Recognizing the high incidence of poverty in the LGBTQ community, particularly as experienced by people of color, Legal Aid at Work works to eliminate barriers to full and equal opportunities in employment based on sex, sexual orientation, gender identity, gender expression, and interlocking types of oppression. We represent workers before administrative agencies and in litigation, and we engage in policy work and community education.

**OUR GOALS**

**OUR WORK**

- **We offer** free legal advice and services through our clinics, phone line, and online intake form.
- **We represent** low-wage LGBTQ workers who face harassment and discrimination on the job.
- **We advocate** for new laws and policies to support workplace equality.
- **We educate** by providing know-your-rights trainings, toolkits, and online resources, available in multiple languages.
- **We partner** with local LGBTQ resource centers to support LGBTQ people in the communities where they live and work.

**RECENT CASES AND ACHIEVEMENTS**

- With co-counsel, we secured a $150,000 settlement for a transgender man in San Francisco who was repeatedly misgendered and harassed on the job. We also obtained powerful injunctive relief in the form of explicit protections against workplace misgendering and additional training to prevent similar harassment in the future.

- On behalf of thousands of gay and lesbian state workers across California, we won a judgment requiring the state to provide CalPERS long term care insurance for same-sex spouses.

- We won an honorable discharge upgrade for a 90-year-old Air Force veteran who was dishonorably discharged because she is a lesbian.

- With co-counsel, we filed a complaint in state court on behalf of a Latina transgender farmworker who was harassed and discriminated against because of her gender identity and perceived sexual orientation and later retaliated against for speaking up.