

**Dr. Jillian T. Weiss**  
**CURRICULUM VITAE**

**ACADEMIC POSITIONS**

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**Albany Law School, Albany, New York**

**Appointment:**

*Adjunct Professor*, January 2024 to present

**Teaching:**

Employment Discrimination; Administrative Law

**Ramapo College of New Jersey, Mahwah, New Jersey**

**Appointments:**

*Full Professor of Law & Society*, 2011-2016

*Associate Professor*, 2007-2011

*Assistant Professor*, 2004-2006

**Teaching:**

Law and Society; Gender and the Law; Law and Sexuality; Disability Law; Law and the Elderly; Global Legal Order (International Law); Human Rights; Constitutional Law; Criminal Law; Criminal Procedure; Juvenile Justice; Law, Power & Inequality; Sociolegal Research and Writing; Moot Court; Field Studies; Directed Readings; Thesis Supervision  
Rate My Professor rating: 4.3 of 5 (48 ratings), available at [perma.cc/MG5Y-EPNM](http://perma.cc/MG5Y-EPNM)

**Online Teaching:**

Law and Society; Gender and the Law; Law and Sexuality; Global Legal Order (International Law); Sociolegal Research and Writing; Field Studies; Directed Readings; Thesis Supervision

**Service:**

Faculty Assembly President, 2012-2014

President's Advisory Council, 2013-2014

Vice-President and Unit Representative for School of Social Science and Human Services, Faculty Assembly Executive Council, 2010-2012

Member, Faculty Governance Committee, 2009-2010

Member, Law & Society Search Committee, 2009-2010

Member, Unit Personnel Committee, 2008-2009

Chair, Law & Society Search Committee, 2008-2009

Convenor, Law & Society, 2008-2015

General Education Committee, 2007-2008

Member, Search Committee, Tenure track appointment for Sociology, 2007-2008

Member, Policy and Procedure Subcommittee of the Diversity Action Committee, 2006-2007

Parliamentarian, School of Social Science & Human Services Unit Council, 2006-2007

Panel Member, Office of Judicial Affairs, 2006-2016

Chair, Search Committee, Tenure track appointment for Law and Society, 2006-2007 Temporary Appointments Committee, 2006-2008

Planning Committee, "Dangerous Discussions" Workshop, sponsored by the Faculty Resource Center, April 2006

Member, Campus Climate Survey Subcommittee of the Diversity Action Committee, 2005-2006

Member, Campus Wide Events Committee, 2005-2007

Member, Search Committee, Tenure track appointment, Law and Society, 2005-2006

Unit Life Committee, 2004-2006

Co-chair, School of Social Science & Human Services Colloquium, 2004

**Northeastern University**, Boston, Massachusetts

Appointments:

*Instructor of Sociology and Political Science*, 2002-2003

Teaching:

Drugs & Society; Deviant Behavior and Social Control; Gender in a Changing Society

**EDUCATION**

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**Northeastern University**, Boston, Massachusetts

Ph.D., Law, Policy & Society, 2004 (4.0 GPA)

Dissertation: *The Cutting Edge of Employment Diversity: Transgender Human Resources Policies in U.S. Employers* (2004), available at [bit.ly/2G32nNe](http://bit.ly/2G32nNe)

**Seton Hall Law School**, Newark, New Jersey

J.D., 1986 (Top 10%)

*Seton Hall Legislative Journal*, Member 1984-1985; Associate Editor 1985-1986

*Moot Court Board*, Member 1984-1985; Director 1985-1986

**Yeshiva University**, New York, New York

B.A., Classics, 1983

Fletcher Award for Classics

**BAR ADMISSION**

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State: New York (1987) and New Jersey (1986) Bars

Federal: United States Supreme Court; United States Courts of Appeal for the Second Circuit, Fifth Circuit, Tenth Circuit and Federal Circuit; District Courts for the Southern, Eastern, Western and Northern Districts of New York, District of New Jersey, Northern District of Illinois, and District of Colorado

**AWARDS**

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Bar Association of Greater New York, Community Vision Award (2018)

Gay City Impact Award (2017)

Fordham Outlaws Community Service Award (2017)

Arthur Leonard Award for Service, LGBT Rights Committee, NYC Bar Assoc. (2015)

**PUBLICATIONS**

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**Law Review Articles**

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Protecting Transgender Students: Application of Title IX to Gender Identity or Expression and the Constitutional Right To Gender Autonomy, 13 *Wisconsin Journal of Law and Gender* 331 (2013).

The First Amendment Right To Free Exercise Of Religion, Nondiscrimination Statutes Based On Sexual Orientation And Gender Identity, And The Free Exercise Claims Of Non-Church-Related Employers, 12 *Florida Coastal Law Review* 15 (2010).

Gender Autonomy, Transgender Identity and Substantive Due Process: Finding a Rational Basis for *Lawrence v. Texas*. 5 *Touro Journal of Race, Gender and Ethnicity* 1 (2010).

Transgender Identity, Textualism and the Supreme Court: What is the “Plain Meaning” of “Sex” in Title VII of the Civil Rights Act of 1964? 18 *Temple Political and Civil Rights Law Review* 573 (2009).

The Gender Caste System: Identity, Privacy and Heteronormativity. 10 *Law & Sexuality* 123 (2001).

The Exception to the Exclusion In Liability Insurance Contracts Through A Procedural Lens. 33 *Washburn Law Journal* 364 (1994); reprinted in 7 *National Insurance Law Review* 399 (1994).

A Natural Law Approach to Remedies for the Liability Insurer's Breach of the Duty to Defend: Is Estoppel of Coverage Defenses Just? 57 *Albany Law Review* 145 (1993).

Note, The Child Pornography Act of 1984: Child Pornography and the First Amendment. 9 *Seton Hall Legislative Journal* 327 (1985).

### **Social Science Articles**

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An Attorney’s Perspective on Fraud Related to Health Care. 16 *Journal of Controversial Medicine*, 9 (2009). (Peer reviewed journal)

The Lesbian Community and FTM Transsexuals: Détente in the Butch/FTM Borderlands. 11 *The Journal of Lesbian Studies* 219 (2007). (Peer reviewed journal) (Also a book chapter)

GL vs. BT: The Archaeology of Biphobia and Transphobia in the U.S. Lesbian and Gay Community. 3 *Journal of Bisexuality* 25 (2004). (Peer reviewed journal) (Also a book chapter)

### **Books**

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*Gender Identity and the Law (Law school casebook)*, Prof. David Cruz and Jillian Weiss, Carolina Press (2021)

*Transgender Workplace Diversity: Policy Tools, Training Issues and Communication Strategies for HR and Legal Professionals*. (Booksurge Publishing 2007).

### **Book Chapters**

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Teaching Transgender Issues: Global Social Movements Based on Gender Identity. In Johnson III, Richard (Ed.), *A Twenty-first Century Approach to Teaching Social Justice: Educating for Both Advocacy and Action* (Harrington Park Press 2009).

Ms. Etiquette and the Transgender Employee: Is *Nothing* Private Any More? In Harris, Mark and Howe, Cymene (Eds.), *21st Century Sexualities: Contemporary Issues in Health, Education and Rights* (Routledge 2007).

### **Reference Entries**

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Employment Law. In *LGBTQ America Today Encyclopedia*. (Greenwood Press 2009)

Transgender Rights. In *LGBTQ America Today Encyclopedia*. (Greenwood Press 2009)

LGBT Movement. In *Encyclopedia of Activism and Social Justice*. (SAGE Publications 2008)

Heteronormative. In *International Encyclopedia of the Social Sciences*, 2d ed. (MacMillan 2008).

Genderqueer. In *Sexuality: An Essential Glossary*. (Oxford University Press 2004).

Hypersexualized. In *Sexuality: An Essential Glossary*. (Oxford University Press 2004).

Trans. In *Sexuality: An Essential Glossary*. (Oxford University Press 2004).

Transman. In *Sexuality: An Essential Glossary*. (Oxford University Press 2004).

Transwoman. In *Sexuality: An Essential Glossary*. (Oxford University Press 2004).

Trans Studies. In *Sexuality: An Essential Glossary*. (Oxford University Press 2004)

## **SELECTED OTHER EXPERIENCE**

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### **Weiss Law Office, Brooklyn, New York**

*Attorney, 2/2011-7/2016; 4/2018-Present*

Representing plaintiffs in discrimination matters based on gender identity.

See *Selected High-Profile Litigation* below.

### **Transgender Legal Defense & Education Fund, New York, New York**

*Executive Director, 7/2016-2/2018*

- Supervised approximately 20 transgender civil rights cases
- Directed high profile wins against major employers, including Walmart, Amazon and the U.S. Internal Revenue Service
- Managed staff of 10; led programs including litigation team, help desk, Name Change Project, and educational initiatives; partnered with over 50 major law firms around the country, including \$7M+ in annual pro bono services;
- Created and managed budget of approximately \$850,000, oversaw development team and interfaced with major donors and foundations; ran operations and prepared outward facing communications, such as monthly newsletter and press releases; supervised benefit events
- Doubled revenue and staff

### **Weiss Law Office, New York, New York, New York**

*Attorney, 1993-1998*

### **Jones, Hirsch, Connors & Bull, New York, New York**

*Associate, 1991-1993*

### **Kroll & Tract, New York, New York**

*Associate, 1989-1991*

### **LeBoeuf, Lamb, Leiby & MacRae, Newark, NJ**

*Associate, 1987-1989*

## **SELECTED HIGH-PROFILE LITIGATION**

*Chavez v. Credit Nation Auto Sales*, 966 F.Supp.2d 1335 (N.D. Ga. 2013); 49 F. Supp. 3d 1163 (N.D. Ga. 2014); 641 F. App'x 883 (11th Cir. 2016) – transgender employee fired because of supervisor bias, but also for non-discriminatory reason, equitable tolling granted, amicably resolved after reversal of summary judgment on appeal  
*EEOC and Austin v. Deluxe Financial Services*, No. 15-cv-2646, U.S.D.C., D. Minn. – transgender employee denied name change and terminated after transition – co-litigated with EEOC – consent decree

*EEOC and Branson v. Lakeland Eye Clinic*, No. 8:14-cv-02421, U.S.D.C., M.D. Fla. – transgender employee terminated for poor sales, but she had the receipts – co-litigated with EEOC (first trans case litigated by EEOC)

*Jamal v. Saks*, No. 4:14-cv-02782, U.S.D.C., S.D. Tex. – transgender employee terminated after harassment complaints ignored, amicably resolved

*Lane v. Amazon*, No. 2:17-cv-00134, U.S.D.C., N.D. Ky. – transgender employee and her husband harassed and complaints ignored, constructive termination - win at EEOC level, amicably resolved

*Monegain v. Va. Dept. Motor Vehicles*, No. 3:19-cv-721, U.S.D.C., E.D. Va. - DMV employee forced retirement after gender transition, amicably resolved after court decision denying dismissal of First Amendment claim, 491 F.Supp.3d 117 (E.D.Va. 2020)

*Milo v. Cybercore, et al.*, NSA contractor terminated after gender transition, amicably resolved after court decision denying dismissal of wrongful termination claims, 2020 WL 134537 (D.Md. 2020)

*US and Tudor v. SE Oklahoma State Univ.*, No. 5:15-cv-00324-C, U.S.D.C., W.D. Okla. – transgender professor refused tenure - co-litigated with U.S. D.O.J. through discovery (first trans case litigated by USDOJ) - reinstatement with tenure and promotion to full professor after appeal decision 13 F.4th 1019 (10th Cir. 2021)

## **PROFESSIONAL SERVICE**

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Association of the Bar of the City of New York, Committee Member, Labor & Employment, 2018-2020  
Transgender Law Symposium, Chair 2010-2016  
Lambda Legal Defense & Education Fund, Member, Board of Directors, 2012-2016  
Williams Institute, Faculty Advisory Committee, 2010-2016  
National Center for Transgender Equality Board of Advisors, 2006-2008  
GetEqual, Chair, Board of Directors, 2010-2012

## **CONFERENCE ORGANIZATION**

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Chair, Conference Planning Committee, *Transgender Law Symposium*, National Trans Bar Association, Chicago, Illinois, 2015.

Chair, Conference Planning Committee, *Transgender Law Institute*, National LGBT Bar Association, 2010-2014.

Conference Planning Committee, International Executive Committee, European Union, *International Conference on the Human Rights of Transgender People*, 2010.

Conference Planning Committee, *Conference on Trans Politics, Social Change and Justice*, CUNY Graduate Center, 2005

## **CONFERENCE PRESENTATIONS**

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Panel Discussion, Breaking News: The Supreme Court Decisions on Sexual Orientation and Transgender Discrimination	7/2020	Association of the Bar of the City of New York
Panel Discussion, 2020 Protecting LGBTQ Workers in a Changing Legal Landscape	6/2020	Association of the Bar of the City of New York
Presenter, Upcoming LGBT Supreme Court Cases	2019	NY Women's Bar Association
Panelist, In the Vanguard of Trans Rights	2019	National Trans Bar Association
Presenter, LGBT Employment Law Update	2019	Pennsylvania Bar Institute
Panelist, (The James F. Henry Speaker Series) LGBTQ Issues in the Workplace	2019	New York Law School
Panelist: "Transgender Civil Rights,"	2019	NELA NY

Panelist, Legal Update: Sex Discrimination and Sexual Orientation and Gender Identity	2018	American Bar Association Conference on Labor & Employment
Panelist, A Conversation on Transgender Rights	2016	Fordham Law School
Presenter: "Legal Protections for Transgender Employees," Philadelphia Transgender Wellness Conference	2015	Philadelphia Transgender Wellness Conference
Panel Discussion, Access to Gender Segregated Facilities, Transgender Law Institute	2014	National LGBT Bar Association
Panel Discussion, Transgender Rights at Work: A Legal and Practical Overview	2014	National Employment Lawyers' Association, New York Regional Association
Continuing Legal Education Presentation, Transgender Employment Law Issues	2014	Pennsylvania Bar Institute
Panel Discussion, Legal Issues in the Post-DADT Military	2013	National LGBT Bar Association
Panel Discussion, Employment Law: The Next Frontier in a Post- <i>Macy</i> World, Transgender Law Institute	2013	National LGBT Bar Association
Panel Discussion, Sex Stereotyping in Anti-Discrimination Law	2012	National LGBT Bar Association
Morning Plenary, 50 Top Annual Developments in Transgender Law, Transgender Law Institute	2012	National LGBT Bar Association
Panel Discussion, Making Up Working Women	2011	National LGBT Bar Association
Facilitator, Employment Litigation for Experts, Transgender Law Institute	2011	National LGBT Bar Association

Morning Plenary, 50 Top Annual Developments in Transgender Law, Transgender Law Institute	2010	National LGBT Bar Association
Paper Presentation, Religious Freedom and GLBT Anti-Discrimination Law	2010	Florida Coastal Law School, Jacksonville, Florida
Panel Discussion, Coming out at work: the position of gay and lesbian employees around the world	2009	International Bar Association Conference, Madrid, Spain
Paper Presentation, Constitutional Gender	2009	National LGBT Bar Association Conference, Brooklyn, NY
Paper Presentation, A Constitutional Right to Gender Autonomy	2009	Touro Law School, Islip, NY
Paper Presentation, The Meaning of "Sex" in Title VII	2009	Temple University Law School, Philadelphia, PA
Paper Presentation, Relationships between Transgender Non-Discrimination Law and Corporate	2007	Law and Society Association Conference, Berlin, Germany
Conference organizer and Principal speaker, Transgender Workplace Diversity Workshop for HR and Legal Professionals	2007	Ramapo College, Mahwah, NJ
Keynote presentation: Engaging and including people who are transgender and bisexual"	2007	Northwest Diversity Learning Series Seattle, WA

Paper Presentation, Constitutional Gender	2009	National LGBT Bar Association Conference, Brooklyn, NY
Paper Presentation, A Constitutional Right to Gender Autonomy	2009	Touro Law School, Islip, NY
Paper Presentation, The Meaning of "Sex" in Title VII	2009	Temple University Law School, Philadelphia, PA
Paper Presentation, Relationships between Transgender Non-Discrimination Law and Corporate	2007	Law and Society Association Conference, Berlin, Germany
Conference organizer and Principal speaker, Transgender Workplace Diversity Workshop for HR and Legal Professionals	2007	Ramapo College, Mahwah, NJ
Keynote presentation: Engaging and including people who are transgender and bisexual"	2007	Northwest Diversity Learning Series Seattle, WA
Paper presentation, "Employer Policy Tools for Employee Gender Transition	2006	Out and Equal National Workplace Summit, Chicago, Illinois
Paper presentation, "Gender Identity Recognition in the Courts" Panel Discussion, "Teaching Law and Society: Is There Any There There ?"	2006	Law and Society Association National Conference Baltimore, MD
Panel Discussion, "Balancing Professional Education with the Liberal Arts	2006	Consortium for Undergraduate Law and Justice Programs Annual Meeting, Baltimore, MD
Paper presentation, "The Bathroom Issue"	2006	Translating Identity National Conference, University of Vermont



Panel Discussion, "Dangerous Discussions in the Classroom"	2006	State of the Africana Professoriate Conference, Ramapo College
Panel discussion, "Teaching the Canon"	2005	Collaborative Research Network on Teaching Law and Society, Law and Society Association National Conference, Las Vegas, NV
Paper presentation, "Gender Identity and Identity Regulation in the 21 <sup>st</sup> Century Workplace"	2005	Law and Society Association National Conference, Las Vegas, NV
Paper presentation, "Transgender Workplace Activism"	2005	Trans Justice National Conference, Center for and Gay Studies, City University of New York
Plenary roundtable discussion, Social Change and Justice: Who's Making Decisions? Is There an Agenda?	2005	Trans Justice National Conference, Center for and Gay Studies, City University of New York
Paper presentation, "Transgender Policies Specific to Large Corporations"	2005	Translating Identity National Conference, University of Vermont
"From Plessy v. Ferguson (1896) to Grutter v. Bollinger (2003): The Supreme Court and the Legal History of Educational Diversity in the US"	2004	Colloquium, School of Social Science and Humanities, Ramapo College
"Sex At Work: Transgender Policies in U.S. Employers"	2004	Colloquium, School of American and International Studies, Ramapo College
Paper presentation, "Sex At Work: Transgender in the U.S. Workplace"	2004	Translating Identity National Conference, University of Vermont
"Legal Implications of the Patriot Act"	2004	Teach-In, R-CORE, Ramapo College