

Highlights of Legal Momentum's Program Achievements

This Workplace Is a DV-Free Zone: Launching a Model Policy That Effectively Addresses Domestic and Sexual Violence in the Workplace



Legal Momentum has launched its *This Workplace Is a DV-Free Zone* campaign. It includes a tool kit complete with a model policy for employers on how to respect and protect the rights of survivors of domestic violence (DV) and sexual violence in the workplace, and a "Bill of Rights" for all workers who are victims of violence. Legal Momentum is working with employers throughout the country in order to have these policies formally implemented. Currently, approximately 70% of employers have no formal policy on how to treat domestic and sexual violence victims in the workplace, even though it is likely that they may already employ a victim or perpetrator. A 2009 study found that half of stalking victims were stalked on work premises; a 2012

study found that 35% of batterers had contacted their victims to abuse them during the workday and had used office resources (work phones, computers, etc.) for that purpose.

In 2015, every employer should be prepared for what to do when an employee is a victim of violence. Legal Momentum reviewed dozens of DV workplace policies, including those used by the federal and state governments, to create *This Workplace Is a DV-Free Zone*, a streamlined, easy-to-understand, and easy-to-implement model policy. *This Workplace Is a DV-Free Zone* includes all of the key ingredients of an effective workplace policy, including why it is necessary; accommodations, benefits, and confidentiality for victims; disciplinary action for perpetrators; and extending unemployment insurance to victims when they are not able to remain employed safely.

Legal Momentum also created a poster that we hope all "DV-Free Zone" workplaces will display. It is a 10-point Bill of Rights alerting employees that violence will not be tolerated at the workplace, and that employers will assist their employees who are victims of domestic, sexual, or dating violence or stalking. We are asking employers to post this Bill of Rights prominently in workplaces. It is available for download from our website and should be posted along with notices covering anti-discrimination and harassment policies as well as job opportunities for employees.

On April 17, Legal Momentum presented a webinar to explain the new model policy to more than 50 victim advocates, legal professionals, state agencies, and private employers. The recorded webinar can be viewed on Legal Momentum's website or on YouTube.

THE DOMESTIC & SEXUAL VIOLENCE WORKPLACE BILL OF RIGHTS

I have the right to all of the following:

1. the right to be safe from violence & abuse at my workplace;
2. the right to confidentiality;
3. the right to have employer policies that address violence in the workplace;
4. the right to accommodation to ensure my own, my family's, or my colleagues' health & safety;
5. the right to take time off from work in order to receive help for violence, & court appearances;
6. the right to be considered for a job or promotion on the same terms as everyone else;
7. the right to workplace assistance if my performance declines due to violence;
8. the right to be treated fairly;
9. the right to a prompt response to my accommodation request for time off or fair treatment;
10. the right to my employer's cooperation in securing unemployment insurance if I am not able to work because of violence.



If you are interested in learning more, send an email to info@legalmomentum.org or fill out our web form at www.legalmomentum.org/dv-free-info.

To donate online, please visit our website at www.legalmomentum.org and click the Donate button.

Legal Momentum Joins Cuomo's "Enough Is Enough" Initiative on Campus Sexual Assault



Legal Momentum joined more than 30 advocacy groups, community organizations and unions in Governor Andrew Cuomo's "Enough is Enough" campaign to combat sexual violence on college and university campuses in New York State. The campaign is pushing for passage of the Governor's bill to ensure that all colleges in the state implement uniform and comprehensive policies to prevent sexual violence and support victims when it does occur. "We must do more to end the harsh reality of sexual assault on college campuses," said Governor Cuomo. "These attacks should be treated as the crimes that they are—no matter whether they occur on public or private campuses—and that's why the legislature must act."

Legal Momentum Educates on Gender Justice, Stalking, and Sexual Assault

In spring 2015, Legal Momentum presented several informative webinars for audiences ranging from community volunteers and activists, to law enforcement professionals, to victim advocates, lawyers, and human resources managers.

We Are Gender Justice Warriors!



Carol Robles-Román presented *Gender Justice Warriors: Creating Power and Change for Women and Girls* for the Association of Junior Leagues International's weekly "Webinar Wednesday" series. In the online presentation, which drew more than 100 participants nationwide, Carol told her personal story of working with top judges, Michael Bloomberg, Sonia Sotomayor, and other powerful leaders. She highlighted how Legal Momentum uses the power of law to advance women's rights and outlined eight "Personal Power Principles" that help women become effective leaders. These include taking risks, trusting your gut, being ready for change, embracing inclusiveness, and finding mentors, advocates, and partners to help build your network and your reputation. The recorded presentation can be viewed on AJLI's website.

Stalking and Sexual Assault

On January 28, 2015, Legal Momentum's National Judicial Education Program hosted a webinar titled *The Intersection of Stalking and Sexual Assault*. The presenter was Michelle Garcia, Director of the Stalking Resource Center at the National Center for Victims of Crime. Legal Momentum has worked closely with the National Center for Victims of Crime and other local and national advocates to develop policy priorities for the coming decade that help victims of crime. The webinar, which was attended by over 350 professionals, including victim advocates, prosecutors, law enforcement officers, and educators, explained how stalking is often co-perpetrated with sexual assault. It explained how professionals can use this information to help victims be safe and hold offenders accountable. The recorded webinar can be viewed on Legal Momentum's website or YouTube channel.

Legal Momentum's New President's Advisory Council



On May 8, the Advisory Council held its first bona fide meeting in New York City to define initial initiatives and ways for members to commit time and talent to the important work of Legal Momentum. The Advisory Council members invite professionals, advocates, and other emerging leaders to join this new affinity group created to support each other and to support the work of Legal Momentum. For information on how to join, email friends@legalmomentum.org.



To donate online, please visit our website at www.legalmomentum.org and click the Donate button.

Ending Sexual Exploitation of Women and Children

On May 11 and 12, Penny Venetis, our Executive Vice President and Legal Director, provided her expertise in human trafficking and human rights law at *The World Summit: End Sexual Exploitation 2025*, a conference sponsored by the Carter Center in Atlanta. The Carter Center was founded by former President Jimmy Carter and former First Lady Rosalynn Carter, in partnership with Emory University, to advance peace and health worldwide.



“The most serious human rights violation on Earth is the abuse of women and girls,” former President Carter said at the summit. The meeting’s purpose was to devise creative legislative, grassroots, and litigation strategies with the goal of ending human trafficking in the next ten years. The two-day, invitation-only event featured panel discussions and reports from activists around the world, including police, social welfare, and business leaders as well as trafficking survivors.

“The world must be awakened to the sex trafficking industry. I would like to see every city and state in the U.S. adopt the Nordic Model,” said former President Carter. The final recommendations resulting from the summit included adoption of the Nordic Model in the United States and elsewhere: criminalizing the purchase of all forms of commercial sex, and increasing law enforcement efforts to hold perpetrators accountable, as recommended by Penny’s committee.

Amicus Briefs in 3 Key Cases in the U.S. Supreme Court

Supporting Victims of Domestic Violence in *Texas DHCA v. Inclusive Communities*

Texas Department of Housing and Community Affairs v. The Inclusive Communities Project, which the Court heard on January 21, 2015, centers on victims of domestic violence who are being evicted from public housing if they make too many calls to police. Legal Momentum’s brief argues that housing discrimination against domestic violence victims is a form of gender discrimination that has devastating consequences. The brief emphasizes that women should not have to choose between their safety and their housing.

Supporting Women in Non-Traditional Occupations in *Mach Mining v. EEOC*

Legal Momentum submitted a brief educating the Court on how delays can have dire repercussions for women facing discrimination, especially in occupations, such as construction and mining, where discrimination can result in unsafe conditions for women. *Mach Mining, LLC v. Equal Employment Opportunity Commission*, which the Court heard on January 13, 2015, challenges the requirement that the EEOC must try to conciliate (resolve outside of court) discrimination cases before filing suit against employers. Employers often use this requirement to delay resolving discrimination claims.

Supporting Pregnant Workers in *Young v. UPS*



Having led the effort that urged the U.S. Supreme Court to take Peggy Young’s case against UPS, Legal Momentum is pleased that the Supreme Court’s decision, released on March 25, 2015, reversed the lower courts’ rulings and upheld key provisions of the Pregnancy Discrimination Act (PDA). The decision made clear that federal law mandates employers to accommodate pregnant women on the same terms as everyone else, but also that stronger federal legislation is still needed. The case arose when UPS refused to accommodate Peggy Young (an airmail delivery driver whose doctor imposed a lifting restriction due to her pregnancy) even though its policy already provided for light-duty accommodations in cases of employees in many other situations. Legal Momentum has argued in courts in support of Ms. Young since 2012. Prior to the Supreme Court hearing the case, Legal Momentum filed an amicus brief in the U.S. Court of Appeals for the Fourth Circuit and a second brief in support of Young’s efforts to persuade the Supreme Court to take her case, as well as an amicus brief in the Supreme Court.

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Legal Momentum People and Programs Honored for Work to End Violence Against Women

American Bar Association 20/20 Awards Bestowed on 3 Current and Former Legal Momentum Lawyers

The American Bar Association Commission on Domestic and Sexual Violence (CDSV) has recognized the work of Legal Momentum attorneys in drafting and passing the Violence Against Women Act (VAWA) and its three reauthorizations. Legal Momentum's Vice President for Government Relations, Lisalyn Jacobs, and two former Staff Attorneys, Sally Goldfarb and Julie Goldscheid, are among 20 visionaries to be honored by the ABA with a 2015 "20/20 Vision Award" this summer. The award honors trailblazers who played an instrumental role in mobilizing the legal profession against domestic and sexual violence by their efforts for VAWA and the creation of the CDSV 20 years ago and today.

Carol Robles-Román Named 2015 "Ford Public Voices Fellow"

In a highly competitive process, Carol Robles-Román was chosen as a 2015 "Ford Public Voices Fellow." The Ford Foundation Public Voices Fellowship is part of a national initiative by The OpEd Project, in partnership with leading academic institutions and foundations, to dramatically increase the public impact of our nation's top thought leaders. The Fellowship is supported by the Ford Foundation's Women's Human Rights Initiative. The Public Voices Fellows are considered one of the most powerful networks for impact in the nation.

PLEN Honors Legal Momentum V.P. Lisalyn Jacobs

The Public Leadership Education Network (PLEN) introduces college women to role models, career paths, and skills trainings before they enter the workforce. On the occasion of PLEN's 35th anniversary, Legal Momentum's Vice President for Government Affairs, Lisalyn R. Jacobs (an alumna of the program), was honored for her outstanding contributions to public policy, including helping to pass the landmark Violence Against Women Act and its several reauthorizations. Lisalyn received an award on March 18 at an event hosted by former Congresswoman and Ambassador Connie Morella and Congresswoman Eleanor Holmes Norton.

NJEP Wins Annual "Celebrating Solutions" Award from the Mary Byron Project

The Mary Byron Project awarded Legal Momentum's National Judicial Education Program (NJEP) its 2014 Celebrating Solutions Award. This award recognizes NJEP's groundbreaking effort to educate judges and justice system professionals about the intersection of sexual assault and domestic violence and its critical implications for the safety of victims and their children. NJEP has developed an extensive interactive web course titled *Intimate Partner Sexual Abuse: Adjudicating This Hidden Dimension of Domestic Violence Cases*, published articles and training curricula, and educated thousands of judges and other professionals on the topic. All of NJEP's resources on adult victim sexual assault can be accessed at www.njep.org. The Mary Byron Project was established in memory of the young woman whose tragic murder led to the creation of automated crime victim notification technologies.

Legal Momentum in the News

- Legal Momentum's Executive Vice President and Legal Director Penny M. Venetis wrote an opinion piece in *The Guardian* calling for an end to the endemic gender bias in FIFA, the governing body of international soccer.
- *The Guardian* quoted Legal Momentum's President and CEO, Carol Robles-Román extensively in an article that pointed out the "sad irony" that the confirmation of Loretta Lynch—a national leader in fighting human trafficking—as U.S. Attorney General, was delayed by partisan differences over an important anti-trafficking bill.
- *Until Safety Is Guaranteed: Women and the Fight against Violence*, an exhibition at the Schlesinger Library, highlights Legal Momentum's pioneering legislative achievements in drafting and passing the Violence Against Women Act.
- An article in *National Law Journal* on Ellen Pao's Silicon Valley discrimination case by Legal Momentum board member and Stanford law professor Deborah Rhode pointed out the entrenched cultural patterns that must change.
- *The Civil Rights Advocacy Blog* recapped the saga of *Montana v. Baugh*, where Legal Momentum was instrumental in overturning a shockingly light sentence in a statutory rape case and censuring the judge who imposed it.
- *Fortune* magazine's story on how the new executive perk of "maternity coaching" helps retain top female talent quoted Carol Robles-Román and was featured in *The Broadsheet* email newsletter.
- North Country Public Radio of upstate New York featured comments and analysis by Legal Momentum's Senior Staff Attorney Christina Brandt-Young in several installments of its December 2014 series on campus sexual assault.
- Legal Momentum's President and CEO, Carol Robles-Román co-authored a *Miami Herald* OpEd piece calling on the Obama administration to end the detention of immigrant mothers and children.
- Numerous articles on the *Young v. UPS* Supreme Court case and on the Survivor Outreach and Support Campus Act also mentioned Legal Momentum's work in the areas of pregnancy discrimination and legislative advocacy.

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