



Attorney/Firm Questionnaire

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Organization/Law Firm: Zuckerman Law

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1. Are you and your firm actively interested in representing lesbian, gay, bisexual, or transgender (LGBT) clients? Yes, I am very interested in combatting workplace discrimination against LGBT persons.

2. Are you or your firm currently representing LGBT clients or have you represented LGBT clients in the past? Yes. For approximately seven years, I represented employees in civil rights discrimination, and whistleblower cases. Some of those cases were brought on behalf of LGBT employees that suffered discrimination. For example, I obtained relief for a transgendered individual working for a government contractor in Northern Virginia who suffered harassment shortly after undergoing gender transformation. In addition, I represented a gay employee at a federal law enforcement agency who was subjected to outrageous slurs and taunts because of his sexual orientation.

For approximately the past two and a half years, I worked at the U.S. Office of Special Counsel, an independent agency that enforces civil service protections, including 5 U.S.C. 2302(b)(10), which prohibits discriminating “for or against any



employee or applicant for employment on the basis of conduct which does not adversely affect the performance of the employee or applicant or the performance of others.” OSC construes this provision as a prohibition against sexual orientation discrimination. While I cannot discuss particular matters, I was privileged to work on some cases at OSC in which OSC enforced this prohibition. I also worked with other agencies to promote training and awareness about this prohibition against sexual orientation discrimination in the federal workforce.

3. Have you or your firm worked on matters/cases in which the sexual orientation, gender identity or expression of your client or your opponent played a role in the case or was relevant to the legal advice you gave? If so, what types of cases/matters have they been (workplace discrimination, housing discrimination, child custody, adoption, etc)? Yes, I have represented clients that suffered workplace discrimination because of their sexual orientation, gender identity or expression.

4. Have you or your firm worked on matter(s)/case(s) in which you advocated for LGBT rights? If so, please describe the case(s)/matter(s). Yes, I have worked on cases in which I advocated for LGBT rights in the workplace. Please see response to question no. 2.

5. Have you or your firm ever used sexual orientation, gender identity or gender expression against an opposing party on behalf of a client? If so, how? No.

6. What areas of your or your firm’s practice might be of particular interest to prospective LGBT clients (e.g., workplace/housing discrimination, trusts and estates, tax planning, child custody, adoption or surrogacy, medical decision-making, health care, insurance benefits, personal injury litigation, hate crimes, etc)? Sexual orientation discrimination in the workplace, federal employee representation in discrimination and discipline matters, and employment law matters (e.g., advice on employment and severance agreements, litigating non-compete clauses in employment agreements, etc.)



7. Do you or your firm have any experience advising transgender people about the specific legal issues affecting such individuals? If so, please give examples. Yes, I represented a transgendered client in a discrimination matter.

8. What is your or your firm's policy on pro bono legal assistance? My firm does not have a written policy. The claims that I generally litigate have a fee-shifting provision under which the prevailing party can recover attorney's fees.