

## Kramer Levin In The Community

Kramer Legal has a long history of sponsoring and supporting LGBT community organizations and events. Some examples include:

- serving as counsel to Gay Men's Health Crisis (GMHC) since its founding by Larry Kramer (brother of the Firm's late founding partner, Arthur Kramer);
- serving as pro bono general counsel to The Lesbian, Gay, Bisexual & Transgender Community Center and Freedom to Marry;
- hosting Freedom to Marry, Empire State Pride Agenda, and other LGBT organizations' board meetings and working groups;
- hosting Pride Month receptions at the Firm that feature presentations by leaders in the LGBT community;
- sponsoring numerous events for LGBT law students;
- having our lawyers speak at CLE events for LGBT groups of clients and law schools;
- having our lawyers serve on the boards of prestigious LGBT not-for-profit groups, including the Empire State Pride Agenda and Immigration Equality; and
- sponsoring yearly benefits by Lambda Legal, Empire State Pride Agenda, The Lesbian & Gay Rights Project of the American Civil Liberties Union (ACLU), Services and Advocacy for GLBT Elders (SAGE), and others.

## LGBT Lawyers at Kramer Levin

Kramer Levin has an affinity group of LGBT attorneys that meets regularly. In addition to providing opportunities for networking and relationship building, this group helps to identify methods that will assist in further recruiting and retaining additional talented LGBT lawyers, plans educational and social programs for the firm and its clients, and serves as a liaison with like affinity groups in other law firms, law schools and corporations.



*Partner Thomas Molner (r) and associate Joshua Glick (l) of LGBT Lawyers at Kramer Levin.*

Kramer Levin Naftalis & Frankel LLP is a premier, full-service law firm with offices in New York, Silicon Valley and Paris. Our strong focus on client service and our single-minded commitment to excellence have enabled us to build long-term relationships with major domestic and international corporations, institutions and individuals that look to us for innovative and practical solutions for both everyday and complex matters. For more information about our firm, please visit [www.kramerlevin.com](http://www.kramerlevin.com) or contact Norman C. Simon — a litigation partner and chair of LGBT Lawyers at Kramer Levin — at 212.715.7816 or [nsimon@kramerlevin.com](mailto:nsimon@kramerlevin.com).

### Kramer Levin Naftalis & Frankel LLP

1177 Avenue of the Americas  
New York, NY 10036  
Phone: 212.715.9100

990 Marsh Road  
Menlo Park, CA 94025  
Phone: 650.752.1700

[www.kramerlevin.com](http://www.kramerlevin.com)

47, avenue Hoche  
75008 Paris  
Phone: (33-1) 44 09 46 00

# KRAMER LEVIN

## Kramer Levin Celebrates Diversity

*Kramer Levin Naftalis & Frankel LLP has always prided itself on the individuality and uniqueness of our lawyers. The Firm is committed to fostering and maintaining an environment in which diversity can flourish — including differences in sexual orientation and gender identity. In these few pages, we present a snapshot of our Firm's commitment to LGBT equality.*

## Kramer Levin Named a “Best Place to Work” for LGBT Equality



Kramer Levin once again has earned a perfect score in the Human Rights Campaign's (HRC) “Corporate Equality Index.” HRC, which is the nation's largest LGBT rights organization, uses the Corporate Equality Index as a tool to rate American businesses on how they treat LGBT employees.

## Kramer Levin Rated as One of Nation's Best Law Firms for LGBT Diversity



Kramer Levin once again was ranked in the *Vault* survey of law firm associates as one of the top law firms in the nation in diversity as it relates to gays and lesbians. Kramer Levin ranked #6 of the 20 Best Law Firms for LGBT Diversity in the 2013 survey. This ranking is based on associates' sentiments in hiring, promotion and mentoring of LGBT attorneys.

## Kramer Levin Named a Top Company for LGBT Equality



Work Life Matters Magazine has named Kramer Levin a Top Company for LGBT Equality, an honor earned based on the progress the firm has made toward providing LGBT employees with benefits, programs and resources to create a working environment based upon equality for all.

## Kramer Levin Honored With Empire State Pride Agenda Equality @ Work Award

Kramer Levin is a recipient of the Equality @ Work Award from The Empire State Pride Agenda, New York's statewide LGBT civil rights and advocacy organization. This prestigious award is bestowed on a company that has worked to create an inclusive work environment that respects, welcomes and supports LGBT professionals.



*Partner Norman C. Simon accepts the Equality @ Work Award on behalf of the firm.*

## Kramer Levin's Pro Bono LGBT Rights Work



Partners Eric A. Tirschwell, Norman C. Simon and Jeffrey S. Trachtman, and Deputy Secretary for Civil Rights Alphonso David, at ceremony honoring Kramer Levin for its work for marriage equality.

Kramer Levin has played a leading role in pro bono LGBT rights litigation for nearly two decades.

The Firm is particularly proud to be at the forefront of legal efforts to secure marriage equality in New York. With co-counsel Lambda Legal, Kramer Levin represented five same-sex couples in *Hernandez v. Robles*, the historic but ultimately unsuccessful case seeking equal marriage rights for same-sex couples under the New York State Constitution, which helped fuel the movement to provide marriage equality

through legislation. In the wake of *Hernandez*, Kramer Levin continued to co-counsel with Lambda Legal in a series of cases that have established respect within New York State for marriages by same-sex couples entered into in other jurisdictions. In one case, the Firm represented a retired schoolteacher who married his partner of 43 years in Canada but was denied the spousal health insurance benefits to which he was entitled. In part due to this lawsuit, the New York State Department of Civil Service (DSC) reversed its policy and directed that our clients' and other like marriages be respected for purposes of providing insurance coverage to public employees covered by the New York State Health Insurance Plan. This change in policy affects employees of more than 800 public employers across the State.

Kramer Levin, with Lambda Legal, also represented married same-sex couples who intervened as defendants in cases brought by conservative



Plaintiff couples in *'Hernandez v. Robles.'*

religious activists challenging the decisions of New York government officials to respect valid foreign marriages of same-sex couples. We have succeeded in dismissing all of these cases. In 2009, we secured a unanimous affirmance of two of these decisions before the Court of Appeals.

In 2011, New York Governor Andrew Cuomo honored the firm for its marriage equality work, presenting partners Norman C. Simon and Jeffrey S. Trachtman with pen certificates of appreciation.

Apart from the Firm's marriage work, Kramer Levin has been involved in other important LGBT rights litigation, including:



Kramer Levin's client Constance McMillen, who sought the right to bring her girlfriend to her high school prom.

- Serving as co-counsel with the ACLU in *McMillen v. Itawamba County School District, et al.*, a case in which a federal Mississippi court ruled that school officials violated our client's First Amendment rights when they canceled her high school prom rather than let her attend with her girlfriend.
- Securing political asylum in the United States for LGBT clients persecuted in their home countries because of their sexual orientation or gender identity. Recently, the Firm obtained asylum for a gay man from Grenada suffering from AIDS;

a gay man from Brazil who was the victim of a violent abduction and assault because of his sexual orientation; gay men from Guyana and Ecuador who had been persecuted by the police in their respective countries because of their sexual orientation; and asylum for a transgender woman from Malaysia.

- Authoring *amicus curiae* briefs on behalf of the National Association of Social Workers in *Debra H. v. Janice R.* in support of the right of New York's nonbiological, nonadoptive parents to petition for custody or visitation of the children they raise with their former same-sex partners. The New York Court of Appeals ruled in favor of the non-biological, non-adoptive mother in the case, concluding that the Vermont civil union in which the mothers had entered and which would grant parental rights to both mothers should be afforded comity in New York.
- Assisting transgender individuals in procuring legal name changes. In 2012, Kramer Levin was honored with an award from the Sylvia Rivera Law Project, recognizing the firm's outstanding service to New York's transgender community.
- Authoring an *amicus curiae* brief to the United States Supreme Court in *Lawrence v. Texas*, which struck down sodomy laws as unconstitutional.
- Vindicating the right of the same-sex domestic partner of a World Trade Center victim — whose relationship was refused recognition by the family of the deceased — to compensation from the September 11th Victim Compensation Fund.
- Authoring *amicus curiae* briefs submitted to the New Jersey Supreme Court and United States Supreme Court in *Boy Scouts of America v. Dale*, which challenged the Boy Scouts' policy of excluding gay members.
- Litigating a case of first impression that established second parent adoption rights under Delaware law.