child, above all else,” said Christopher Clark, Senior Staff Attorney for Lambda Legal’s Midwest Regional Office in Chicago. “All Ohio families should be alarmed by this, as a child with a non-biological parent could be taken from their mom or dad in the event of a separation.”



UBS WEALTH MANAGEMENT AMERICAS IS A PROUD NATIONAL CORPORATE SPONSOR OF LAMBDA LEGAL.

UBS WMA is pleased to strengthen our ties within the LGBT community by forging this strong alliance with Lambda Legal. As part of our ongoing commitment, we also announce the Domestic Partner Seminar Series presented by UBS Financial Advisors and partnering legal experts. This important series provides financial planning advice and legal education for the specific and unique needs of the LGBT community, from domestic partnerships to marriage to adoptions. We look forward to continuing to be a relevant partner and to making a positive impact in the LGBT community. [www.ubs.com/fs](http://www.ubs.com/fs)



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