



Dear Friends of justice, equality AND Legal Voice

Your support for our work in 2010 meant a great deal not only to us, but to the community of women and families we fight for every single day. 2010 was labeled the year of “economic recovery,” as we reportedly worked our way out of the worst recession in decades. However, economic recovery just doesn’t mean much if you don’t have economic justice in the first place. So all year, we at Legal Voice fought hard for economic justice for women, and continued our work to advance women’s rights in all aspects of their lives.



Lisa M. Stone
EXECUTIVE DIRECTOR

In 2010, we led the effort in Washington to pass a bill to restrict the barbaric, dangerous and unconstitutional practice of shackling incarcerated women who are pregnant. We once again supported legislation to prevent misleading practices by “limited service pregnancy centers.” And though this bill did not make it out of committee, we’re committed to seeing it passed, and will keep bringing it before the legislature until women’s rights to personal autonomy and patient privacy are protected. We also supported bills that protected families from dangerous chemicals; clarified and expanded the rights and obligations of state-registered domestic partners; improved school district compliance with state and federal civil rights laws; and made important improvements to family law and employment rights statutes.



Emily Lieberman
PRESIDENT

TWO VICTORIES FOR WORKING WOMEN, MOMS AND FAMILIES.

JANE

While the US was “recovering” from the recession, we were seeking justice for working women in Washington. In 2008, Legal Voice, along with our client Ramona Danny, fought for the Domestic Violence Leave Act: a law that requires employers to give employees reasonable time off to attend court, take steps to achieve safety, and ensure the safety of their children, if the employee is a victim of domestic violence, sexual assault or stalking. We were able to test the strength of that law when “Jane Doe” was fired for taking time off to move her family to safety.

Jane worked for a national company in Moses Lake, WA. She had a protection order prohibiting her ex-husband from coming near her or her children because of multiple incidents of domestic violence against her, including inflicting severe injuries on her and threatening to kill her. Jane had secretly relocated to Moses Lake to escape him. In 2008, her ex-husband found her and began following her and her children. Jane reported her fears and the past history of abuse to her supervisors, and explained her need to take time off to protect her family. Rather than provide any support or assistance to her, this company, in direct violation of state law, initially disciplined then ultimately fired

her. We encourage victims of domestic violence to leave dangerous situations and protect themselves and their children. And what is the result? They lose their jobs. Washington passed the Domestic Violence Leave Act to protect people like Jane Doe and her family. The company settled the lawsuit in 2010, giving Jane a new job in a new community and an opportunity to rebuild her life.

NORMA

These days, as more and more households depend on the income of women breadwinners, and female workers make up more than half of the United States workforce, it’s more important than ever to ensure that women are able to participate fully in the workplace, without regard to their gender. Norma Maxwell was stereotyped at her workplace, and was fired, not for poor performance, but for not fitting into her assigned stereotype. Legal Voice and our co-counsel fought for Norma’s and all women’s rights to be treated equally in the workplace.

IN OTHER WORDS: stereotyping moms as less capable at their work, and treating them unfavorably as a result, is a big no-no for employers!

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LETTER TO OUR SUPPORTERS CONTINUED

Norma Maxwell was, by all accounts, a talented web designer – the best her company had ever had. She had a flexible schedule and worked partly from home. Yet after she became pregnant with her second child, her bosses’ and co-workers’ perception of her changed.

First, shortly after her co-workers learned Norma was pregnant, she was criticized for having a “negative” attitude, although she continued to complete all of her work duties in spite of bouts of morning sickness. The CEO asked her to explain her attitude, stating that most of the pregnant women he had known seemed to be “glowing.”

Then, after Norma gave birth and requested to work more hours from home, the company refused, stating that its opposition was “less a Norma issue and more a new mother issue.” Despite her past stellar work performance, the employer believed that Norma’s work would suffer “because the children will come first.” The CEO testified at trial to his belief that “in families like Ms. Maxwell’s, there is a hierarchy: the new infant would come first, then a toddler, then generally a spouse, and finally, the employer would be the last,” to receive the worker’s attention.

The employer’s assumptions betray harmful, yet not uncommon, stereotypical beliefs about working parents: that a parent’s work performance will necessarily suffer after a child is born, and that parents always prioritize their families to the detriment of their jobs.

Although Norma had accepted the company’s decision denying her requested schedule, just a few short weeks after returning from maternity leave, she was fired. After a bench trial, a federal court in Spokane, Washington, concluded that treating women adversely because they are pregnant or new mothers is illegal gender discrimination.

In ruling that the employer had discriminated against Norma, the Court said it best: The employer “type-cast” Norma and “appears to have been convinced that as a new mother Norma would not be as good of an employee as she had been prior to her second pregnancy, regardless of any individualized evidence to the contrary.”

LEGAL VOICE WORKS TO ENSURE THAT ALL WOMEN AND GIRLS ENJOY THE FUNDAMENTAL RIGHTS TO BE SAFE, to be free from discrimination, to form and maintain their families, to be healthy and active, and to enjoy economic equality and independence. Even as the country begins to climb out of the recession, we must all remain vigilant, watching to ensure that women don’t suffer disproportionately or lose all benefits of the recovery. That’s why we’re here, and that’s what you help us do.

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Prohibiting shackling of pregnant incarcerated women
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Doe v. Genie Industries:

Protecting employment rights for survivors of domestic violence
Sarah Leyrer, Joe Morrison and Eric Gutierrez, *Columbia Legal Services*

Greenwalt v. Greenwalt:

Ensuring access to the courts for all, regardless of income
Katie O'Sullivan and Katie Galipeau, *Perkins Coie*

Hobbs v. Gonzaga University:

Enforcing college women's rights to freedom from sexual violence
and equity in education
Beth Terrell and Erika Nusser, *Terrell, Marshall, Daudt & Willie*

In re Dependency of B.R. and T.V. :

Defending the parental rights of domestic violence survivors
Rima Alaily, *Microsoft*; Molly Terwilliger, *Summit Law Group*

Maxwell v. Virtual Education Software, Inc.:

Fighting employment discrimination based on family responsibilities
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Moore v. London:

Fighting sexual harassment and retaliation by landlords against tenants
Cynthia Jones, *Jones Legal Group*; Cori Gordon Moore and Jackie Lasaracina,
Perkins Coie

Russell v. Schluter:

Holding landlords accountable for sexually assaulting tenants
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Stormans v. Selecky:

Ensuring access to health care and non-discrimination at the
pharmacy counter
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Molly Terwilliger, *Summit Law Group*; Rima Alaily, *Microsoft*; Paul Rugani,
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Webster v. Webster:

Fighting abuse through the legal system
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Legal Voice extends our great appreciation to Perkins Coie for placing PERKINS COIE FELLOW KATIE DEWEESE BENNETT with Legal Voice for 2010. Ms. Bennett's work significantly advanced Legal Voice's initiatives against gender violence and discrimination.

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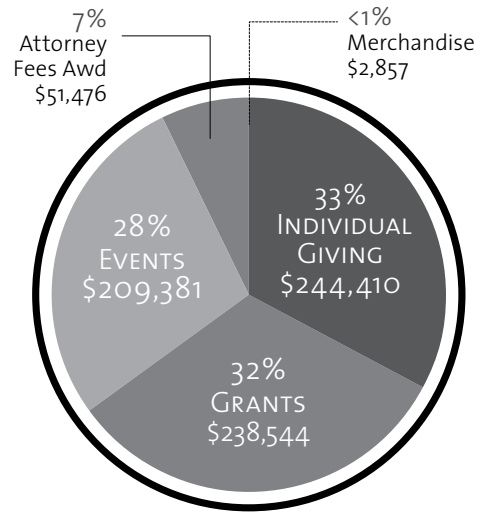
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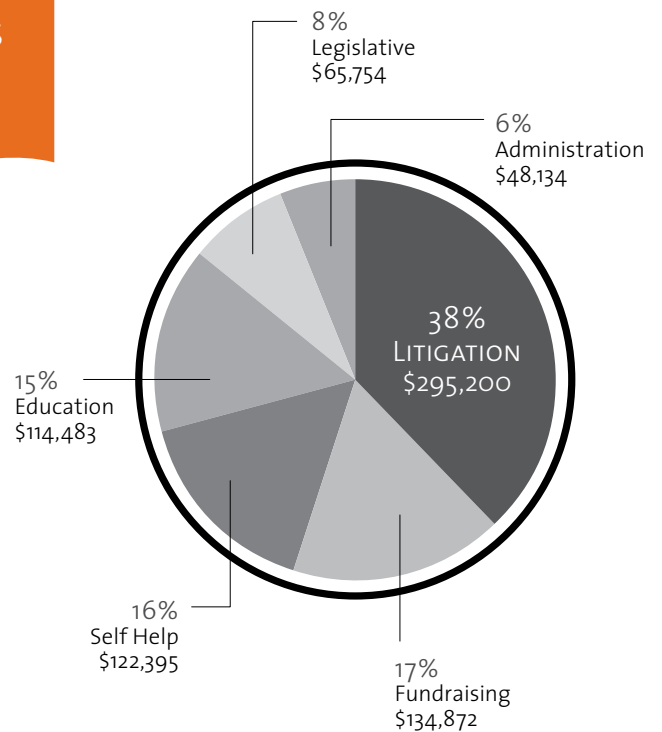
REVENUE

Total:
\$746,668



EXPENSES

Total:
\$780,838



2010 SELF HELP PROGRAM

Our Self Help Program provides free legal and practical information to help women and men who do not know where to turn to solve legal problems that threaten their health, safety, and security and the well-being of their families. We provide services through a Legal Information and Referral (I&R) telephone line staffed by volunteer attorneys, paralegals and law students, and through self help materials. This program serves Washington State.

In 2010, we created the new publications *Responding to Family Law Actions while Incarcerated*; *After a Death Occurs – a Checklist*; and *How to Find a Lawyer*. Dedicated volunteers translated several of our publications into Russian, thus increasing our reach and helping more women. We also updated and redistributed several publications: *Working with a Lawyer*; *Can I Clear My Criminal Record?*; *Domestic Partnership Q&A*; and *Living Together Contracts*. Work continues on our innovative and comprehensive Handbook for Washington Seniors: Legal Rights and Resources, which will be published in 2011.



WE'RE PLEASED TO BE ABLE TO PROVIDE TRANSLATION SERVICES TO CALLERS

AMONG THE LANGUAGES OUR CALLERS SPOKE IN 2010 WERE:

- Amharic
- Cantonese
- Farsi
- Somali
- Spanish
- Vietnamese

NEXT UP: WEBINARS FOR DOMESTIC VIOLENCE ADVOCATES

Continuing our long history of helping those women most at risk of serious harm from domestic violence, we are developing webinars to educate advocates about "Relocation and Safety for Survivors of Domestic Violence." This program will include training on confidential identity changes, which we have been offering for many years, and will also cover relocation law and Internet safety.

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