



TIME'S UP



THE TIME'S UP LEGAL DEFENSE FUND BY THE NUMBERS

3,755 People who have sought help

792 Attorneys in the network

75 Cases funded so far

35 Cases receiving media assistance

\$5 million Committed so far to cases

18 Grants awarded for outreach to workers

\$750,000 In outreach grants

PERCENTAGE OF PEOPLE WHO IDENTIFY AS LOW INCOME

68%

A MESSAGE FROM THE TIME'S UP LEGAL DEFENSE FUND CO-FOUNDERS

Dear Friends ~

Few letters have had such an outsized impact.

"Dear Sisters," it began. "We wish that we could say we're shocked to learn that this is such a pervasive problem in your industry. Sadly, we're not surprised because it's a reality we know far too well. Countless farmworker women across our country suffer in silence because of the widespread sexual harassment and assault that they face at work...please know that you're not alone. We believe and stand with you."

The letter was written to women survivors in Hollywood in the fall of 2017 by Alianza Nacional de Campesinas (National Farmworkers Women's Alliance), the first national farmworker women's organization in the United States. It was published soon after brave actresses spoke their truth about Harvey Weinstein's abuse, and as women around the world amplified Alyssa Milano's tweet lifting up Tarana Burke's #MeToo framework in solidarity with brave women everywhere.

The farmworkers' support deeply moved the more than 300 women working in film, television, and theater who had been meeting to strategize about how to prevent abuse and ensure equity in their industry. The farmworkers' letter gave them a powerful push to turn those meetings into action—and to ensure their work was felt beyond Hollywood.

They called for change across *all* industries, not just their own.

Sexual harassment and assault is rampant. So many people need help fighting back – especially women working at low-wage jobs who can't afford attorneys to represent them. And so many of our workplaces need structural change.

More women at the top. Equal pay. Safety, no matter where you work or live. And so much more.

On January 1, 2018, we announced the creation of TIME'S UP and the TIME'S UP Legal Defense Fund. We had \$13 million in commitments from 200 donors. **Today, more than 21,000 people from around the world have contributed more than \$22 million** to connect women who experience workplace sexual harassment and retaliation with attorneys and, in some cases, media specialists. It is the largest amount of money ever raised on the crowd-funding website GoFundMe. The TIME'S UP Legal Defense Fund has already committed more than \$5 million to defray legal and PR costs in dozens of cases.

So far, the TIME'S UP Legal Defense Fund, administered by the National Women's Law Center Fund LLC, has **responded to more than 3,700 workers — overwhelmingly women — by giving them the names of lawyers who will provide a free initial consultation.** The Fund also provides storytelling and media relations support in select cases. Because while sexual assault and harassment happens in private, bullying often occurs in the open. So, when women choose to, we help them fight back in the media as well as the courts.

This support has been made possible because of the generosity of our donors and volunteers, who are giving selflessly to help so many survivors, and we are so very grateful.

We believe that we stand on the precipice of profound change for women. Workers are coming forward and, remarkably, the world is paying attention. Powerful men are being held to account. Women and advocates are linking arms across sectors. We are witnessing a cultural transformation.

And while we are so proud of the progress we've made in our first year, rest assured that **we have only just begun.** With your continued support, we believe that one day sexual harassment will become something we only read about in our history books. ✳

With our deepest thanks,
Fatima, Hilary, Roberta, Tina



Fatima Goss Graves
President & CEO,
National Women's Law Center



Roberta Kaplan
Founding Partner at
Kaplan Hecker & Fink



Hilary Rosen
Partner at SKDKnickerbocker



Tina Tchen
Partner & Head of Buckley
Sandler's Chicago office

TIME'S UP LEGAL DEFENSE FUND CASES: THE WORKERS



Photo: Dave Moser, davemoser.com

THE HOTEL COOK

MALIN DEVOUE, a Black woman who worked as the head cook at a hotel in Philadelphia, was sexually harassed by the hotel's chief engineer. He repeatedly asked to date her, tried to bribe her with money and gifts to go out with him, and stared at her body. DeVoue rejected his advances and complained to the hotel's general manager. The hotel took no action to discipline the harasser and allowed the harassment to continue. After she complained again, the hotel terminated her while maintaining the harasser's job. After the Fund connected DeVoue to an attorney, she told the *Washington Post*, *"I'm brave now! I'm brave."*

THE TEACHERS

Annie Delgado, a Latina teacher in Merced, California, was slapped on her buttocks by a boys basketball coach who also made lewd comments to her at a school function in 2017. The school investigated and reprimanded the coach. But after the school district honored the coach to mark his 400th win and a school administrator belittled Delgado for reporting the incident, Delgado decided to find a TIME'S UP attorney.

"I was drowning," she told the *Los Angeles Times*. "One day I sat down and asked for help. I remember thinking that if this doesn't work, then I have nothing."

She and her attorney, Jackie Len, are pushing the district to strengthen its sexual harassment policies. "I just remember crying — I was so grateful," Delgado said about Len. *"In some ways, this has been a life preserver. I felt like I was finally being heard."*

THE MCDONALD'S WORKERS

Ten women of color working in low-wage jobs at McDonald's restaurants in nine cities recently filed sexual harassment charges against the company. After they reported the harassment to supervisors, several were fired or given fewer work hours, and virtually nothing was done to tackle the abuse. The plaintiffs include a 15-year-old girl in St. Louis who had just finished the 9th grade and was excited to get her first real job. She couldn't wait for school to be over so she could start as a drive-through window worker. She planned to use her paycheck to help support her mother and younger sister and even pay for a few items for herself, such as clothes and a phone. A male grill worker immediately fixated on her, following her around the store and staring at her. He commented about her breasts and what he wanted to do with her. She complained to her supervisor, who told her she would never win this fight.

THE CANNABIS FACILITY CASHIER

“Carl,” * a white transgender man, worked as a cashier earning minimum wage at a pot emporium in Washington State. When Carl was hired, his manager was excited to have him and regularly gave him additional assignments. When Carl, who trusted the manager, told her about his gender identity, the manager’s treatment of him changed radically. She belittled his work and criticized him to other employees and customers. She spied on him using the in-store video system. She intentionally referred to him as “she/he” in front of other workers and customers, which led to Carl’s gender identity being shared against his will. He reported this behavior to multiple other managers; eventually the ongoing abusive and hostile behavior forced him to quit.

THE POSTAL WORKER

“Leticia,” a Black woman in Texarkana, Texas, was harassed based on both sex and disability by various supervisors at the postal facility where she worked. She was pressured to resign after reporting the abuse. She later learned that one person who sexually harassed her was a serial offender who had been reported to agency management numerous times but was only required to apologize to the nine women who had previously complained, rather than being subjected to any effective deterrent, including discipline or removal from supervision. The agency later retaliated against Leticia by rescinding a second job offer after learning about her pending discrimination complaint.

THE MILITARY CONTRACTOR

“Jessica,” a white woman, was working as a military contractor when she asked her employer for a room to use a breast pump after she had her fourth child. To her horror, her employer initially refused to provide her with a safe and sanitary place to pump, forcing her to pump in her car, before later offering her a dirty office, where employees would jiggle the door to try to enter. Male supervisors asked her for milk for their donuts and coffee, telling her that her breasts looked large, and offering to “do one” while she “did” the other. Jessica was traumatized by the abuse, and just a few months after returning to work, stopped pumping entirely because she could not deal with the incessant degrading remarks. Even after she stopped pumping, the harassment continued and drove Jessica to stop working there altogether.

THE SUPERMARKET EMPLOYEE

“Alicia,” a white supermarket clerk/cashier in Seattle, was subjected to a year and a half of unwanted sexual advances by a third-party vendor at the store. These advances escalated over time to unwanted physical touching. When she reported the sexual harassment, her supervisor was dismissive of her complaint and blamed her for the harassment. The supervisor also failed to take any action to investigate, remediate, correct, or prevent further harassment. In retaliation, the company moved Alicia to the graveyard shift, which was a significant hardship for her and her family, and later drastically reduced her hours. ***“The fact that this opportunity is out there to help both of us navigate the process and offset the burden of onerous financial commitments is really amazing,”*** said Alicia’s attorney, Natalie Teravainen. “We’re both excited about this possibility.”

NO MORE SILENCE. NO MORE WAITING.

THE WALMART WORKER

GINA PITRE, a white woman who worked at a Walmart store in D'Iberville, Mississippi fulfilling online orders, was sexually harassed by her manager. He grabbed her breasts, asked what color underwear she was wearing, requested explicit photos, and followed her into break-rooms. After Pitre reported the harassment, the company conducted a cursory investigation and refused her requests to transfer to another store. Pitre's manager retaliated against her by telling other workers not to speak with her and asking them to report if she said anything negative about him. Said Pitre, ***“I don't care who you are – there is no cause for disrespect.”***

NO MORE TOLERANCE FOR DISCRIMINATION, HARASSMENT OR ABUSE.

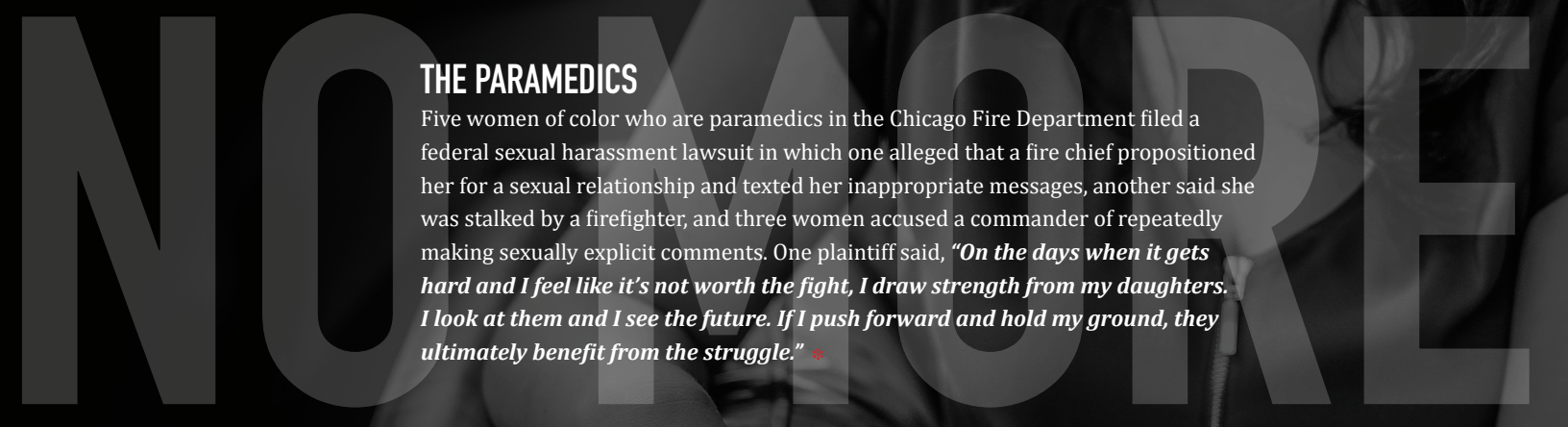
THE COUNTRY SINGER

KATIE ARMIGER, a white country singer in Nashville, spoke out about sexual harassment in the country music industry and believes she is being blacklisted as a result. She said, for example, that she was sexually harassed by radio programmers but when she brought it to her then-record label, she was told to tolerate and even encourage the abuse. The label is suing her for allegedly violating a non-disparagement clause in her contract after speaking out about the abuse; Armiger countersued, arguing that such clauses should not be enforced because of the harm they cause. "I had been exposed to behaviors and expectations that made me uncomfortable," Armiger said at a press conference advocating for the passage of sexual misconduct legislation in Tennessee. ***"It ranged from innuendos and crude comments to outright unwanted touching.*** Not only was it confusing, but it was humiliating. This was happening at the hands of powerful and influential professionals that I was supposed to impress with my music. Like many, I was told that it all was just being part of the business."



THE PARAMEDICS

Five women of color who are paramedics in the Chicago Fire Department filed a federal sexual harassment lawsuit in which one alleged that a fire chief propositioned her for a sexual relationship and texted her inappropriate messages, another said she was stalked by a firefighter, and three women accused a commander of repeatedly making sexually explicit comments. One plaintiff said, ***"On the days when it gets hard and I feel like it's not worth the fight, I draw strength from my daughters. I look at them and I see the future. If I push forward and hold my ground, they ultimately benefit from the struggle."*** *



THE DOLLAR STORE EMPLOYEE

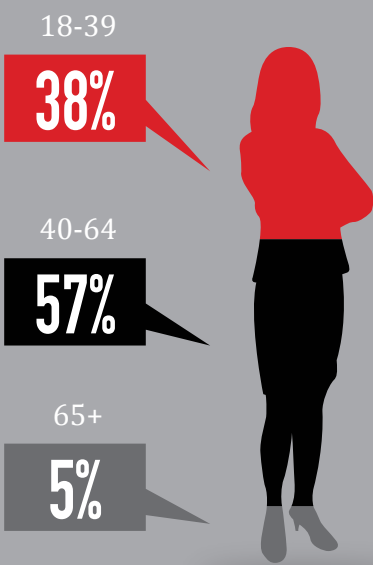
SATURNINA PLASENCIA, a Latina single mother of three, took a \$13 per hour job as a cashier at a dollar store in Brooklyn, New York. She endured sustained sexual harassment by her general manager, who insisted that she date him and decreased her hours from 30 to 12 hours a week in retaliation after she spurned his advances and later told him she was pregnant. He said in anger, "The baby could have been mine." After a customer yelled at her and her boss didn't back her up, she quit and has been unemployed ever since.



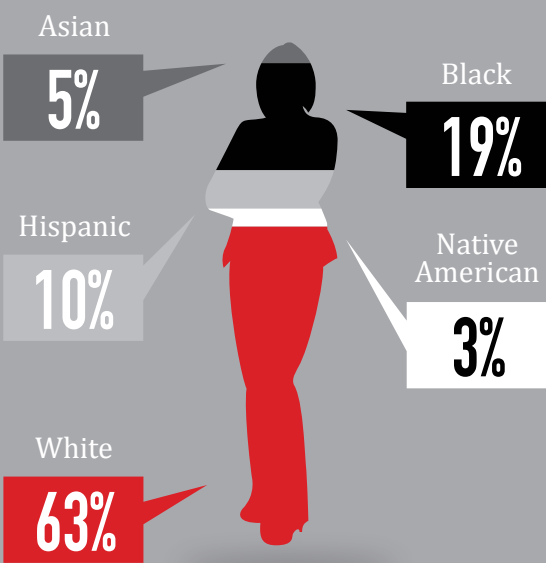
* All names in quotes are pseudonyms.

WHO IS REACHING OUT TO US

AGE



RACE & NATIONAL ORIGIN



PERCENTAGE OF PEOPLE WHO IDENTIFY AS LGBTQ

9%

INDUSTRY

Accommodation/Hospitality	2.61%
Administration/Support Services	1.25%
Agriculture, Forestry, Fishing and Hunting	0.75%
Arts and Entertainment	11.10%
Construction	2.40%
Educational Services	7.98%
Federal Government	7.27%
Finance and Insurance	3.54%
Food Services	4.83%
Health Care	8.16%
Information/Communications	4.80%
Legal Field	2.22%
Local Government	4.87%
Manufacturing	3.22%
Military	2.33%
Non-Profit	0.82%
Other	10.31%
Personal Care Services	0.97%
Professional, Scientific, and Technical Services	4.69%
Real Estate Rental and Leasing	1.43%
Recreation	0.68%
Retail Trade	5.12%
Social Assistance	0.29%
State Government	2.83%
Transportation	3.37%
Utilities	1.15%
Warehousing	0.25%
Wholesale Trade	0.61%



CHARTING A BOLD COURSE

The TIME'S UP Legal Defense Fund is unprecedented. It's the first-ever network of attorneys stepping up to combat workplace sexual harassment and related retaliation in all industries.

Housed and administered by the National Women's Law Center Fund LLC, the TIME'S UP Legal Defense Fund connects those who experience sexual misconduct including assault, harassment, abuse and related retaliation in the workplace or in trying to advance their careers with legal and media assistance. And it helps defray legal and media relations costs in many of these cases.

In the Fund's first 10 months, **more than 3,700 people from all 50 states and D.C. have sought legal help**, and that number grows every day. **Nearly 800 attorneys have joined the network so far.** Some are taking cases *pro bono* or at a reduced rate and some are receiving TIME'S UP Legal Defense Fund support to help defray some fees and costs. This will enable many people who could not otherwise afford an attorney to get legal help.

This support is made possible by the 21,000 people (and counting) from every state and more than 80 countries who have donated more than \$22 million, with donations ranging from \$5 to \$2 million.

HOW IT WORKS

Survivors who endure workplace sexual harassment, assault or retaliation reach out to the TIME'S UP Legal Defense Fund through an online form. After volunteer attorneys vet the cases, Fund staff members give the individuals contact information for three attorneys who practice in their state. The attorneys in

the Fund's network agree to provide workers with a free initial legal consultation, walking each person through his or her legal options. The Fund also may recommend that workers have a free consultation with a public relations firm if the worker wants it.

Attorneys bringing workplace sexual harassment, retaliation, and defamation cases can apply to the Fund to cover a portion of their costs and fees. The Fund can also help with media relations and storytelling assistance either through *pro bono* arrangements or by helping cover the cost.

In the first six months that the Fund has been taking applications from attorneys to fund cases and investigations, it has allocated more than \$5 million to 75 cases.

In addition to legal assistance, in certain cases the Fund provides media assistance. These cases are ones in which the worker wants to share her story, has been contacted by the press, or is trying to keep her name out of the media.

Media experts at SKDKnickerbocker, a public affairs and political consulting firm, conduct brief interviews with the individual and his or her attorney in cases that have been flagged as possibly benefiting from storytelling and media relations support. Criteria for lending this support include whether publicity might deter the abuser from harassing other victims, whether there is a set of facts that journalists would find compelling, whether harassers are using the media against their victims, or whether telling the survivor's

their story is a primary way to seek some form of justice, such as when the law provides for few remedies.

Currently 35 people have been paired with one of the nearly 50 public relations agencies and specialists in the network. The media strategists at the agency assigned to the case develop a media plan, advise the individual and his or her attorney on the pros and cons of speaking publicly, and prepare him or her to do media interviews.

Strategic use of the news media can have positive legal consequences for people who are harassed by high-profile abusers. That's what happened after Melanie Kohler, a former staffer at Endeavor, went public with her allegation that she had been raped by director and producer Brett Ratner. Later six other women accused Ratner of harassment. He filed a defamation lawsuit against Kohler, which he later dropped after much negative publicity about him.

WHO THE FUND SUPPORTS

The Fund is helping all types of workers, including fast food workers, farmworkers, retail workers, police officers, paramedics, college professors, and postal service workers.

Two-thirds of the people who come through the Fund identify as low-income. One-third are people of color. Nine percent are LGBTQ people.

The Fund prioritizes cases involving low-wage workers; people of color; LGBTQ people; individuals with disabilities; people facing legal retaliation because they dared speak out; women in male-dominated occupations; workers facing harassment or threats by especially high-profile individuals; multiple workers within one workplace; novel or precedent-setting areas in the law, and extreme retaliation against those alleging harassment, such as a lawsuit or a media campaign. By financially supporting these cases, the Fund ensures that these workers have the legal and communications support to hold their harassers accountable.

This summer, the TIME'S UP Legal Defense Fund awarded \$750,000 in outreach grants to 18 organizations that work with low-wage workers, including farmworkers, poultry workers, retail workers, and nail salon workers. The grants help organizations support survivors of workplace sexual harassment by ensuring that they know how to contact the Fund; are aware of their rights regarding workplace sexual harassment and retaliation, and receive help as they go through the process of finding representation or otherwise seek to enforce their rights to be free from workplace harassment and retaliation. ❄

TIME'S UP WELCOMES NEW PRESIDENT AND CEO LISA BORDERS



**"TIME'S UP IS A 21ST CENTURY CIVIL RIGHTS MOVEMENT," SAYS
LISA BORDERS, TIME'S UP'S NEW PRESIDENT AND CEO.**

**"WHEN I THINK BACK TO WHAT I HAVE LIVED THROUGH AS A
WOMAN AND A PERSON OF COLOR, IT IS ABUNDANTLY CLEAR TO
ME THAT WHAT HAPPENED IN THE 20TH CENTURY FOR
AFRICAN-AMERICANS NOW HAS THE PLATFORM AND THE
SPACE TO DO THE SAME THING FOR WOMEN."**

Assuming the reins of the first-ever presidency of TIME'S UP on November 1st was a natural evolution for Borders, both personally and professionally. She is the granddaughter of the Rev. Dr. William Holmes Borders, who served Atlanta's Wheat Street Baptist Church for more than 50 years. He helped desegregate Atlanta's bus system and city lunch counters and integrate its police department.

Borders says her grandfather "left an indelible fingerprint on my head and especially my heart."

His civil rights legacy and her own painful experiences of harassment, discrimination, and lack of opportunity based on her race and sex led Borders to embrace the civil rights and women's movements and to work on behalf of women, including most recently as president of the Women's National Basketball Association.

"Women are not standing alongside men on equal footing," she says. "TIME'S UP is an opportunity to support, engage, and encourage women's rights and equality, to respect women, and to value their voices and their skillset."

Borders says she is proud of what TIME'S UP has accomplished in less than year. Raising more than \$22 million for the TIME'S UP Legal Defense Fund, which has helped more than 3,700 survivors of sexual harassment and assault. Forming TIME'S UP as a legal entity. The hiring of a CEO. And lifting up women's voices and #MeToo stories to unprecedented levels.

On Borders' plate will be raising even more money for TIME'S UP and its defense fund – "If there is no money, there is no mission," she says – as well as working with organizations like the National Women's Law Center to develop legislation to prevent sexual harassment in the first place and to create more equal workplaces and nurturing and growing the TIME'S UP global brand.

"We want to invite men to the table, too, even men who have transgressed against women – we want them to learn to interact with women in a constructive way.

"What we have today is not working for everyone," she says. "This is not just about women. It's about all of us. We invite folks to join the journey." ❖

*“Women are not
standing alongside
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*TIME’S UP is an
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their skillset.”*

~ Lisa Borders

MEET **THREE** OF THE FUND'S OUTREACH PARTNERS



Alianza Nacional de Campesinas

ALIANZA NACIONAL DE CAMPESINAS

More than 700,000 women in the U.S. plant, pick, and pack the food we eat. Farmworker women face abuse and exploitation, including wage theft, pesticide exposure, difficult working conditions, and sexual harassment and assault perpetrated by bosses, crew leaders, company owners, and co-workers.

In a male-dominated field and with sexual harassment often still a taboo topic, few farmworker women come forward to seek justice for sexual abuse and violence. That's one reason why members of the Alianza Nacional de Campesinas (National Farmworkers Women's Alliance), the first national farmworker women's organization in the United States, wrote the "Dear Sisters" letter described earlier in this report to the women of Hollywood after their devastating stories of sexual abuse and assault by Harvey Weinstein became public. And the farmworkers wanted to voice their support to try to thwart any backlash that would come.

Mónica Ramirez, co-founder of Alianza says, "The real risk was that if there wasn't a show of support, the women in Hollywood could be silenced and retaliated against," Ramirez and Mily Treviño-Sauceda, Alianza

co-founder and director, had some initial calls with members of the entertainment industry and then Ramirez began to work closely with them to provide feedback on the vision and strategy for what would soon become TIME'S UP.

"The stars aligned in a way that we couldn't have imagined," Ramirez says.

Ramirez was in support of Fund leaders' desire to spread the word about its legal resources to hard-to-reach populations, and the Fund's outreach grants are doing just that. Alianza was one of 18 organizations that received a grant, which it will use to reach out to farmworker women, rural service providers, partner organizations, and law enforcement agencies to educate them about the scope, extent, and nature of sexual harassment, survivors' legal rights, and how to access the Fund's resources.

Specific activities made possible by the grant include creating a train-the-trainer curriculum; conducting webinars on sexual harassment for farmworker women; creating and disseminating a brochure about harassment, and encouraging farmworker legal advocates to join the Fund.



NATIONAL DOMESTIC WORKERS ALLIANCE

Domestic workers – nannies, house cleaners, and home care workers – do the vital work that often makes other work possible. Yet they are excluded from many basic protections guaranteed to most workers – access to health coverage, paid sick days, or paid vacation. Many do not earn a living wage.

Domestic workers also lack legal protections to a workplace free from harassment and discrimination because the federal Title VII law does not cover harassment in workplaces with fewer than 15 employees. Because of domestic workers' unique workplaces – inside other people's homes – the struggles they face are largely hidden.

The National Domestic Workers Alliance (NDWA) has partnered with TIME'S UP and the TIME'S UP Legal Defense Fund since their inception. NDWA members have participated in TIME'S UP listening sessions, and its leaders have met with TIME'S UP to strategize about building the power to win meaningful solutions to end sexual harassment.



HEALING
TO ACTION



The TIME'S UP Legal Defense Fund has given outreach grants to 18 organizations across the country to spread the word about its legal resources and to educate workers about sexual harassment and their rights.

When the Fund launched earlier this year, says NDWA Director Ai-Jen Poo, “we were thrilled because millions of women, including the women we represent, have so little in the way of legal recourse and resources. It’s incredibly important.”

It’s also critical to support workers as they navigate the difficult but vital process to enforce their rights. The Fund has given NDWA a \$50,000 outreach grant to expand its “Groundbreakers” leadership development program that helps workers with potential claims of labor law violations and trains them to be spokespeople about sexual harassment; conduct know-your-rights trainings about sexual harassment; refer workers to the Fund, and develop protocols to include sexual harassment awareness and support to better serve survivors.



RESTAURANT OPPORTUNITIES CENTERS UNITED

Sexual harassment is baked into the wages of the nearly 13 million restaurant workers in the U.S. – more than two-thirds of whom are women.

A major reason is the federal sub-minimum wage, which has been stuck at a paltry \$2.13 for more than a quarter century. That means that servers, hostesses, and others are forced to rely on their tips to survive. To ensure the goodwill of customers, these low-wage workers suffer sexual harassment day and night.

The Restaurant Opportunities Centers (ROC) United works to improve wages and working conditions for the restaurant workforce and leads efforts to combat pervasive sexual harassment in the industry, including by working closely with TIME’S UP and the TIME’S UP Legal Defense Fund.

“Being forced to live on tips is the source of the worst harassment,” says Saru Jayaraman, president of ROC United, director of the Food Labor Research Center

at the University of California, Berkeley, and author of *Behind the Kitchen Door*.

The Fund helps restaurant workers “elevate their cases and issues, encouraging more women to come forward and make claims,” she says. “I’m seeing more of our members recognizing abusive behavior as sexual harassment and being willing to file charges.”

The Fund has given ROC a \$50,000 outreach grant to conduct “know-your-rights” trainings and workshops on sexual harassment and support survivors seeking justice, a leadership training for workers to become advocates and spokespeople against harassment in the industry, and a national convening of women worker leaders. Jayaraman says it can be a source of resiliency for restaurant workers to find their voice by sharing their stories of sexual harassment. ✱





THE TIME'S UP LEGAL DEFENSE FUND IN THE NEWS



Photo: Joy Sharon Yi for Girlgaze

TINA TCHEN
BLOOMBERG, APRIL 30, 2018

"What's important to emphasize is that sexual harassment is a symptom of more fundamental issues around workplaces that aren't equitable, aren't truly diverse, and aren't providing safe workplaces for employees. The real solution here is to address the many structural barriers that keep women and minorities from advancing."

"TIME'S UP is ...channeling the right kind of energy into actual change. This is work that I have been committed to for my entire adult life, and TIME'S UP is a way for me to get connected, build upon individual work, and move that into a collective force."

TRACEE ELLIS ROSS
INSTYLE, JANUARY 5, 2018

JANE FONDA
HOLLYWOOD REPORTER, JANUARY 17, 2018

"We have arrived at a historic turning point. I don't think we're going to be the same after this. And what I love about the TIME'S UP movement is that they have all been conscious about how we have to reach out our arms to women in other sectors. It's really moving. These are fierce women warriors."

"We want to create this change, cultivate this change, and curate this change. It must be enduring and sustainable."

LISA BORDERS
LOS ANGELES TIMES,
OCTOBER 10, 2018

REESE WITHERSPOON
THE NEW YORK TIMES, JANUARY 1, 2018

"We have been siloed off from each other. We're finally hearing each other, and seeing each other, and now locking arms in solidarity with each other, and in solidarity for every woman who doesn't feel seen, to be finally heard."

"Every field you can think of — people are finding us and reaching out. There is no question that having the platform of women in Hollywood talking about these issues is extremely helpful in getting the word out and letting people know about their rights."

FATIMA GOSS GRAVES
THE CHRONICLE OF PHILANTHROPY,
MARCH 2, 2018

NINA SHAW
FORBES, FEBRUARY 6, 2018

"The mission is simple: Equity and safety in the workplace."

"It's very hard for us to speak righteously ... if we haven't cleaned our own house. If this group of women can't fight for a model for other women who don't have as much power and privilege, then who can?"

SHONDA RHIMES
THE NEW YORK TIMES, JANUARY 1, 2018

NATALIE PORTMAN
VARIETY, OCTOBER 2018

"We need to have a larger conversation about the workplace, and about making the workplace fair, safe, equitable for all people. And not just for women, but for people of color, for people with disabilities, for people from the LGBTQ+ community, so that anyone who might be marginalized or harassed for being 'other' feels safe, has an ability to earn a living in an environment that they deserve...All people who have been harassed and abused in the workplace have lost careers, have lost opportunities, and have lost money for years and years and years. Shifting the conversation to that and talking about that is what we're hoping to do."

"This is about power dynamics. It's about imbalance of power that makes people unsafe, and we need to start addressing it much wider than any one perpetrator, any one predator. It's about pay equity, it's about being safe in our jobs, it's about being able to (have) access to opportunity to rise up the ranks so that we're represented in leadership. It's about so much."

AMERICA FERRERA
INSTYLE, JANUARY 4, 2018

KATIE MCGRATH
ENTERTAINMENT WEEKLY, JANUARY 3, 2018

"We didn't want to just put out social-media statements or send our regards. We wanted to back it up with real resources that women and men could access and begin the healing."

"It's time for every workplace to look more like our world, where women have equal representation."

RASHIDA JONES
TODAY, JANUARY 7, 2018

EVA LONGORIA
BUSTLE, MAY 10, 2018

"We got together some really great women, not just famous women...taking the lessons and advice and guidance that we hear...and applying it to the world and applying it to your workplace and your home life."



TIME'S UP LEGAL DEFENSE FUND

FOUNDING DONORS

\$250,000+

Katie McGrath & J.J. Abrams
Jennifer Aniston
Anonymous (2)
Sandra Bullock
Steven Spielberg & Kate Capshaw's
Wunderkinder Foundation
Creative Artists Agency
Melinda Gates
ICM Partners
Marilyn & Jeffrey Katzenberg
Kathleen Kennedy & Frank Marshall
Paradigm Talent Agency, LLC
Shonda Rhimes
The Sherwood Foundation
Meryl Streep
United Talent Agency
WME Entertainment
WME Entertainment on behalf of
Michelle Williams
Mark Wahlberg on behalf of
Michelle Williams
Reese Witherspoon

\$100,000 - \$249,999

Anchor Point Foundation
Anonymous
Champagne Armand de Brignac
Causemedia Group
Megan Ellison
Foundry Group
The GoFundMe Team
Human Heritage Project
Nicole Kidman of the Kid Fund
Calvin Klein, Inc.
Taylor Swift
Chrissy Teigen & John Legend on behalf
of the heroic gymnasts of the
USA Gymnastics Team
Oprah Winfrey

\$50,000 - \$99,999

Shana Alexander Charitable Foundation
in memory of Shana Alexander &
David Alter
Havas Worldwide
Howard Altman TTEE
Anonymous (5)
Cate Blanchett
Jessica Chastain
Patricia Cornwell & Dr. Staci Gruber
Seth Meyers
Guy and Michelle Oseary
Ellen Pompeo
Natalie Portman
Emily Stone
Kate Winslet & Ned Abel Smith

\$25,000 - \$49,999

Anonymous (5)
Lisa Borders
Jessica Capshaw
Chelsea Handler
Anne Hathaway
Salma Hayek
MICHAEL KORS
Blake Lively
Joel D. Coen & Francis L. McDormand
Midler Family Foundation
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Sheryl Sandberg
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THANK YOU FOR JOINING US — FOR YOUR CONTRIBUTION, FOR SHARING THIS CAMPAIGN WITH OTHERS, AND FOR STANDING TOGETHER WITH US, SO THAT ALL PEOPLE CAN LIVE FREE FROM SEXUAL HARASSMENT AND VIOLENCE.

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Dear Sisters,

We write on behalf of the approximately **700,000** women who work in the agricultural fields and packing sheds across the United States. For the past several weeks we have watched and listened with sadness as we have learned of the actors, models and other individuals who have come forward to speak out about the gender based violence they've experienced at the hands of bosses, coworkers and other powerful people in the entertainment industry. We wish that we could say we're shocked to learn that this is such a pervasive problem in your industry. Sadly, we're not surprised because it's a reality we know far too well. Countless farmworker women across our country suffer in silence because of the widespread sexual harassment and assault that they face at work.

Even though we work in very different environments, we share a common experience of being preyed upon by individuals who have the power to hire, fire, blacklist and otherwise threaten our economic, physical and emotional security. Like you, there are few positions available to us and reporting any kind of harm or injustice committed against us doesn't seem like a viable option. Complaining about anything — even sexual harassment — seems unthinkable because too much is at risk, including the ability to feed our families and preserve our reputations.

WE DO NOT WORK UNDER BRIGHT STAGE LIGHTS OR ON THE BIG SCREEN. WE WORK IN THE SHADOWS OF SOCIETY IN ISOLATED FIELDS AND PACKINGHOUSES THAT ARE OUT OF SIGHT AND OUT OF MIND FOR MOST PEOPLE IN THIS COUNTRY. YOUR JOB FEEDS SOULS, FILLS HEARTS AND SPREADS JOY. OUR JOB NOURISHES THE NATION WITH THE FRUITS, VEGETABLES AND OTHER CROPS THAT WE PLANT, PICK AND PACK.

We understand the hurt, confusion, isolation and betrayal that you might feel. We also carry shame and fear resulting from this violence. It sits on our backs like oppressive weights. But, deep in our hearts we know that it is not our fault. The only people at fault are the individuals who choose to abuse their power to harass, threaten and harm us, like they have harmed you.

In these moments of despair, and as you cope with scrutiny and criticism because you have bravely chosen to speak out against the harrowing acts that were committed against you, please know that you're not alone. We believe and stand with you.

In solidarity,



Alianza Nacional de Campesinas

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MEET TIME'S UP LEGAL DEFENSE FUND DIRECTOR SHARYN TEJANI



SHARYN TEJANI, the director of the TIME'S UP Legal Defense Fund and a civil rights and women's rights attorney for two decades, marvels at the changed landscape for survivors of sexual harassment. "If you had told me a few years ago that people would actually care about low-wage workers and the sexual harassment they face, I would have laughed at you," she says. "So the idea that people do care now and that I get to help stop that harassment is unbelievable."

In her new role, Tejani oversees a massive undertaking in which thousands of survivors have sought the TIME'S UP Legal Defense Fund's help in getting legal representation. She oversees a staff of three and numerous volunteer

paralegals and attorneys who vet each intake to ensure that every case meets the criteria to be connected with Fund attorneys.

"I've been awestruck by the number of attorneys coming forward so strongly to support us," she says. "Most saw what happened last year and they really want to help. Lawyers are not frequently the people you think of as raising their hands—but they are."

Before joining the Fund, Tejani served for eight years as a deputy chief at the Employment Litigation Section of the U.S. Department of Justice's Civil Rights Division. In that role, she supervised the investigation and litigation of cases on behalf of workers facing sexual harassment,

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Photo: Michael JN Bowles

pregnancy discrimination, and employment barriers that unjustly and disproportionately impact women and people of color. She also served as the director of workplace fairness at the National Partnership for Women and Families and legal director at the Feminist Majority Foundation. She previously worked at the Equal Employment Opportunity Commission and began her career as an honors attorney in the Justice Department's Civil Rights Division after attending Yale University and Georgetown University Law Center.

Though there are 792 attorneys in the network, Tejani says more are needed, especially those who are bilingual in Spanish and English and who speak Asian languages. In

addition, the TIME'S UP Legal Defense Fund is looking for attorneys who can take on complex defamation litigation because of the high volume of women who are retaliated against. Women report that their supervisors cut their hours, demote them, fire them, blackball them in their industry, or threaten retaliation.

Retaliation seems to be "the bread and butter" of employers who fail to prevent sexual harassment in their workplaces, Tejani says. "Retaliation is, sadly, prevalent and outrageous. The TIME'S UP Legal Defense Fund is going to cause those employers to think twice before retaliating again." ❄



The TIME'S UP Legal Defense Fund is housed & administered by the National Women's Law Center Fund, LLC.
Questions? Contact us at legalnetwork@nwlc.org.