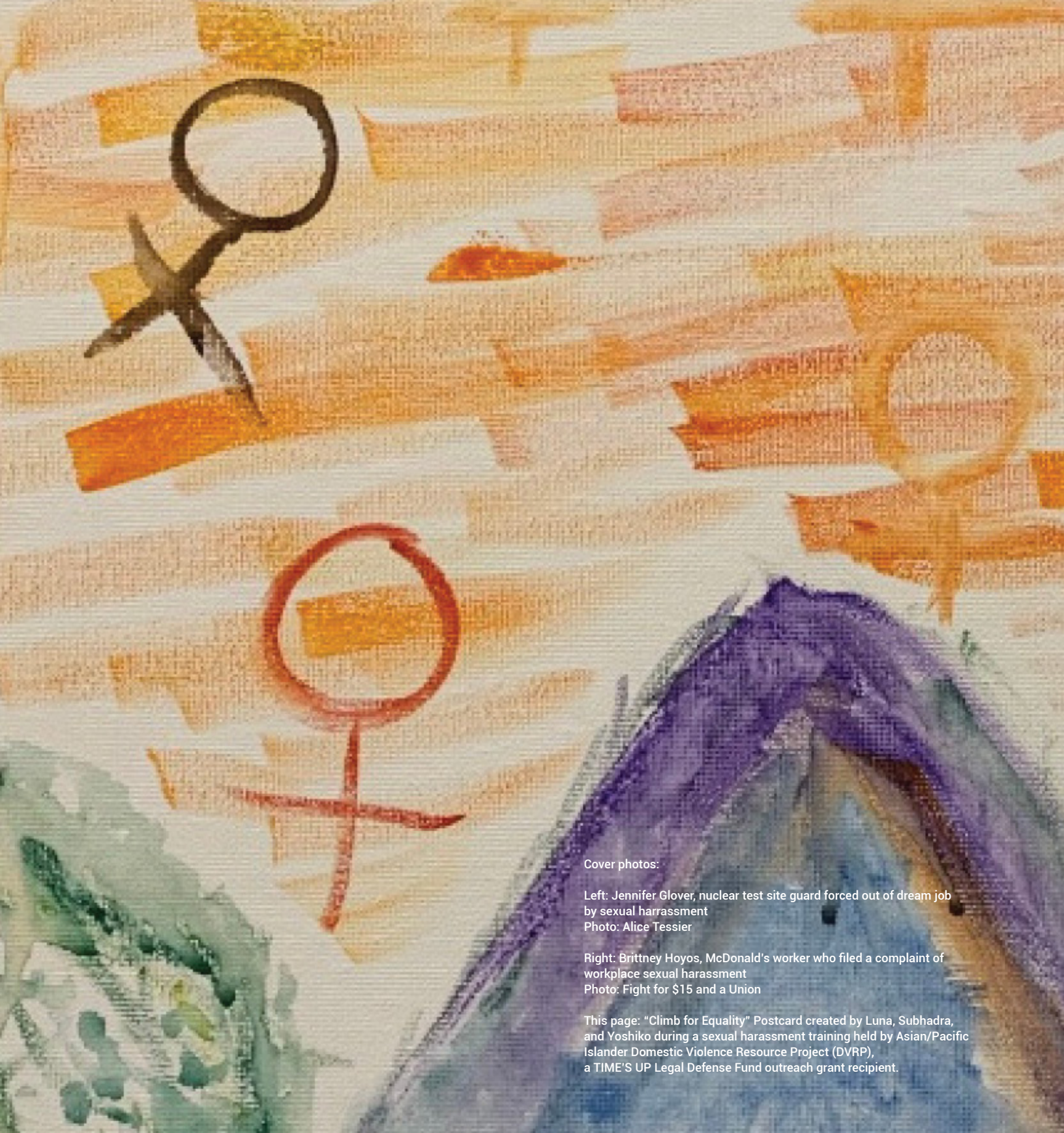


Together, we're changing tomorrow

TIME'S[™]
UP
LEGAL DEFENSE FUND

2019 ANNUAL REPORT





Cover photos:

Left: Jennifer Glover, nuclear test site guard forced out of dream job by sexual harassment
Photo: Alice Tessier

Right: Brittney Hoyos, McDonald's worker who filed a complaint of workplace sexual harassment
Photo: Fight for \$15 and a Union

This page: "Climb for Equality" Postcard created by Luna, Subhadra, and Yoshiko during a sexual harassment training held by Asian/Pacific Islander Domestic Violence Resource Project (DVRP), a TIME'S UP Legal Defense Fund outreach grant recipient.

The TIME'S UP Legal Defense Fund is housed and administered by the National Women's Law Center Fund, LLC.



The TIME'S UP Legal Defense Fund is funded by the TIME'S UP Foundation which is a 501(c)(3) charitable organization.



Dear friend,

In the two years since our founding, the TIME'S UP Legal Defense Fund has laid an impressive foundation. We've connected over 4,000 workers, mostly people in low-paid jobs, to legal support in the aftermath of sexual harassment and assault on the job. We've grown our legal network to more than 700 attorneys. We've committed \$11 million dollars to over 250 legal cases and public relations campaigns that are holding harassers, abusers, and enablers accountable.

To help spread the word about our work – and workers' rights on the job – we've given outreach grants to 18 organizations serving populations with high unmet need around the country. To train the next generation of lawyers to take on this important work, we also match law students who want to work on sexual harassment and employment law with experienced attorneys in our network.

Taken together, this work is nothing short of transformational for everyday workers. How do we know? They tell us.

"I feel brave now."

"I feel powerful."

That's what workers say the TIME'S UP Legal Defense Fund has done for them. And we're just getting started.

On the following pages, you can learn more about the cases we are funding, the attorney-client relationships we've fostered, and the community grantees we've supported. The year ahead will come with many more successes like these. It will also come with its challenges: Unrepentant assailants. Those who put profits and reputation ahead of credible complaints from workers. A backlash to progress.

These challenges are significant, but they are even more pronounced for the truth-tellers, silence-breakers, and survivors who bravely, and often at great personal expense, challenge the abuses inflicted upon them in court – and in the court of public opinion.

All of us have redoubled our commitment to the TIME'S UP Legal Defense Fund in new and exciting ways this year – and so have many of you. Whether you are a worker who has come forward, a lawyer, a public relations professional, a supporter, or one of the actresses who had the courage to say, "time's up," two years ago: Thank you for being with us on this journey. We hope you'll stick with us for what's yet to come.

In solidarity,

Fatima, Robbie, Hilary, and Tina



FATIMA GOSS GRAVES
President & CEO,
National Women's Law Center



ROBERTA KAPLAN
Founding Partner,
Kaplan Hecker & Fink

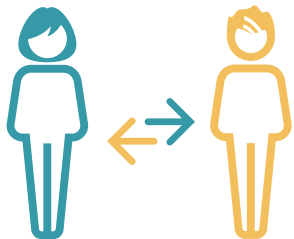


HILARY ROSEN
Partner,
SKDKnickerbocker



TINA TCHEEN
President & CEO,
TIME'S UP Foundation

TIME'S UP Legal Defense Fund has four major initiatives



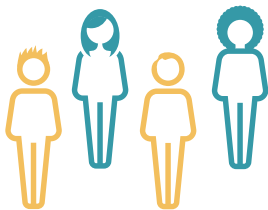
We **connect workers** who have faced sexual harassment to attorneys.



We **fund cases** challenging workplace sexual harassment and related retaliation.



We **fund media assistance** for individuals challenging workplace sexual harassment and related retaliation.



We **fund sexual harassment outreach grants** to groups that work with workers in low wage jobs.

2019 TIME'S UP Legal Defense Fund Statistics

4,141

Number of workers we have connected to attorneys

716

Number of attorneys who have joined our Network

200

Number of cases we have committed to funding
of the 315 that have applied

84

Number of cases approved for media assistance

“

We would NEVER have gotten this far without TIME'S UP Legal Defense Fund. We continue to be so grateful for all of the financial and organizational support. Put simply, the [defendant] would have crushed us simply due to money. We are in the ring, continuing to fight.

– Amy Cramer, Attorney

Snapshot of Our Impact

Connecting Workers to Attorneys



How the process works

Workers complete our online form.



NO YES

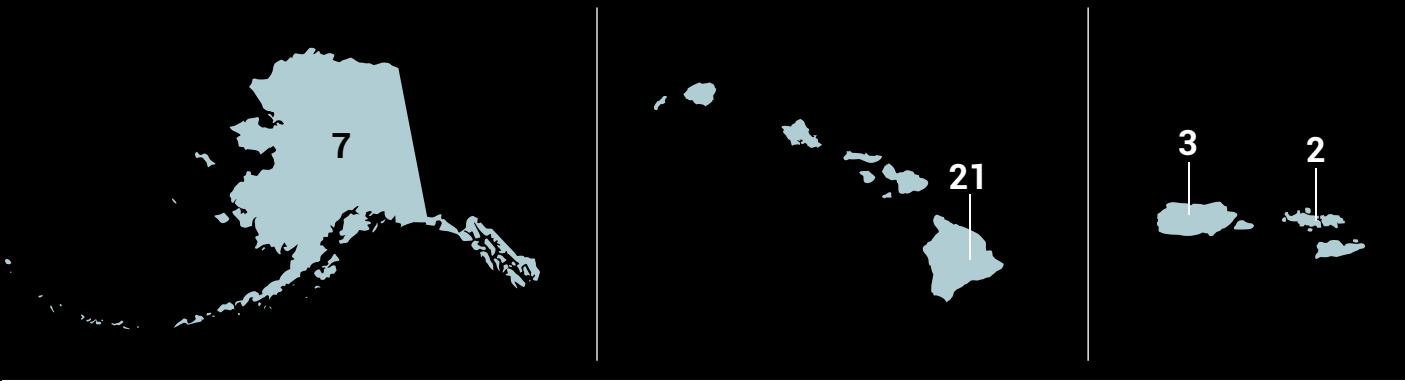
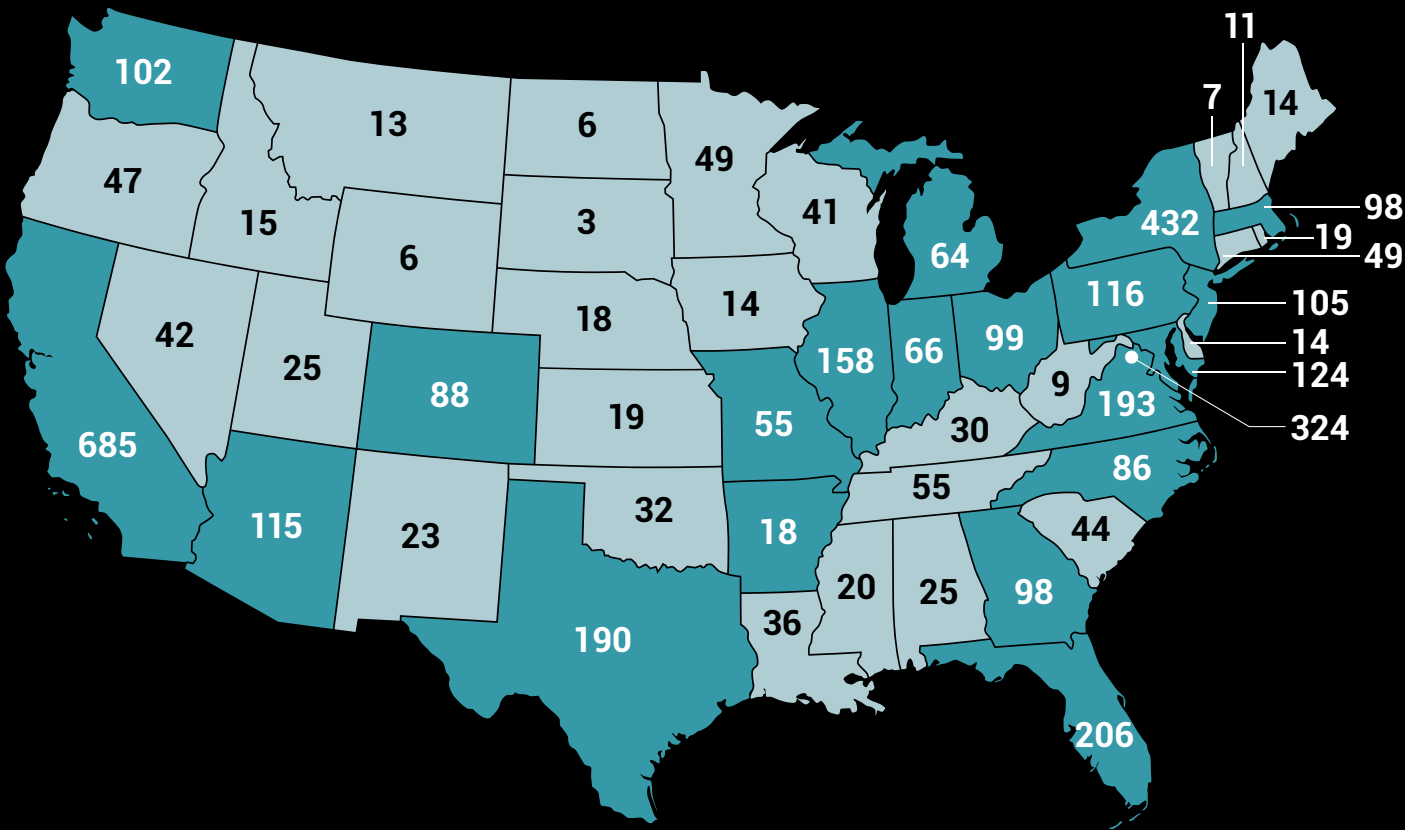
We review the form to see if the attorneys in our Network can help with this situation.

If we can help, we send the person the contact information of three attorneys.



Attorneys in our Network agree to give any one we send to them a first consultation for free.

We hear from workers in every state.



- Under 50 requests for assistance
- Over 50 requests for assistance

**We have
responded to over
4,000 workers
seeking attorneys.
Here is the breakdown:**

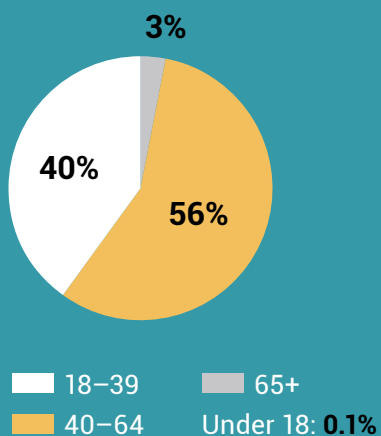
Race and Ethnicity

Asian or Pacific Islander	6.4%
Black	17.7%
Latinx	8.7%
Native American	3.5%
White	59.2%
<i>Total Women of Color</i>	37.7%

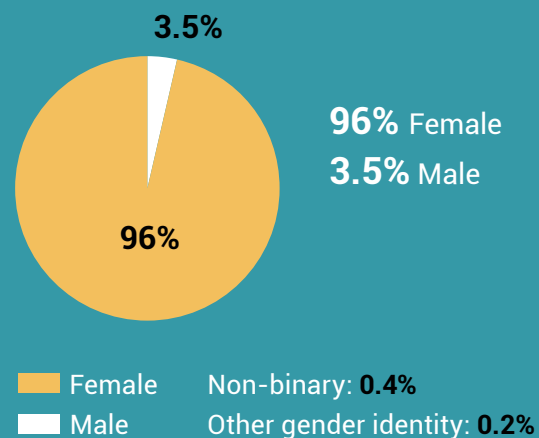
Industry

Accommodation/Hospitality	2.4%
Administration/Support Services	1.6%
Agriculture, Forestry, Fishing & Hunting	0.7%
Arts and Entertainment	10.0%
Construction	2.6%
Educational Services	7.0%
Federal Government	7.6%
Finance and Insurance	3.6%
Food Services	5.6%
Health Care	8.2%
Information/Communications	3.8%
Legal Field	2.2%
Local Government	5.1%
Manufacturing	3.5%
Military	2.4%
Mining	0.2%
Non-Profit	3.4%
Other	9.9%
Personal Care Services	0.8%
Professional, Scientific, and Technical Services	4.8%
Real Estate Rental and Leasing	1.2%
Recreation	0.7%
Retail Trade	4.9%
Social Assistance	0.1%
State Government	2.8%
Transportation	3.3%
Utilities	0.8%
Warehousing	0.6%
Wholesale Trade	0.5%

Age breakdown of people contacting us



Gender breakdown of people contacting us



Percentage of people contacting us who identify as LGBTQIA+

9%

Percentage of people contacting us who identify as low income

67%

“

I cannot thank you enough! I was able to find counsel and **resolve this issue with my former employer through the TIME'S UP Legal Defense Fund.**

—Anonymous Worker

Funding Cases

Over 315 cases have applied to us for funding for legal support. We've agreed to **fund 200 cases,** and have **committed over \$11 million to these cases.** Those numbers represent farmworkers, janitors, waitresses, FBI cadets, salespeople, military veterans, security guards, actors, and paramedics, just to name a few.



The funding made my client know she had the support of a national movement. It made her feel less isolated and alone.

—Elizabeth Kristen,
Director, Gender Equity & LGBT Rights
Program, Legal Aid at Work



Our funding is used to hire experts, pay for arbitration fees, mediators, and depositions, and helps the attorneys fight against well-resourced employers. As Garrett Hines, a California lawyer at the Victim Compensation Law Group, put it—the funding **“levels the playing field.”**

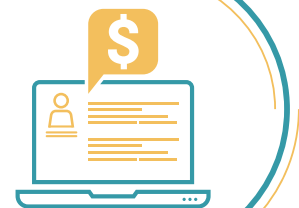


PHOTO: FIGHT FOR \$15 AND A UNION

Survivors of sexual harassment at McDonald's protest outside the company's headquarters in Chicago, Illinois.

How it works

Attorneys fill in the application form for funding explaining the case and the need for funds.



NO

YES

TIME'S UP Legal Defense Fund staff review the application to see if the case fits the guidelines and whether to provide funding.

Funding Cases

While most of the cases we are involved in are ongoing, **86%** of cases that have resolved have been resolved in favor of TIME'S UP Legal Defense Fund-supported workers.

Our Funding Priorities

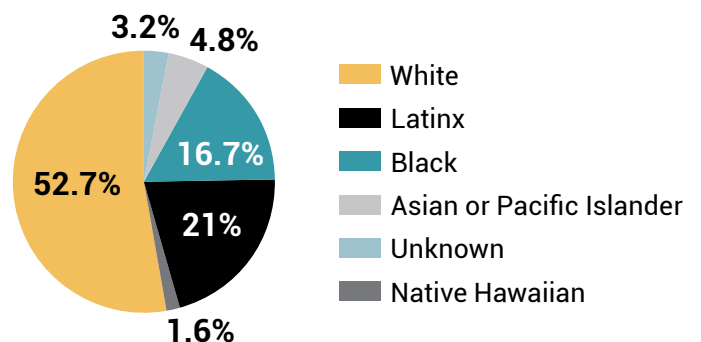
- Cases involving **low-wage workers** because they cannot afford attorneys;
- Cases in **male-dominated fields** where harassment can be especially severe and pushes women out of higher paying, traditionally male jobs;
- Cases involving a **high-profile harasser** because the power dynamic can make it harder to come forward;
- Cases where **multiple workers** are harassed at the same employer;
- Cases that can set **important precedent**, such as whether an employer is responsible for harassment by a guest or client or whether a corporate entity is responsible for harassment at its franchise stores; and
- Cases of **extreme retaliation** such as being sued for defamation after speaking out about harassment.

Priority Areas

(cases can address more than one priority)

- 53.2%** Low-Wage Workers
- 41.4%** Male-Dominated Field
- 9.1%** High-Profile Harasser
- 10.8%** Multiple Workers Affected
- 14.5%** Important Precedent
- 21.5%** Extreme Retaliation

In almost half of the cases we are funding, the plaintiffs are people of color.



18% of our cases involve helping defend against defamation suits. In other words, survivors speak out publicly about the harassment, and harassers sue them.

For example, the Fund is supporting Pamela Lopez, a lobbyist who accused a former California assemblyman of forcing her into a bathroom and masturbating in front of her. He resigned under pressure; a state legislative investigation later substantiated Pamela's claims. Several other women accused the former Assembly member of sexual misconduct. He sued Pamela alleging that her claims were false.

This kind of retaliation is devastating for survivors, and discourages other workers from coming forward. That is why the TIME'S UP Legal Defense Fund supports cases like Pamela's.



Defending against the defamation suit from this well-funded politician would be impossible but for the help of TIME'S UP Legal Defense Fund. We have also appreciated the ability to share legal strategies with other fundees.

– Jean Hyams, *Attorney*

Most of the cases we are funding are in the following industries:



Food Services



**Federal
Government**



Retail



**Arts &
Entertainment**



Education

Funding Media Assistance

Public relations assistance allows workers who have experienced harassment the opportunity to tell what happened to them and can be an important lever to create accountability and change culture. **TIME'S UP Legal Defense Fund** has committed to providing **84 matters** with media and public relations assistance.

The public relations assistance helps workers like Carmen Garza, a home health care worker in Texas. As Carmen told the *Monitor*, a McAllen, Texas newspaper, "For me, the most important part was to find justice, not so much the amount of money. **The most important part was to not stay quiet.**"

The public relations assistance TIME'S UP Legal Defense Fund provides has been critical to cases brought by Jay Ellwanger, one of the attorneys in the Network. "Everyone in my family is either a lawyer, a teacher, an actor, or a pastor," he says. "The skill-set that links those professions is one of storytelling, the ability to take a message and deliver it to people in a way that is memorable...Whether it's social media or traditional media, telling your client's story is what needs to happen in order for justice to be served."

How the process works

Workers apply for media assistance.



The application is screened for media viability.



TIME'S UP Legal Defense Fund determines if the case fits the guidelines and whether to provide media assistance.





NEWS ARTS & LIFE MUSIC SHOWS & PODCASTS SEARCH

LAW

For Many #MeToo Accusers, Speaking Up Is Just The Beginning

November 5, 2019 · 7:14 AM ET
Heard on Morning Edition

Settlement reached in sexual harassment case against Fall River seafood plant

By **Jeremy C. Fox** Globe Correspondent, January 30, 2019, 9:29 p.m.



The Boston Globe

Inside the Maggie McFly's Lawsuit: Fired Servers Claim Boss Joked About Raping Them

Connecticut restaurant Maggie McFly's has been served with a lawsuit that alleges a former manager made lewd comments, acted inappropriately and forcibly touched two female workers.

By **Robert Storrace** · October 04, 2019 at 02:48 PM

Women Sue F.B.I., Claiming Discrimination at Training Academy

The Dallas Morning News

NEWS · TEXAS

Texas home care worker wins settlement in case alleging employer failed to act to curb harassment by patient's son

Lawyers for Carmen Garza say the settlement is a major win for domestic services employees such as nannies and house cleaners, who they say may be especially vulnerable to harassment and fearful of repercussions should they complain.

LAW & PUBLIC SAFETY

Ocean County corrections officers file suit alleging sexual harassment, workplace hostility

BY **Briana Vannozzi**, Correspondent | January 25, 2019, 3PM EST



News Sports Politics Columnists Entertainment Business Doing Well Classifieds More



How loyalty spins in Mike Madigan's world

Time and again Madigan has promised to change the culture of his vast organization. We're still waiting.

By **Rich Miller** | Aug 2, 2019, 4:33pm CDT

CHICAGO SUN★TIMES

Meet the Workers We Are Helping

Postal Workers' Win Includes Training and Protection from Further Harassment

Phyu Castillo, a letter carrier in the Daly City, California Post Office, reported enduring harassment and assault by her supervisor. She says he would leer at her breasts and say, "I want some of this." He would grab her hand and try to drag her into the bathroom. One time when he grabbed her, he pressed his erect penis against her, held her, and tried to kiss her.

And Phyu wasn't the only victim. Letter carrier May Thin Zar had similar experiences with the same supervisor. One time, he got her into a room, closed the door, restrained her, and kissed her. She was terrified. She yelled. She struggled to get away, finally breaking free, and ran out.

Legal Aid at Work, supported by TIME'S UP Legal Defense Fund, and attorneys from Stewart & Mussell, LLP, represented Phyu and May. In early November 2019, the parties reached a settlement which prohibits the assailant from ever supervising Phyu or May again and requires extensive injunctive relief and training throughout the workplace.

“

I want to feel safe and I want to feel comfortable working there.

—Phyu Castillo, *KGO-TV News*

Cada empleadx, sin importar su estado migratorio, tiene el derecho a trabajar en un ambiente libre de acoso sexual.



All workers, regardless of their immigration status, have the right to work free from sexual harassment.



NUESTRA
VOZ
OUR
VOICE



Infographics created by Texas RioGrande Legal Aid (TRLA), a TIME'S UP Legal Defense Fund outreach grantee recipient.



PHOTO: FIGHT FOR \$15 AND A UNION

“
I just thought that it was something
you would have to put up with.

—Brittany Hoyos, *New York Times*

Supporting McDonald's Workers Across the Country in their Search for Justice

In May 2019, workers filed 25 new sexual harassment complaints in 20 cities across the country against McDonald's, on top of dozens of complaints filed in 2016 and 2018. In November, McDonald's workers in Michigan filed a class action lawsuit against one of the restaurants there. The lawsuit and charges are funded in part by the TIME'S UP Legal Defense Fund, working with private attorneys, the American Civil Liberties Union, and Fight for \$15. These cases are ongoing.

Retaliation Is Common

Retaliation is all too common after workers report harassment. When Brittany Hoyos started her first job as a 16-year-old at a McDonald's in Tucson, Arizona a manager began touching her hair, texting her about her appearance, brushing up against her, and trying to kiss her. Brittany refused his advances. At first, she kept quiet about the mistreatment. “I just thought that it was something you would have to put up with,” she told the *New York Times*.

She was named employee of the month and slated for promotion.

One day, she came home crying about the manager's appalling behavior, and her father called the store to report him.

That's when the backlash began. She was demoted from her position as a crew trainer. Eventually, she was fired after showing up late for her shift. Brittany's mother Maribel, who worked at the restaurant, also was on track for a promotion. But after she refused to sign a document stating that she would always represent McDonald's positively, she was demoted and given fewer hours. She quit soon after.

Combating Racial and Sexual Harassment in Retail

When Jasmine Edwards was hired as a Guess? store co-manager in San Leandro, California she was told that she would be quickly promoted to store manager and given a raise. Instead, as she explained in her complaint, she faced racial and sexual harassment from her manager. Jasmine fought back, making three formal written complaints. Like so many workers who complain, Jasmine faced retaliation. The retaliation escalated and the anxiety and stress of the situation caused Jasmine to resign her position. TIME'S UP Legal Defense Fund is helping to fund the attorneys and media assistance for her case.



Jasmine Edwards

Facing Intersectional Discrimination

For women of color, sexual harassment is often combined with issues of harassment on the basis of race or national origin. In her complaint, Jasmine claims that the manager created a hostile work

environment for female and Black employees. He made degrading remarks about women employees and customers, leered at female customers, directed the female staff to "dress sexier," assigned his employees segregated shifts based on their race, gave Latinx employees preferential treatment, and racially profiled Black customers.

“

Other than being a mom, this job was my passion. It has been ripped from my hands.

—Jennifer Glover, *New York Times*

PHOTO: JAY ELLWANGER

Worker Speaking Out Leads to Harasser Being Removed

Elizabeth worked at the Billings Clinic, a physicians' group, hospital and trauma center without incident for three decades. But when the longtime chief executive retired and a new CEO stepped in, the work environment dramatically changed. Elizabeth, according to her charge to the EEOC, faced near-daily sexual harassment. She reached out to the TIME'S UP Legal Defense Fund and hired one of the attorneys in the Network. TIME'S UP Legal Defense Fund is also helping with media assistance in her case. After an independent investigation of Elizabeth's claims and several newspaper articles, the Clinic fired the new CEO in May 2019.

Sexual Harassment Causes Serious Emotional Harm

According to Elizabeth's charge, the new CEO and a gynecological oncology surgeon made sexual remarks and commented about Elizabeth's appearance and weight. She said he joked about masturbation and answered his phone by making sexual noises. Elizabeth told a newspaper, the *Billings Gazette*, that Gibbs said he wanted to hire a receptionist who was "blonde with big boobs that looked like Pamela Anderson." She said that the constant harassment caused her anxiety and panic attacks. "Over the past year, because of Dr. Gibb, I was shrunk to a person I didn't even recognize, and just because of the things he would do and say to me—inappropriate, highly inappropriate, sexual comments," she told the newspaper.

Nuclear Test Site Guard Forced Out of Dream Job

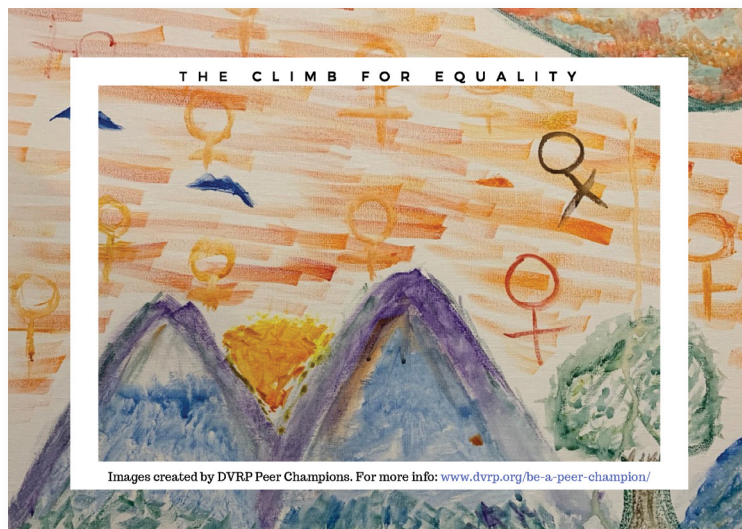
Jennifer's \$130,000 a year job as a guard at a nuclear test site was a dream job. It quickly turned into a nightmare as co-workers began sexually harassing her soon after she was hired, and the harassment escalated into assault. Jennifer was assigned to simulate stealing secret materials. Bangs and shouts and a fog machine created a sense of chaos during the drill. She was told to fall to the ground. She heard boots scuffling and prepared to be searched, but instead she was hit in the mouth with a rifle, she told *The New York Times*. She was handcuffed, and then felt a man run his hands over her legs and squeeze her buttocks and groin. She was flipped onto her back. A male guard "put his hand inside my shirt and

grabbed my breasts and squeezed them," she told *The Times*. He pulled out her nipple piercing. She reported the assault and the earlier harassment. In response, she says, a manager told her that this treatment was common in male-dominated workplaces.

Jennifer reached out to the TIME'S UP Legal Defense Fund and hired one of the attorneys in the Network. TIME'S UP Legal Defense Fund is also helping Jennifer with media assistance. After Jennifer complained and spoke publicly about her case, her employer started to discipline her for minor infractions. She was eventually fired.

Outreach Grantees

The TIME'S UP Legal Defense Fund funded outreach grants to 18 organizations across the country to provide information to workers about sexual harassment and their rights and to let workers know about the resources offered by the Fund.



"Climb for Equality" Postcard created by Luna, Subhadra, and Yoshiko during a sexual harassment training held by Asian/Pacific Islander Domestic Violence Resource Project (DVRP), a TIME'S UP Legal Defense Fund outreach grant recipient.

When the TIME'S UP Legal Defense Fund provided outreach grants to 18 organizations around the country, one of the key goals was to enable workers to advocate for themselves—and for each other.

That's exactly what happened to Girshiela Green, a former Walmart worker who is now an organizer for United for Respect, a Fund grantee and multi-racial movement of workers pushing companies to adopt policies like a living wage and paid family and sick leave and providing support to workers in their fight for workplace fairness.

"As I have sat alongside powerful women on panels and in group discussions with other grant recipients, I've learned how to hold space for healing and moving our retail survivors into action when sharing my own



“

Being a part of the TIME'S UP Legal Defense Fund ecosystem has been life-changing for me as a survivor and as an organizer.

—Girshiela Green, *United for Respect*

PHOTO: UNITED FOR RESPECT

story," she says. "I've learned that building that support system is the first critical step to effectively holding our offenders accountable. I'm inspired to be part of this movement and to continue to bring these learnings to people who work hourly jobs in the retail industry."

United for Respect used its grant to develop a training curriculum about sexual harassment, recruit and engage survivors at Walmart and connect them to the Fund, and create a group of survivors from Walmart and Amazon to participate in leadership development trainings. One of the worker-leaders spoke at Walmart's annual shareholders meeting on the group's sexual harassment proposal.



"What I Wish For" Postcard created by Luna during a sexual harassment training held by Asian/Pacific Islander Domestic Violence Resource Project (DVRP), a TIME'S UP Legal Defense Fund outreach grant recipient.



Altar created during a sexual harassment training held by Healing to Action, a TIME'S UP Legal Defense Fund outreach grant recipient.



PHOTO: ALIANZA NACIONAL DE CAMPESINAS

Workers presenting regarding their experiences of workplace sexual harassment against campesinas at a training in El Paso, Texas held by Alianza Nacional de Campesinas, a TIME'S UP Legal Defense Fund outreach grant recipient.

The Latino Community Fund of Georgia, a TIME'S UP Legal Defense Fund grantee and grantmaker to Latinx-serving nonprofits, used the grant to train 16 grassroots immigrant and Latinx leaders to reach out to neighbors and coworkers about the Fund's resources and to build awareness about sexual harassment in the Latinx community in Georgia, especially among transgender Latinx people. The Community Fund partnered with the Feminist Women's Health Center's Lifting Latinx Voices on the grant.

One worker who was trained and then worked to educate others was Lidia Carrera Chero, who says: "I learned about the meaning of the word *quid pro quo*, and how it looks for our community when we want to keep or get a job. I learned about the definition of a 'hostile work environment' and that victims could be men or women or any gender or identity. Finally, I have learned about how to

help other people and coworkers learn about their rights and not to be afraid even if you are not fully documented in this country."

Gilda (Gigi) Pedraza, the Executive Director noted the difficulties facing low-wage Latinx workers in the state when they try to speak up about harassment. "Georgia's poultry factories, carpet mills, and agricultural industry often hire Latinos knowing that we have some documentation challenges," says Gigi. "There are not a lot of legal protections for people who are undocumented in the state. This grant was so important because in Georgia there has never been an intentional effort to share information (about harassment) in Spanish that is also inclusive of nonbinary and transgender communities," she added. "These communities are affected disproportionately by sexual harassment."



“

People often stay in jobs and are willing to put up with sexually harassing behaviors because they know it may be hard to find another job” because of discrimination, he says. “A lot of trans folks are worried about retaliation. Having any job is better than no job.”

—michael munson, *Co-founder and Executive Director of FORGE*

michael munson is co-founder and executive director of FORGE, a Fund grantee and a national transgender anti-violence organization that provides direct services to transgender, gender non-conforming, and gender non-binary survivors of sexual assault. He agrees that this community is both disproportionately affected by sexual harassment and less likely to report it.

“People often stay in jobs and are willing to put up with sexually harassing behaviors because they know it may be hard to find another job” because of discrimination, he says. “A lot of trans folks are worried about retaliation. Having any job is better than no job.”

The grant enabled FORGE to branch out from an exclusive focus on violence against trans people to include sexual harassment. They provided education to trans and non-binary people and the providers of services to these clients— such as those who work with victims of violence and mental health providers.



“Namaste” Postcard created by Subhadra during a sexual harassment training held by Asian/Pacific Islander Domestic Violence Resource Project (DVRP) a TIME’S UP Legal Defense Fund outreach grantee recipient.

The Attorneys and Public Relations Professionals in our Network

TIME'S UP Legal Defense Fund is able to do its work because of the attorneys and media professionals who join our Network and represent workers. Meet some of them here.



Kurt Watkins, Principal,
Richards Partners, Texas



“

I raised my hand and said, 'I'm in. We jumped at the chance to be part of a movement and causes that matter.

—Stacie Barnett, Principal, Richards Partners, Texas



Richards Partners

Stacie and Kurt Watkins worked with Carmen Garza, a former home care worker from McAllen, Texas. Home care workers are especially vulnerable to sexual harassment and assault because they work in clients' homes for low wages.

“Speaking to her community was important to her, to help other women in her industry, at her pay grade, and regardless of immigrant status to feel that they could speak up, too,” Stacie says.

“The #MeToo movement is giving back power where power has been stolen,” Stacie adds. “The brilliance of the TIME’S UP Legal Defense Fund is the marriage between lawyers and public relations agencies that give a megaphone to the women’s voices. It’s empowering to these women who have been so devastated.”

Strategies 360

“One of the most important things I do is demystify the process and help them get comfortable talking about their story.” -Nik Griffith, Director of Communications, Strategies 360, Montana.

Melissa Shannon, Senior Vice President at Strategies 360 in Montana, once worked as a senior policy advisor to House Speaker Nancy Pelosi, where her portfolio included women's issues. Her colleague at Strategies 360, Nik Griffith, Director of Communications in the Montana office, was once chair of Montana's NARAL chapter. It was easy to get to 'yes' when they were asked to oversee media work for two women who experienced sexual harassment and sought the help of the TIME'S UP Legal Defense Fund.

“Those issues are close to my heart,” says Nik.

Nik and Melissa are working with two women who experienced sexual harassment at the Billings Clinic in Montana.

“There's a good-old-boy system in Montana,” Nik explains. “Sometimes it can feel really lonely to bring a complaint about sexual harassment.”

After the press interviews, Nik says, “the clients felt good—a little freer—like a weight had been lifted. They felt very heard. And so many people reached out to the first survivor after the interview with messages of support. She feels vindicated.”



Nik Griffith, Director of Communications,
Strategies 360 in Montana

“
**Those issues are close to
my heart.**

—Nik Griffith, Director of Communications,
Strategies 360, Montana



Melissa Shannon, *Senior Vice President, Strategies 360 in Montana*

“

Men who sexually harass women hold power over them. It's incredibly frightening to challenge people in authority.

—Melissa Shannon, *Senior Vice President Communications, Strategies 360, Montana*



"Road Ahead" Postcard created by Yoshiko during a sexual harassment training held by Asian/Pacific Islander Domestic Violence Resource Project (DVRP) a TIME'S UP Legal Defense Fund outreach grantee recipient.

Jean Hyams

"The TIME'S UP Legal Defense Fund is changing the landscape for how these kinds of rights can be vindicated. TIME'S UP is super smart in how it's trying to intervene in the system. By creating the Fund, they are handing a powerful tool to victims."

- Jean Hyams, Partner, Levy Vinick Burrell Hyams, LLP California

The TIME'S UP Legal Defense Fund's financial support of sexual harassment cases, Jean says "has made a huge difference to lawyers in their ability to take cases." With assistance from the Fund, Jean and an associate in her firm, Hilary Hammell, are representing Ana, who worked as a laborer at a multi-national company's tree-nut processing facility in the Central Valley and who was fired after only three months on the job for complaining about sexual harassment. Ana reported that a co-worker leered at her, made comments about her appearance, and pressed his penis against her buttocks while she was operating a machine. She often had to work the night shift with the harasser with few other people around. She asked the company to separate their shifts. Instead, she was fired.

Jean is also defending Pamala Lopez, a lobbyist who was sued for defamation after speaking out about the sexual harassment she endured. The work Jean does is immensely personally gratifying. "We listen to people who haven't been listened to and, give them a voice, and help right the wrongs," she says. "That's a humbling role to play in someone's life."

“

The TIME'S UP Legal Defense Fund is changing the landscape for how these kinds of rights can be vindicated.

—Jean Hyams, *Partner, Levy Vinick Burrell Hyams, LLP California*



Shana Khader



Shana Khader (left) and client Katherine Muñoz leaving the federal courthouse in Dallas, Texas after a successful mediation.

"It can be so difficult when we have to say 'no, we're not able to represent you' because we lack the resources to do so. TIME'S UP Legal Defense Fund funding has allowed us to say 'yes' more often." - Shana Khader, Attorney, Equal Justice Center, Texas

Shana is representing five women in Fund-supported cases—all Spanish speakers working in low-wage jobs. Shana has filed a lawsuit on behalf of a woman whose job was to sort recyclables from garbage in north Texas. She was assaulted and raped twice by a worker at the plant. When she tried to resist him, she was fired. In another case, she is representing a 17-year-old part-time hotel worker, who was propositioned and grabbed by a coworker; after she reported the abuse, she was no longer scheduled for shifts—in essence, fired.

"We speak with many women with powerful stories of having been subjected to sexual harassment, assault, rape, and retaliation at work," says Shana. "By the time we speak with that woman, she's already been through so much—it takes so much courage and energy even to pick up the phone, to look for help, and to recount her story to us."

"It's wonderful to be part of a network of people doing this work to bring justice to women," she says. "It's work that I find so meaningful."

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**The TIME'S UP Legal
Defense Fund funding has
allowed us to say 'yes'
more often.**

—Shana Khader, Attorney,
Equal Justice Center, Texas

Jay Ellwanger

"The breadth and diversity of the cases that we've gotten through the network have been fantastic. The professional assistance that TIME'S UP Legal Defense Fund has given to our firm and our clients has been immeasurable. And I really feel like the work my team is doing is going to make a difference, not just for our clients, but for thousands of workers around the country." -Jay Ellwanger, Partner, Ellwanger Law, LLC, Texas

In representing and fighting for workers who have suffered sexual harassment, Jay carries on a long family tradition of civil rights work. His grandfather, who was white, was the pastor of a Black church in Selma, Alabama. Jay's father pushed for integration at the University of Alabama in the late 1950s, activism that placed him on a Ku Klux Klan hit list. His uncle became a pastor of a Black church in Birmingham, Alabama; a parishioner was one of the girls killed in the 16th Street Baptist Church bombing.



Jay is representing five workers who were connected to him through the TIME'S UP Legal Defense Fund: Jennifer Glover, a former security officer at a Nevada nuclear weapons facility who was fired after reporting sexual harassment and assault; Kathryn Boston, a former medical device saleswoman who was harassed and assaulted by a neurosurgeon; Janine McFarland, a U.S. Forest Service archaeologist who has filed dozens of harassment and discrimination complaints against her employer spanning more than a decade, and has faced retaliation, including death threats; and two Dallas UPS drivers, Katrina Craven and Ashley Cockrell, who were propositioned for sex and subjected to sexual comments.

Jay says that he has been enriched personally by the work he is doing on behalf of these workers. "The ability, because of TIME'S UP Legal Defense Fund, to represent them, to walk with them as they fight this fight has been one of the greatest honors of my life."



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—Jay Ellwanger, Partner,
Ellwanger Law, LLC, Texas

O'Neill and Associates



The women want justice for their own situations but every single one of these women wants to share her story publicly so that other women don't experience what they did or feels empowered to address it.

—Suzanne Morse, *Vice President, O'Neill and Associates, Massachusetts*

Suzanne Morse had been a spokesperson for survivors of clergy sexual abuse at a non-profit organization before joining O'Neill and Associates. It was an easy decision for Suzanne to sign on as a media advisor to women bringing sexual harassment claims in cases supported by the TIME'S UP Legal Defense Fund.

"I feel very strongly about supporting victims of abuse," she says.

For colleague Andrew Paven, a senior vice-president whose wife—like so many women—had experienced harassment in the workplace, helping women who had suffered abuse is a way to make the world safer for his daughter's generation and for those who came before her.

"The hope is that if you bring it out into public view, you can change behavior," Andrew says. "It was a no-brainer" to sign on to help workers coming forward through the Fund.

The team has worked with three TIME'S UP Legal Defense Fund workers on their sexual harassment cases: Rylinda Rhodes a former dispatcher at a Comcast call center; two waitresses in Connecticut; and Kathryn Boston, a medical device sales woman. "I've been very impressed with the Fund's understanding that the public relations work is important," says Suzanne. "A lot of these women are not used to dealing with the media. That the Fund recognizes that they should support communications work as well as legal work should be a model for all kinds of issues."



Suzanne Morse
*Vice President,
O'Neill and
Associates,
Massachusetts*



Andrew Paven
*Senior Vice President,
O'Neill and Associates,
Massachusetts*

Looking Forward



SHARYN TEJANI
Director
TIME'S UP Legal Defense Fund

As the Director of the TIME'S UP Legal Defense Fund, I can't believe that I get to do what I do every day: help workers achieve justice in their lives, and help attorneys take on cases they otherwise wouldn't be able to.

You've read what a year in our world looks like. Let me tell you what happened *just last week*:

Three cases we funded settled favorably for workers. One of the attorneys told us that this was a case that lawyers would normally have been unable to take because it was a low-paid worker and the amount they would have recovered using a contingency fee would have not made the case worthwhile. In other words: our funding made this case possible.

We set to work finding lawyers and public relations assistance for a woman who worked at a record company, a firefighter, and someone who had been harassed and stalked by a co-worker. Heartbreakingly, we also heard from someone who, despite our best efforts, could not find a lawyer to represent her.

We agreed to fund cases brought by janitors, an adjunct professor, and a musician.

We have been able to help workers in all walks of life and across industries. But we know we can—and need to—do more. Next year, we plan to review how we deliver our services and find ways to reach workers who may not be comfortable or supported in using our current system. We also want to find ways to increase the support workers get when they come forward by connecting them to additional resources as well as movements in their communities.

We will help workers find legal representation and train and increase the number of lawyers in our network. We will fund cases so that low-paid workers will get their day in court. And we will support workers when they are telling their stories so that their voices are heard.

Each time we help a worker find a lawyer or fund a case or media assistance or our outreach grantees conduct a training, we help individual people. Equally important, we help pave the road for the next worker, and we make clear to employers that they must improve their practices so that all workers have safe and dignified workplaces.

This is only possible because of our supporters—because of you. Thank you for making a difference for so many.

Sharyn

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Disclaimer: The cases described herein are based on each individual's account of the incident(s) and reflect current public information sourced from news articles and legal complaints. Each case description is intended to provide a summary of the facts. Additional information may come to light after the publishing of this Annual Report that is not reflected herein.



The TIME'S UP Legal Defense Fund is housed and administered
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Questions? Contact us at legalnetwork@nwlc.org