

# GLAD BRIEFS

WINTER '16

GAY & LESBIAN ADVOCATES & DEFENDERS

## Denied a Job for Acknowledging His Husband

Photo: InfinityPortraitDesign.com



A few of the things Matt Barrett never expected to happen in his life: to be denied a job because he had a husband; to be part of a civil rights lawsuit; to be standing on a stage speaking through a microphone to 1,000 people.

But all of those things happened. Matt grew up Catholic on the South Shore of Massachusetts in the 1980s. As a food lover, he became a cook and had a career in corporate catering. He met Ed Suplee in 2007, and they got married in 2012 in Provincetown in front of family and friends and their two dogs, Felony and Judge.

In 2013, Matt applied to be the Food Services Director at Fontbonne Academy, a Catholic girls' prep school.

"The Fontbonne job seemed ideal for me," says Matt. He knew the school was Catholic, but didn't anticipate any problems since it was a behind-the-scenes job. Just to be safe, he checked in with a family friend who is a nun with the Sisters of Saint Joseph, the Order that runs Fontbonne. She said, "Matthew — they will just love you!"

And they did. Matt was offered the job, and he accepted. He gave notice at his previous job, and spread the word among his family and friends. But his excitement didn't last — two days later he was called back to Fontbonne for a meeting about an "issue."

The "issue" was that in filling out his emergency contact form, Matt had written Ed's name, and where

**"It never occurred to me to lie about Ed, and I never would lie about Ed. But if I had written 'friend' or 'roommate,' I would have the job."**

— Matt Barrett, speaking at GLAD's 2015 Spirit of Justice Award Dinner

it said "relationship", Matt wrote "husband." The head of school told Matt that they couldn't hire him because he was married to a man, which is against their religious beliefs — but she admired him for his honesty.

Matt says, "It never occurred to me to lie about Ed, and I never would lie about Ed. But

if I had written 'friend' or 'roommate,' I would have the job."

GLAD filed suit on behalf of Matt in Massachusetts Superior Court, asserting that the school discriminated against him based on his sex and his sexual orientation. "Matt's situation is part of a pattern we're seeing play out across the country," says Senior Attorney Bennett Klein, who is representing Matt along with Legal Director Gary Buseck and GLAD's founder John Ward.

"Certain religiously-affiliated employers are responding to marriage equality by attempting to improperly extend the reach of exemptions so they need not obey non-discrimination laws that are a backbone of our society."

The Superior Court heard argument on the parties' motions for summary judgment on December 1, and GLAD is awaiting a decision.

In telling his story at GLAD's 2015 Spirit of Justice Dinner, Matt said,

"I have never been an activist of any kind. And in my heart, I'm still not. But once I saw how wrong it was, what had happened to me, I felt like I had to do something to make it right." ■

## From the Executive Director Janson Wu

Photo: InfinityPortraitDesign.com



As I write this, the winter holidays are once again approaching, and like many, I'm reflecting on family. For me — and I'm sure for many of you — that includes our entire LGBTQ and allied family.

Of course it's been a momentous year for our family. This June, over 40 years of legal challenges, grassroots activism, legislative advocacy, and personal conversations culminated in the historic marriage equality ruling from the Supreme Court. But GLAD's work for our family has always, and will always, go well beyond marriage.

That includes fighting for people like Matt Barrett (*see page 1*), whose acknowledgment of his husband on a standard employment form unjustly cost him his food service job at Fontbonne Academy.

It includes fighting alongside parents like those you'll meet on page 7, whose passionate advocacy to ensure their transgender daughter can be herself without limitation — including fully participating in the school sports she loves — is a true inspiration.

Because our families come in many forms, it includes advocating in state and federal courts that parental bonds be honored regardless of any official status, and that children's interests are always put first (*see page 3 for more on this critical ongoing work*).

It includes ending HIV stigma and discrimination, protecting proven life-saving initiatives like needle distribution programs when they come under attack (*see page 4*), and ensuring that all — especially the most vulnerable — in our family have access to the health care they need.

And it includes taking a stand for racial justice, knowing that our family includes many identities, and that we are all one justice movement (*see page 6 to read about Fisher v. U.T. Austin*).

As you read through these pages, I am certain you'll be proud of how your support is helping GLAD win equal justice for every member of our family. Thank you for all you do, every day, to make it possible. ■

Towards justice,

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# Honoring Family Relationships and Putting Children's Interests First

*Jennifer Levi, Transgender Rights Project Director*

A major part of GLAD's work throughout our organizational life has focused on families. That has been true before, during, and after our success on marriage equality in the United States Supreme Court with the *Obergefell* decision. And throughout that time, two critical tenets of our work have emerged: (1) honor family relationships regardless of any official status; and (2) put children's interests first. In fact, marriage equality, rather than being any kind of pinnacle of that work, has been but one example of it. And, true to GLAD's mission, the ways in which we have been achieving protections for families has been to bring cases of first impression which establish some right, status, or outcome for one family which changes the law for others who follow.

Marriage is one important way that people form families. And, as the Supreme Court has fully and finally recognized, along with that status come literally over a thousand protections that families formed by same-sex couples need and deserve to protect themselves and their children. The *Obergefell* decision brings dignity, respect, and concrete legal rights to the couples who take on the responsibility that marriage commands, as Mary Bonauto so effectively argued to the Court last April.

But as Mary and all of us at GLAD know from our decades of work on family law issues, families come in all different forms. Some are headed by couples who desire to marry. Many others are not. So with or without marriage equality, GLAD's commitment to ensuring equality for all families headed by LGBTQ people — regardless of government labels put on them — remains steadfast.

Equality is, of course, a major driving force behind this concern. But

the other major driving concern is the children being raised in these families. Through a child's eyes, the labels government puts on family — like married or unmarried — and the people who form it — like de facto, birth, or genetic parent — are not as important as the loving relationships formed within the family structure.

So, the second key commitment GLAD has long had driving its family work has been this — put children's interests first. Respect family relationships. Honor the role of parent that an adult has filled in a child's life regardless of what the law calls that person and regardless of whether the person has a genetic or birth connection to the child. GLAD's goal is to ensure that the law honors and respects relationships forged between children and their committed, loving caregivers no matter the legal label available to them.

[A number of cases currently on GLAD's docket highlight these commitments.](#)

GLAD is working with Massachusetts family attorneys Patience Crozier, Elizabeth Roberts and Teresa LaVita to represent a woman who together with her female partner of 13 years agreed to bring two children into their family with assisted reproduction. They have jointly and joyfully raised the children from the beginning. Now that the couple has separated, the legal question is whether Massachusetts law ensures protection for the relationship forged between a non-birth parent like Karen and her children where the couple was not married and did not go through the formal process of legal adoption.

*continued on page 4*

## Love Wins! Celebrating a Historic Victory for Marriage Equality

Congratulations and thank you to the countless plaintiffs, attorneys, advocates, legislative allies, individuals and families who played a part in the 40+ year fight for US marriage equality.

June 26, 2015



*GLAD Civil Rights Project Director Mary Bonauto with Obergefell co-counsel and plaintiffs outside the US Supreme Court*



*Senator Elizabeth Warren celebrates with a crowd outside the Massachusetts State House*

# The Never-Ending Fight for Clean Needles

Declaring that AIDS Support Group of Cape Cod's (ASGCC) needle access program "saves lives," a Superior Court judge, in a first-of-its kind ruling, issued a preliminary injunction against the Massachusetts town of Barnstable, which had tried to shut down a needle distribution program run in Hyannis. The injunction ensures that ASGCC can continue providing its life-saving services to injection drug users (IDUs).

GLAD's AIDS Law Project Director Bennett Klein and Andrew Musgrave, Legal Director of AIDS Action Committee, represented ASGCC.

"In my 21 years at GLAD, there have been only two cases that I have considered life-or-death, and this is one of them," says Klein. "Every city and town in Massachusetts has been touched by the opiate crisis. Shutting down a program that works made no sense, and recklessly put the community at risk." Since the establishment of free needle distribution in Massachusetts, the prevalence of HIV among those who inject drugs has dropped by 92 percent.

Klein adds, "The board of health had absolutely no authority to shut down this legal program." In 2006, the Massachusetts legislature repealed all prohibitions and restrictions on the possession and distribution of hypodermic needles, in a bill purposely called "An Act Relative to HIV and Hepatitis C Prevention."

The decision by Judge Raymond P. Veary, Jr.



*AIDS Action Committee Legal Director Andrew Musgrave, GLAD AIDS Law Project Director Bennett Klein, AIDS Support Group of Cape Cod Executive Director Joe Carleo and Director of Prevention and Screening Max Sandusky*

is the first to affirm the meaning of that law. The judge wrote that the law "clearly marked a change in the Legislature's approach to intravenous drug users: a shift away from criminal enforcement and toward the promotion of health." Further, "the court agrees" that ASGCC's "free distribution of needles and syringes was intended by the 2006 amendment to be permissible conduct."

Pointing to extreme need in the community, Judge Veary wrote, "Unquestionably, it is the free needles that draw people to ASGCC's door. These aren't just any people. They are extremely vulnerable people... They are our brothers and sisters. They are driven by a disease that has taken

away their choices and left them with a need."

In September, 2015, ASGCC received a hand-written, hand-delivered "cease-and-desist" order from Barnstable's director of public health, ordering the group to stop distributing clean needles to injection drug users, as it has done for the past six years. After the order, the number of daily visits that ASGCC received from IDUs dropped from 20-30 to two or three.

AIDS Support Group distributes needles and syringes in the context of comprehensive care for injection drug users, including counseling, testing, and referrals to treatment, health care, and social services. The town's cease-and-desist order to AIDS Support Group was prompted by the improper disposal of needles in town, despite the fact that AIDS Support group annually collects more needles (115,209) than it distributes (112,604).

"We're extremely happy and relieved. We can now continue helping to stop the spread of HIV and Hepatitis C on the Cape, and assisting the members of our community who inject drugs to get the services they need," says Max Sandusky, ASGCC's Director of Prevention and Screening Services.

GLAD has litigated on the issue of needles since 1991. Klein adds, "The court saw the big picture here, which is about public health. ASGCC's program is lawful, life-saving, and enhances community safety." ■

## Honoring Family Relationships:

*continued from page 3*

We think the answer must be yes. So GLAD is representing Karen on appeal arguing the simple truth that Karen is a parent. Period. We believe we are long past the time when a child is assured legal protections only when the child's parents are married or adopt.

GLAD is working on this issue in Vermont as well. In a decision that long pre-dates *Obergefell*, the Vermont Supreme Court urged couples to adopt children who they jointly raise. And married couples automatically enjoy the right to jointly parent children brought into their families. But those two options don't reflect every family's reality. And, as GLAD will argue, children's interests should come first.

Consistent with its goal of recognizing families based on function and not technicalities, GLAD is back in the Vermont Supreme Court in a case seeking to protect the relationship between a woman and her children

where a lesbian couple neither married nor jointly adopted their children but where the children's connection to our client is every bit as real, serious, loving, and bonded as it is to the parent who went through the formal legal process of adopting the children. No matter the legal name put on it, GLAD sees a family and is striving to ensure that the parental relationship forged between our client and the children she raised for nearly a decade is preserved.

Shockingly, even where parents have a formal legal relationship with their children, we have not seen the last of anti-gay arguments being used to defeat relationships forged between non-birth parents and the children they raise. In a friend-of-the-court brief, GLAD is supporting a petition by our colleagues at NCLR for U.S. Supreme Court review in just such a heartbreaking case from Alabama.

*continued on next page*

# GLAD's Dedicated Board of Directors: The Class of '06

Photo: www.InfinityPortraitDesign.com



*Sandy Anderson, Jo Davis, Chuck Latovich and Dianne Phillips.*

It was a unique occurrence in 2006 when six new members joined the GLAD Board of Directors at the same time. Back then, new members usually came in ones or twos. But what may be even rarer is that four of those members still remain on duty after nearly ten years, becoming the longest serving members of the board and a core of its leadership.

The four are Sandy Anderson, Jo Davis, Chuck Latovich, and Dianne Phillips. At some point during their service, each one of them has taken on an officer or committee chair position. In 2016, Dianne continues as board president, and Chuck as vice president.

Some of the reasons for the group's devotion to the organization are self-evident. First, as Chuck says, "I think a lot of us on the board are humbled to be part of GLAD's history-making work." At the beginning of the Class of '06's tenure, we had only secured marriage equality in Massachusetts. Fast-

forward to 2015, and, as Dianne says, "I'm watching Mary Bonauto argue in front of the Supreme Court in the case that won marriage for everyone." In that same vein, Sandy adds, "Jennifer Levi's compelling leadership on trans rights has been inspirational. GLAD continues to have cutting edge impact on people's lives." Another common thread for these four is the fact that, as Jo says, "It's a thing of pride to be part of a community so committed to social justice."

Less obvious benefits include the social side of board participation, especially when tied to an extended tenure. "Networking has been a wonderful part of my time with GLAD," says Dianne, "the friendships I've built with colleagues and staff and donors." Being part of the Class of 06 helped. "I'm all about relationships," says Jo. "We were kind of a unique group within a unique group. If something was going on that I needed to understand, I knew where to go."

Those relationships have grown in ways that might not have been expected. "As a social worker and a person of color, it has meant a lot to me that GLAD has evolved in its commitment to diversity," Jo adds. "Some of the conversations that we've had were difficult ones. Over time, we've progressed to a different place. I wouldn't have stayed for ten years if that hadn't been demonstrated."

Another plus, says Chuck, is that "Although board service can be hard work, it's fun, too. And my colleagues appreciate what I do."

The Class of 06 shares great hope for GLAD in the years ahead, particularly after the hiring of Janson Wu. "A real high point has been seeing Janson emerge as a great leader for the organization," says Sandy.

"I've never been more optimistic about what's ahead," agrees Dianne, adding, "I've served for one decade. I still have a lot of energy as we go forth, but my personal agenda is developing younger board members. They're the face of GLAD's future." ■

In a custody dispute between former lesbian partners, the Alabama Supreme Court recently refused to recognize the non-birth mother as a legal parent and denied her visitation — despite the fact that, with the birth mother's consent, she lawfully adopted their three children in Georgia in 2007.

GLAD's goal of preserving family relationships and putting children first is also at the heart of our family law work focused on ensuring that transgender children get the social, emotional, and medical support that they need. We have received a growing number of calls from parents of transgender children in which an absent or less involved parent seeks to undermine support the custodial parent is providing for a transgender child.

For example, GLAD's Transgender Rights Project found and provided technical assistance to a Rhode Island attorney who was able to secure a

court order authorizing hormone therapy for a transgender teenager whose father refused to consent to the treatment. Similarly, GLAD worked with attorneys Liz Monnin-Browder, of Ropes & Gray, and Austin Batalden, to fight off a challenge to a custodial parent's legal relationship with her transgender child. Our client faced opposition to the affirmation she was providing her child because of the father's refusal — contrary to professional guidance received by the mother — to recognize and support the child as the girl she knows herself to be.

As there is more visibility around transgender people's, including transgender young people's, lives, GLAD expects to receive more calls like these. True to our commitment to honor families however they are formed and to put children's interests first, these cases will continue to be a central part of our work. ■

# Docket Update

**Blatt v. Cabela's Retail** GLAD submitted an amicus brief and is providing ongoing consultation in this case challenging the constitutionality of the exclusion of Gender Identity Disorder (GID) from the definition of disability in the federal Americans with Disabilities Act (ADA). The case builds on foundations laid by the work of GLAD's Transgender Rights Project to recognize gender dysphoria as a real and, in some cases, serious health condition. Former Cabela's employee Kate Lynn Blatt is pursuing, among others, an ADA claim for the retailer's refusal to make reasonable accommodations for Ms. Blatt's gender transition. The Department of Justice submitted a statement of interest, in which it urged the court to ignore the ADA's GID exclusion in order to avoid a constitutional problem raised by the ADA's unfair treatment of transgender claimants. Noting that when the law passed in 1990, it explicitly excluded from its protections people with GID *except for those whose GID results from "physical impairments,"* DOJ said that transgender people should be able to pursue ADA claims "because a growing body of scientific evidence suggests" that being transgender may have a physical origin. A hearing in Blatt's case was held December 10 at the federal district court in the Eastern District of Pennsylvania, and we are currently awaiting a ruling.

**Considine v. Brookdale Senior Living** GLAD represents Kerry Considine in her sex discrimination suit charging that her employer Brookdale Senior Living violated Title VII of the federal Civil Rights Act by refusing to provide her health insurance coverage for her same-sex spouse. Following a September US District Court hearing, the case was sent to arbitration. As we go to print, an arbitrator has been assigned to determine whether, as GLAD argues, Kerry's legal claim falls within the express exclusion for equitable and injunctive relief in the parties' arbitration agreement and can therefore be sent back to the court for further action on the merits of Kerry's Title VII claim.

**Cote v. Walmart** GLAD and co-counsel are in discovery in our class action lawsuit against retail giant Walmart, which alleges that Walmart violated Title VII of the federal Civil Rights Act by discriminating against our client Jacqueline Cote and other employees with same-sex spouses when it denied them spousal health insurance. We expect Walmart to begin to respond to our discovery requests soon and continuing into 2016.

**Fisher v. University of Texas at Austin** GLAD joined Lambda Legal and National Women's Law Center as counsel and as amici, with the law firm of Mayer Brown LLP as lead counsel, in an amici brief in this case before the US Supreme Court, supporting UT's use of race as a factor in undergraduate admissions. The brief addresses the reality of racial bias and stereotype, and then turns to the further disparities when gender, sexual orientation and gender identity are factored in. It further argues that racial and ethnic biases, like sexual orientation bias, can be reduced when stereotypes are met with the daily contacts and differing perspectives offered by students of varying backgrounds.

**Kinney v. Busch** GLAD, together with Maine attorneys Tammy Ham-Thompson, and Cathy Connors and Nolan Reichl at Pierce Atwood, addressed at the Maine Law Court an increasingly common question about the effective date of marriages solemnized outside of a state when the home state forbade a couple's marriage. The issue presented to the Law Court was whether Maine's 1997 anti-marriage law had the effect of making a couple's 2008 marriage in Massachusetts a non-entity until Maine's equal marriage initiative law went into effect in 2012. GLAD and co-counsel argued that the US Supreme Court with *Obergefell* wiped away any lingering effect of state anti-marriage laws to people who have pending cases or proceedings so that the marriage was valid from its inception. The Law Court declined to answer the reported question, evoking *Obergefell* to say that there is no "substantial doubt" about the legal question, and quoting the Supreme Court ruling to the effect that: "[T]here is no lawful basis for a State to refuse to recognize a lawful same-sex marriage performed in another State on the ground of its same-sex character."

**G.G. v. Gloucester County School Board** Research shows that being able to use the same bathroom as other students at school is critical for the healthy development of transgender adolescents. That's the argument of an amicus brief filed in the U.S. Court of Appeals for the Fourth Circuit on behalf of medical groups by GLAD with the National Center for Lesbian Rights and Goodwin Procter LLP in this case. The lawsuit, filed in federal district court in Virginia by the American Civil Liberties Union, involves a 14-year-old transgender boy whose use of the boys' room prompted the school board to enact a policy excluding transgender students from using the same restrooms as their peers. "When a school separates a transgender boy from his peer group it does terrible damage," says Jennifer Levi, Transgender Rights Project Director for GLAD. "The school's actions stigmatize and isolate the boy, telling him and his peers that he is different from all other boys thereby disrupting social relationships." All of this compromises his educational opportunities, in violation of Title IX of the Civil Rights Act and constitutional guarantees of equal protection.



*"We are part of one justice movement, and we don't accept inequalities deriving from race, gender, or sexual orientation as inevitable and unchangeable."*

– Mary Bonauto,  
Civil Rights  
Project Director

# An Ordinary Family

New Hampshire parents Jen and Tom love their mostly quiet life in a beautiful town in the rural part of the state. But what they most want to talk about — on a phone interview with GLAD for which they graciously gave up part of a busy family evening the week before Thanksgiving — is how much they love their kids.

The couple is raising three children. Twins Sarah and Jim, who Jen and Tom adopted as infants from Cambodia, are now in their first year of high school. Their youngest, Tim, is eleven.

The family moved to the Granite State from Cape Cod three years ago, and they've all fallen in love with it. They volunteer at their church's community dinners ("Tim, the youngest, loves to do the dishes," Tom says), and join in the annual church theater production. And they spend time together camping and skiing — occasionally 'playing hooky' to go to the ski mountain where Jen and Tom volunteer and get free family passes.

"Jen likes to say 'What are the kids going to remember?'" Tom says. "That they were doing extra homework, or that they were skiing with friends and family and had a blast? We think that other things are equally as important as school."

Those other things include ensuring that their three kids can all live happy, fulfilling and authentic lives. Sarah is transgender, and when she told her parents that she is a girl, there was never any question they would do whatever was needed to support her, and that they would follow her lead. "The timeline, and how you want to live, is up to you," Jen remembers telling Sarah. "She is the bravest person I have ever known."

When Sarah first shared with her classmates that she was going to start living as her true self, she told them, "If you don't accept me it is your choice, but this is my life. If you don't want to be part of my life that is up to you." At the same time, Sarah is always willing to share her experience and answer questions when it might be helpful to someone else.

She likely gets those traits from her parents — who have instilled in all three children the importance of both standing up for yourself and "giving back and doing good" — as well as from the strong community her family is part of.

One place where the whole family has found great community is at Camp Aran'u'tiq, a New England camp for transgender and gender variant youth and their families.

For Sarah, Camp Aran'u'tiq is an invaluable opportunity to be in an environment where transgender people are in the majority. "I can't say enough about how



**"I love the long distance and being with my friends," says Sarah of competing on the cross-country team.**

the girls' cross-country team, due to an outdated and discriminatory policy of the state's athletic association, they reached out again. GLAD was able to help the family successfully advocate for Sarah's right to participate in sports as the girl she is — and she happily started the school year as a member of the girls' varsity team.

"I love the long distance and being with my friends," says Sarah, who came in fourth overall in her first race this year and also competes in the 100 meter hurdle. Sarah is also on the downhill ski team, and her twin brother Jim runs for boys' varsity.

And if that weren't enough to keep everyone busy, as we spoke for this interview Sarah was preparing for an All State singing competition, where she was planning to perform an Italian aria. "Every night when Sarah is in the shower, it's like being in church," says Tom.

As we wrap up our call so the kids can let the dog out, and Jen and Tom can get back to planning what they'll cook for Thanksgiving dinner, Jen says, "We're just an ordinary family." ■

great it was for her," Tom says of the first time she attended. "To be seen in the world as her authentic self is amazing." Sarah loved it so much, in fact, that she persuaded the family's church to donate money to a scholarship so other kids could attend.

For Sarah's brothers, family camp is a chance to meet other trans kids. And for Jen and Tom, it's helped them to connect with other parents who are navigating the same territory — from what doctors are helpful, to what you need to know to fill out paperwork — and to develop a resource network.

When the family began to run into issues with Sarah's school that they couldn't navigate on their own, they reached out to that network, and were put in touch with GLAD.

Initially, Jen and Tom reached out to GLAD for help ensuring Sarah would be able to use the girls' bathroom at her middle school. GLAD helped them frame their arguments and, fortunately, "It never had to get to a legal battle," Jen says, partly because the school knew they had a legal organization behind them.

"It is a daunting task for any family to take on [their child's school]," she adds. "But having GLAD on our side was a godsend. We are so grateful for all the support we have gotten."

With Sarah and Jim starting high school this year, the family wanted to know from day one that Sarah would be able to participate in the sports she loves. So when the school told them Sarah wouldn't be able to compete on

# Thank You!

GLAD thrives due to the support of volunteers, donors and in-kind contributors. We extend our thanks to the following individuals and organizations who worked with us in the past year toward achieving a more just world. We apologize if we have omitted anyone.

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**A Special Thank You Regarding Marriage  
and the Supreme Court**

Many thanks to the attorneys and firms who gave their time and  
expertise to making the winning case for marriage equality before the  
US Supreme Court. We apologize if we have omitted anyone.



*Plaintiffs and attorneys gathered outside the Court April 28, 2015*

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continued from page 11

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## Truvada and Gay Male Sexuality

**GLAD** filed a claim with the Massachusetts Commission Against Discrimination (MCAD) charging that Mutual of Omaha Insurance Company discriminated by denying a gay man long term care insurance because he is taking Truvada. Truvada, also known as Pre-Exposure Prophylaxis (PrEP) is prescribed to HIV-negative people to prevent the transmission of HIV.

This is the first lawsuit in the country challenging discrimination against a person on PrEP. The claim asserts that the company illegally denied the plaintiff, identified as John Doe, access to a place of public accommodation, which includes insurance under Massachusetts law, based on sexual orientation and on disability. The denial letter sent by Mutual of Omaha to Mr. Doe openly stated that the reason for the denial was that he was taking Truvada as PrEP.

Truvada, approved by the Food and Drug Administration in 2004 as a treatment for HIV and in 2012 as a method of stopping transmission of the virus, is considered a major medical breakthrough in HIV prevention, with the potential to end the epidemic.

"I was being responsible and doing the right thing," says Doe. "Insurance companies should be begging everyone to take Truvada. As someone who lived through the worst of the epidemic and saw dozens of my friends die, I want to do everything I can to stop it."

"Mutual of Omaha's position is nonsensical," says Bennett Klein, Senior Attorney and director of the AIDS Law Project. "If our client were not protecting his health and the health of others, he would have received the insurance. The assumption is that gay male sexuality is inherently risky and unhealthy, and that's just wrong."

As of this writing, GLAD is awaiting a finding from MCAD. ■

## Welcome New Board Members

**David Hayter** David has held high-level executive and finance positions at Liberty Mutual, Hospitals of Ontario Pension Plan and Manulife/John Hancock. While at Liberty Mutual, he was the founding co-executive sponsor of the company's first LGBT Employee Resource Group. Holding an MBA from Wilfrid Laurier University in Canada, David brings to GLAD a wealth of knowledge and experience in investments, accounting and finance and has served on the boards of Wave Accounting, Community Servings, St. John's Hospital Foundation, and the Wilfrid Laurier University Board of Governors.

**Terry Holzman** Terry Holzman is a Communications Consultant whose clients include such organizations as the Anti-Defamation League, Family Equality Council, Greater Boston Food Bank, Planned Parenthood League of Massachusetts, Urban Edge, and many more. She has held leadership positions in communications and marketing with Combined Jewish Philanthropies and Jewish Family & Children's Service and has volunteered with various human rights organizations including the Massachusetts General Hospital Division of Global Psychiatry, American Jewish World Service and the US Peace Corps.



*GLAD Executive Director Janson Wu with board member David Hayter and donor Daniel Borges*

## Momentum Builds to Pass An Act Relative to HIV-Associated Lipodystrophy Treatment

Two MA legislative committees heard compelling testimony in October from physicians, advocates and people suffering the devastating effects of lipodystrophy, as efforts continue to pass a bill that would mandate insurance coverage for the treatment of the debilitating side-effect of some older HIV medications. *A full list of supporters and more information on the bill can be found at [www.glad.org/tlc](http://www.glad.org/tlc)* ■



*Committee Co-Chairs Rep. Aaron Michlewitz and Sen. Jamie Edridge*



*Carl Sciortino of AIDS Action Committee and Julie Marston of Community Research Initiative with Arline Isaacson of Massachusetts Gay & Lesbian Political Caucus and Gary Daffin of Multicultural AIDS Coalition*



*Bill Sponsor Rep. Sarah Peake*

## Welcome New Staff

**Brianna Boggs, Director of Development** Prior to rejoining the GLAD staff as Director of Development in August 2015, Brianna served as a member of GLAD's Board of Directors and co-chaired the Development Committee. Recent professional roles include Director of Development and Communications at Trinity Boston Foundation, Development Manager at the Boston Foundation and Development Manager at Opera Boston. Brianna began her development career at GLAD in 2005 and spent time in grant writing and major gifts roles until 2010.



*GLAD Community Engagement Coordinator Julián Cancino with MTPC Executive Director Mason Dunn, BAGLY Executive Director Grace Sterling Stowell, GLAD board member David Wilson and Fenway Institute Director of Health Policy Research Dr. Sean Cahill*

**Julián Cancino, Community Engagement Coordinator** Julián is passionate about education and advocacy for social change. Prior to joining GLAD, Julián completed a year-long fellowship at Munger, Tolles & Olson LLP in Los Angeles and is the cofounder and a Steering Committee member of FAMILIA: Trans Queer Liberation Movement. In his spare time, Julián enjoys creative writing; most recently, his coming out story, "Transgender Today: Julián Cancino," was published by *The New York Times* and *Hoy Los Angeles*. Julián is a graduate of the University of California at Berkeley.

**Sei Young Pyo, Ford Foundation Fellow in Public Interest Law** Sei joined the GLAD team in September 2015 after graduating from Harvard Law School. Prior to GLAD, Sei worked at Immigration Equality, representing LGBTQ and HIV+ clients on asylum claims, at the Harvard Prison Legal Assistance Project, representing and providing legal information to Massachusetts inmates with regards to their internal disciplinary hearings, and at the Southern Regional Office of Lambda Legal, where she assisted with legal work on LGBTQ student speech and managed the Help Desk phone line.

**Bob Tumposky, IT Manager** Bob joined GLAD in 2015. He previously worked as the IT director for the Boston Redevelopment Authority, focusing on bringing transparency and technical innovation to that agency. He has done software development for non-profits and for an AIDS research project in Tanzania, and has been a long-time political activist including labor and Boston public school parent organizing, as well as work on several campaigns for the U.S. Senate and Massachusetts governor. Outside of work and organizing, Bob is a jazz saxophone player, community concert promoter, music videographer, and occasional composer.

## Advocating for Fair Treatment of Transgender Youth in State Care

**GLAD** recently worked with a New Hampshire legal aid attorney and the public defender in a case in which a transgender teenage girl was held in juvenile detention for many months more than she should have been because of the state's inability to find an appropriate residential placement for her.

GLAD's role included providing relevant legal and factual analysis to the girl's attorneys as well as consulting with the girl directly about her rights. In addition, GLAD sent a demand letter to one of the residential schools that inappropriately told the New Hampshire probation office that it would only place a transgender girl in its boys' programs. We also worked with the Massachusetts Attorney General's office to address placement and programmatic issues that became apparent when the New Hampshire probation office reached out to some Massachusetts residential treatment programs. With GLAD's assistance, the girl was eventually properly placed in a girls' residential program and with an appropriate education plan. ■

## Spirit of Justice Community Event



*"Put your hand over your heart, and, like a flower blooming, show the transition."*

In a particularly moving moment during our October 17 Reading & Conversation with Spirit of Justice Award Honoree Jennifer Finney Boylan, Ayisha Knight-Shaw, a Deaf lesbian ASL teacher, with assistance from Volunteer Sign Language Interpreter Rachel Marie Rose, leads the audience through the linguistic evolution of the ASL sign for transgender. See more, including video of the entire event, at [www.glad.org/current/post/the-sign-says-it-all](http://www.glad.org/current/post/the-sign-says-it-all)

## GLAD Answers: Meet Volunteer Marjorie Charney

When Marjorie Charney moved to Boston in 1983, she didn't expect to someday become a GLAD Answers volunteer – in fact, she was just learning the difference between GLAD and GLAAD. But learn the difference she did, and she came to love the organization GLAD. We sat down with Marjorie to chat about her two years with GLAD Answers.

### What motivates you to do this work?

It's being a part of the community. It keeps me at the forefront of what's going on, and the older I get the more I'm driven by the need to be with people, and work and discover together.

### What made you decide to become a volunteer?

I had recently retired and I knew that this was one of the things I wanted to do. It's just finally being able to do, in retirement, my heart's desire – and to do something meaningful.

### How does the work of GLAD impact your life?

I'm pretty ensconced in the community, so it just really enriches my experience. I'm part of a motorcycle club, all women, and many gay women. We lead Pride every year and we do a lot of fundraising around town, and being at GLAD really enriches that.

### What has surprised you most about working with GLAD?

I used to volunteer at another hotline, but I wasn't able to provide all the resources [I would have liked to]. I got really bogged down and left. But the thing about volunteering for GLAD is you don't have to know everything, [you just have to] get the facts straight and the way it's set up, it feels like there's a lot more closure.

### What's the best thing to happen in the LGBT world since you started?

Marriage equality, of course. I wasn't here [at GLAD Answers] for the first marriage equality victory in 2004, but I live in this little neighborhood and 3 out of my 4 friend-couples got married right away.

### What would you tell someone who wants to volunteer?

It's really great, you don't have to be afraid of not knowing the right answer, all you have to do is show up. It's very gratifying, [and you get] tons of support.

### Do you have any key LGBT heroes?

Well, of course Mary Bonauto, she's just my idol. And all the other attorneys, like Roberta Kaplan, who have represented people for marriage equality. A lot of GLAD people – Jennifer Levi – they're all pretty amazing.

### Do any metaphors come to mind to describe the kind of work you do here?

I would say a compassionate ear.

### What's next for you?

I don't expect to continue volunteering here forever – another thing I want to do is hospice. But I've always wanted to be affiliated with GLAD. I've just always loved GLAD.

Read the full interview with Marjorie at [www.glad.org/meet-the-volunteer](http://www.glad.org/meet-the-volunteer) ■

*If you have questions or need resources, you can talk to Marjorie or one of our other great volunteers by contacting [www.GLADAnswers.org](http://www.GLADAnswers.org)*



*Public Information Manager Daniel Weiss with GLAD Answers volunteers Marjorie Charney, Alex Cottrill and Jamie Hagen*

## Middle Schools, GSAs and School Safety for All

Going back to school after a long summer can be an exciting time for young people; they get to see their friends again, and get a fresh start on a new school year. For others, particularly for students who identify as LGB or T, this may be a time of anxiety and fear at the possibility that as soon as they return to school, they also return to bullies. GLAD's Youth Initiative, hoping to make the transition from summer to school a smooth and positive one for all students, works to prevent things like bullying and isolation from happening, and to make the school environment one that is conducive to learning for all.

With the support of a grant from the Equality Fund at the Boston Foundation, before the start of school this year GLAD sent a letter and materials to 250 middle school principals in Massachusetts detailing their LGBTQ students' rights in the classroom, and asking them to help in forming GSA clubs at their schools — and it was a hit!

The response has been inspiring. Shortly after the mailing went out, one principal, from Revere, MA, wrote to tell us: "I am excited to let you know that we will be offering a GSA club as one of our clubs for

students this year!" Others shared the "wonderful, positive feedback" they've gotten from their existing clubs, and expressed their intention "to remind all staff about how critical it is we are keenly attuned to student safety and keeping a particular eye on potential bullying and other hurtful behavior toward students."

This feedback is especially moving, as according to the 2013 National School Climate Survey, GSAs positively impact school climate for all students. They provide a safe and welcoming space for LGBTQ and allied students and help students, teachers, and administrators learn about LGBTQ issues. Students at schools with GSAs report hearing fewer homophobic and transphobic remarks; experiencing fewer incidents of severe victimization; missing fewer days of school because of feeling unsafe; and generally feeling safer in and more connected to their school community.

As of August, over 250 middle schools in Massachusetts have up-to-date information on their LGBTQ students' rights in the classroom, and GLAD will continue working across New England to create safe and affirming schools for all students. ■

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## The Spirit of Justice

Thanks to all who joined us at this year's Spirit of Justice Award Dinner honoring author and activist Jennifer Finney Boylan! See more photos from the event at [www.glad.org/events/2015soj](http://www.glad.org/events/2015soj)

*Photos: InfinityPortraitDesign.com*



*Event Sponsors Samuel and Andrew Pang with honoree Jenny Boylan.*



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