

**JON BAUER**

**Clinical Professor of Law**  
**Richard D. Tulisano Scholar in Human Rights**  
**University of Connecticut School of Law**  
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**EMPLOYMENT EXPERIENCE**

**University of Connecticut School of Law**

1988 to present

Clinical Professor of Law  
Richard D. Tulisano '69 Scholar in Human Rights (since 2012)

Director, Asylum and Human Rights Clinic (since 2002)  
Acting Director, UConn Law School Legal Clinic (since 2022)  
Director of Civil Clinical Programs (1994-2004)

Clinical and classroom teaching, supervision of law students  
handling client cases, administration of clinical programs

Clinical courses taught include Asylum and Human Rights Clinic,  
Immigration Detention and DACA Clinic, Civil Rights Clinic,  
Poverty Law Clinic, and Mediation Clinic

Non-clinical courses taught include Employment Discrimination  
Law, Refugee Law, Immigration and Workplace Rights, Evidence,  
and Wal-Mart

Faculty affiliate, University of Connecticut Human Rights  
Institute (since 2004), El Instituto: Institute of Latino/a,  
Caribbean, and Latin American Studies (since 2012), Center for  
Latin American and Caribbean Studies (2009-12), Race Ethnicity  
and Politics Graduate Certificate Program (since 2018)

**Legal Action Center**  
Staff Attorney

1984 to 1988

Litigation in federal and state courts and administrative  
agencies, and legislative and public policy work, on issues  
including the rights of recovering substance abusers, persons  
with HIV infection and ex-offenders; polygraph and drug  
testing; employment discrimination; and confidentiality of  
treatment records.

## **EDUCATION**

**Yale Law School, J.D., 1984**

Honors: C. LaRue Munson Prize for excellence in the investigation, preparation and presentation of a case under a law school clinical program, 1983

Activities: Yale Legal Services Organization, 1981 to 1984: represented prison inmates in litigation involving prison conditions, sentencing, parole and immigration;  
Student Director, Danbury Prison Project

**Cornell University, B.A., 1981**

## **PUBLICATIONS**

### ***Journal Articles***

[Obscured by "Willful Blindness": States' Preventive Obligations and the Meaning of Acquiescence Under the Convention Against Torture](#), 52.2 Columbia Human Rights Law Review 738 (2021)

[Asylum Seekers in a Time of Forced Global Displacement: The Role of Physicians](#), Journal of General Internal Medicine, Vol. 34, Issue 1 (January 2019) (with Katherine C. McKenzie, M.D. and P. Preston Reynolds, M.D.)

[Multiple Nationality and Refugees](#), 47 Vanderbilt Journal of Transnational Law 905 (2014)

[Buying Witness Silence: Evidence-Suppressing Settlements and Lawyers' Ethics](#), 87 Oregon Law Review 481 (2008)

[The Character of the Questions and the Fitness of the Process: Mental Health, Bar Admissions and the Americans With Disabilities Act](#), 49 UCLA Law Review 93 (2001)

[Directiveness in Clinical Supervision](#), 3 Boston University Public Interest Law Journal 35 (1993) (co-authors James H. Stark and James Papillo)

## **Book Chapters**

Overview and Historical Background of U.S. Asylum Law, in [Asylum Medicine: A Clinician's Guide](#) (Springer, 2022)

## **Other Articles**

[Resisting Settlements that Unethically Hide Evidence](#), Connecticut Trial Lawyers Association Forum, Fall 2018

*Adjudicating Refugee Claims and Resettling Refugees in a Climate of Fear*, comments as panel moderator in *Symposium Transcript: The Global Refugee Crisis*, 31 Connecticut Journal of International Law 281 (2016)

[When Secret Settlements are Unethical](#) (with Patrick Malone), New Mexico Trial Lawyer, Vol. 46, p. 45 (May/June 2015)

*Just Say No to Unethical Secret Settlements* (with Patrick Malone), *Trial* (national magazine of the American Association of Justice), September 2010

*Mental Health and Political Asylum*, Connecticut Psychiatrist, Vol. 46, No. 4 (Fall 2006)

## **Practice Publications**

*Asylum Practice Manual* (UConn Law School Asylum and Human Rights Clinic, revised annually; co-written with other Clinic faculty)

*Secret Settlements and Lawyers' Ethics*, in *Crafting Settlements: Tools and Rules* (continuing legal education materials published by Connecticut Bar Association, 2005)

*Housing Discrimination Procedures and Remedies in Connecticut*, in *Fair Housing Practices: A Primer on Fair Housing Law* (continuing legal education manual published by Lorman Education Services, 2002)

*Employment Discrimination Procedures in Connecticut*, in *The Leveler* (Connecticut Employment Lawyers' Association), Vol. III, No. 2 (1999)

*Settlement Provisions Restricting the Plaintiff's Right to Voluntarily Disclose Relevant Information to Others Suing the Same Company May Violate Rule 3.4(f) of the Model Rules*, The Employee Advocate (National Employment Lawyers Association), Summer 1995, at 158

*What is the Status of Disparate Impact/Business Necessity?* in The Civil Rights Act of 1991 (continuing legal education materials published by Connecticut Bar Association, 1992)

*How Drug Abuse and Alcoholism are Treated Under the ADA*, in The Americans With Disabilities Act (continuing legal education materials published by Connecticut Bar Association, 1991)

*Confidentiality: A Guide to the New Federal Regulations Employment Discrimination in New York and What to Do About It* Legal Action Center (1988), co-written with Center staff

## **AWARDS AND FELLOWSHIPS**

2019 U.S. Attorney's Office for the District of Connecticut Affirmative Enforcement and Civil Rights Unit Award, for assistance provided to the Justice Department in its investigation and resolution of civil rights complaint concerning discriminatory inquiries about mental health conditions in the bar admissions process. Presented at Law Enforcement Awards ceremony, New Haven City Hall, June 14, 2019

2019 Connecticut Law Tribune Legal Awards, Attorney of the Year Finalist (first runner-up), May 16, 2019

2018 Distinguished Service Award, UConn Law School Alumni Association, October 16, 2018

2017 Light of Liberty Award, presented by Pennsylvania Immigrant Resource Center to the UConn Asylum and Human Rights Clinic for outstanding service to the community by a legal organization, presented June 7, 2017 at awards ceremony in York, PA

2016 Constance Baker Motley Award for Excellence in Business or Law, presented by Connecticut Commission on Human Rights and Opportunities as part of its 2016 Civil Rights Leaders and Legends Awards at Connecticut State Capitol, November 17, 2016

2015 Tapping Reeve Legal Educator Award, presented by the

Connecticut Bar Association for outstanding contributions to legal education

2012 Myra Oliver Award for Exceptional Service to Immigrants in Connecticut, presented by Connecticut Immigrant and Refugee Coalition, State Capitol, Hartford, CT, April 23, 2012

2010 ADA Groundbreaker Award, presented by Americans With Disabilities Act Coalition of Connecticut, in recognition of advocacy and scholarship aimed at reforming bar admissions practices that discriminate against individuals with disabilities, presented at ADA 20<sup>th</sup> anniversary celebration at Legislative Office Building, Hartford, CT, July 26, 2010

President's Higher Education Community Service Award, presented to the University of Connecticut, one of only five recipients nationwide, by the federal Corporation for National and Community Service, March 2013; the award letter highlights the work of the Asylum and Human Rights Clinic

James W. Cooper Fellow, Connecticut Bar Foundation, 2012-present

## **PRESENTATIONS AND ADDRESSES**

*Why Immigration Judges Resist Mental Health Evidence*, presentation at Cornell Law School symposium on *Bridging the Legal-Scientific Divide in the Treatment of Trauma in Immigration*, September 23-24, 2023, Ithaca, New York

*The Ethics of Using NDAs*, panel presentation at Widener Law Review Symposium, *Silence for Sale: The Uses and Abuses of Non-Disclosure Agreements, Non-Disparagement Clauses, and Secret Settlements*, March 25, 2022, Wilmington, Delaware

*A Community Conversation: Immigration Myths, Laws, Policies, and Reforms*, moderator and discussant for webinar sponsored by Glastonbury MLK Community Initiative, CT Immigrant and Refugee Coalition, and IRIS (with 167 attendees), January 25, 2021

*The Impacts of COVID-19 on Immigration Law*, presentation as part of Series, *COVID-19 and the Law: Perspectives from the UConn Law Faculty*, UConn Law School, April 2020

*The Invisible Wall: Obstacles to Due Process in Immigration Cases*, panelist and discussant at roundtable sponsored by Connecticut Bar Foundation, Hamden, CT, February 19, 2020

*Refugees and Asylum Seekers: Past, Present and Future*, lecture in Emmanuel Synagogue Speakers Series, West Hartford, CT, January 12, 2020

*The Work of the UConn Asylum and Human Rights Clinic and Current Issues in Immigration Law*, UConn Law School Alumni Association Breakfast Briefing, Greenwich, CT, November 7, 2019

*Best Practices in Drafting Medical-Legal Affidavits and Overview of Asylum Law*, two panel presentations for Yale School of Medicine Conference – Medical Forensic Evaluation of Asylum Seekers: The Role of the Clinician in Documenting Human Rights Abuses, New Haven, CT, October 5, 2019

*"What's Mental Health Got to Do with It?" The Struggle to Eliminate Disability-Related Questions from the Bar Admission Character and Screening Process*, panel presentation for the National Association for Rights Protection and Advocacy 2019 national conference, East Hartford, CT, September 20, 2019

*Breaking Down the Wall: How UConn Law and Social Work are Advocating for Immigrants*, panel presentation sponsored by UConn Schools of Social Work and Law, Hartford, CT, April 26, 2019

*Refugees and Refugee Advocacy*, panel moderator at panel sponsored by International Refugee Assistance Project, UConn Law School, Hartford, CT, April 10, 2019

*Law School Clinics and the Work of the UConn Asylum and Human Rights Clinic*, lecture sponsored by The Law Society, University of Connecticut, Storrs, CT, March 27, 2019

*Dreams Turned to Nightmares: The U.S. Immigration System, Youth, and Families*, panel moderator at Diversity Week event, UConn Law School, Hartford, CT, March 26, 2019

*Refugees and the Asylum "Crisis"*, lecture, Tzedek Shabbat Speaker Series, Scarsdale Synagogue, Scarsdale, NY, January 18, 2019

*Working with Mental Health Experts in Cases Involving Trauma*, panel presentation at Connecticut Bar Foundation Symposium on Trauma-Informed Justice, Quinnipiac Law School, North Haven, CT, October 26, 2018

*The Intersection of Asylum Law and Domestic Violence*, panel Moderator at event sponsored by Women's Law Student Association, UConn Law School, Hartford, CT, October 1, 2018

*Current Developments in Asylum and Immigration Law*, Jiran: The Arabic Community Summer Lecture Series, New Britain, CT (sponsored by Middlebury College), July 16, 2018

*Reconsidering the U.S. Approach to Asylum Based on Past Persecution*, paper presented at 2018 Immigration Law Scholars and Teachers Workshop, Drexel University, Philadelphia, PA, May 25, 2018; also served as moderator and discussant at a works-in-progress session, May 26, 2018

*Immigrant Rights and MLK's Legacy*, panel presentation at Glastonbury Community Initiative Event, "MLK's Legacy: The Dream, the Reality, the Future," Glastonbury, CT, April 18, 2018

*Meet Thy Neighbor: Diversity of Refugees in Connecticut*, panel moderator at Diversity Week event, UConn Law School, Hartford, March 29, 2018

*The Trump Administration's Executive Orders on Immigration*, panel presentation, Connecticut Bar Association, New Britain, CT, February 27, 2018

*Psychological Evaluations, Reports, and Testimony in Asylum Cases*, workshop for UConn Health Center residents, interns and fellows, held at UConn Law School, October 3, 2017

*The Future of DACA*, panel presentation, event sponsored by American Constitution Society, Latino Law Students Association, and Muslim Law Students Association, UConn Law School, September 18, 2017

*Examining Mental Health Testimony in Asylum Cases Through Multiple Perspectives: Teaching Law Students and Mental Health Trainees the Skills Needed to Translate from One Discipline to Another*, panel presentation, XXXVth International Congress on Law and Mental Health, Prague, Czech Republic, July 10, 2017. Also served as organizer of the panel, on interdisciplinary

collaboration in programs assisting asylum-seekers

*Where is Home? The Refugee Crisis in Europe and in the U.S.*, panel presentation, Luce-Hartford Conference on Christian Muslim Relations, Hartford Seminary, Hartford, CT, May 22, 2017

*Moderator and Discussant at Works-in-Progress Session*, Association of American Law Schools Conference on Clinical Legal Education, Denver, CO, May 9, 2017

*What's at Stake in the Immigration Orders?*, panel presentation, UConn College of Liberal Arts and Sciences event, "What's at Stake: U.S. Rights and Responsibilities During Political Conflict", Storrs, CT, March 7, 2017

*President Trump's Executive Orders on Immigration: A Conversation About Law, Litigation and Policy*, panel presentation, UConn Law School, Hartford, CT, February 20, 2017

*Innovation and Immigration Specialty Courses*, panel presentation at 2016 Immigration Law Teachers Workshop, Michigan State Law School, May 21, 2016

*Hot Topics in Asylum Law: Asylum Based on Family Affiliations*, Federal Bar Association, Immigration Law Conference, New Orleans, LA, May 13, 2016

*Adjudicating Asylum Claims and Resettling Refugees in a Time of Mass Movements and Fear*, panel moderator at Connecticut International Law Journal's 2016 symposium on the Global Refugee Crisis, April 15, 2016

*The Changing Federal Landscape for Children in Detention: Policy Goals and Realities*, presentation at Workshop on Human-Rights Based Social Work Advocacy for the Rights of Minor Children, UConn School of Social Work, September 18, 2015

*The Inclusive Communities Decision: Disparate Impact Under the Fair Housing Act*, faculty workshop presentation, UConn Law School, September 2, 2015

*The ADA and Employment*, panel moderator at City of New Haven ADA 25<sup>th</sup> Anniversary Celebration, New Haven City Hall, July 21, 2015



*When Secret Settlements Shouldn't Be Secrets: Impermissible Restrictions on Settlement Agreements*, American Bar Association Center for Professional Responsibility, National Conference on Professional Responsibility, panel presentation, Denver, Colorado, May 29, 2015

*Current Issues in Immigration Law*, presentation at Connecticut Bar Association 2015 Connecticut Legal Conference, Hartford, CT, June 15, 2015

*The Role of the Mental Health Professional in Asylum Cases and Best Practices for Medical-Legal Affidavits*, panel presentations at conference on *Evaluating Immigrant Survivors of Torture* sponsored by Yale Center for Asylum Medicine and Physicians for Human Rights, held at Yale School of Medicine, April 11, 2015

*Human Rights, Refugees, and UConn School of Law*, speech together with Bob Woodruff of ABC News, UConn Law Alumni Association Graduate Gathering, New York City, April 29, 2015

*Refugee Displacement and Resettlement*, panel presentation sponsored By Iraqi Refugee Assistance Project, UConn Law School, April 14, 2015

*Global Conversation Series: The U.S. Immigration Crisis*, introductory remarks at panel discussion sponsored by World Affairs Council of Connecticut, February 15, 2015

*Disparate Impact: Practice and Prospects*, panel moderator at Symposium, *Disparate Impact Theory*, sponsored by the Connecticut Public Interest Law Journal, October 17, 2014

*The History of U.S. Refugee Policy and Challenges Currently Faced by Asylum-Seekers*, featured speaker, United States District Court for the District of Connecticut, Multicultural Day, April 2, 2014

*Multiple Nationality and Refugees*, workshop presentations at New York Immigration Law Reading Group, Brooklyn Law School, March 28, 2014; University of Connecticut School of Law faculty workshop, March 4, 2014; and Immigration Law Teachers Workshop, Hofstra Law School, June 1, 2012

*Mental Health, Substance Abuse, and Admission to Practice Law*,  
panelist at University of Connecticut Law School, March 26, 2014

*Where Are We Now? Current Policy and the Future of Federal  
Immigration Reform*, panel moderator at Symposium, *The Future of  
Immigration Policy and Reform*, sponsored by the Connecticut  
Journal of International Law, February 21, 2014

*Should Those Fleeing Gang Violence Be Granted Asylum?*, talk at El  
Instituto: Institute of Latino/a, Caribbean, and Latin American  
Studies, University of Connecticut, October 30, 2013

*Bringing Human Rights Conventions to Life*, panelist at Universitas-  
21 Summer School in Human Rights, University of Connecticut,  
July 12, 2013

*Mediation First, or Last?*, panel presentation at Conference on  
Clinical Legal Education, Association of American Law Schools,  
San Juan, Puerto Rico, April 30, 2013

*Teaching Collaboration in Immigration Clinics*, panel presentation at  
2012 Immigration Law Teachers Workshop, Hofstra Law School, May  
31, 2012

Commentator, Works-in-Progress Session, 2014 Immigration Law  
Professors' Workshop, University of California-Irvine Law  
School, May 24, 2014

*Dual Nationality and Asylum*, work-in-progress session at  
2012 Immigration Law Teachers Workshop, Hofstra Law School,  
June 1, 2012

*Asylum Law in the United States and Security-Related Grounds of  
Exclusion from Refugee Status*, presentations at the University  
of Brescia Faculty of Law, Brescia, Italy, July 22, 2012

*Latino/a Immigrants and the Justice System: A Human Rights Issue*,  
Institute of Puerto Rican and Latino Studies, University of  
Connecticut, November 10, 2011

*Clinical Law Teaching*, panel presentations at Yale Law School, Law  
Teaching Series, March 9, 2011 and February 14, 2007

*Clinical Supervision*, faculty workshop, University of Brescia  
Faculty of Law, and three seminars for students in Brescia's  
Legal Clinic program on client counseling, employment  
discrimination, and refugee law in a legal clinic setting.  
Brescia, Italy, March 9-11, 2010

*Reforming the Undocumented Workforce*, panel moderator at Symposium,  
*Undocumented Immigrants in the Workplace: Exploring Rights and  
Reforms of America's Shadow Labor Force*, sponsored by the  
Connecticut Public Interest Law Journal, March 26, 2010

*Are Secret Settlements Unethical?* Panelist in national teleseminar,  
American Association for Justice, March 16, 2010

*The Political Asylum Process and Mental Health Issues*, keynote  
address at annual meeting of Connecticut Psychiatric Society,  
New Haven, Connecticut, June 6, 2006

*Mental Health and the Political Asylum Process: Psychiatry and the  
Law Cross Paths*, presentation to Psychiatry Interest Group,  
University of Connecticut School of Medicine, February 18, 2010

*Psychosocial Issues Pertaining to Refugees*, "Grand Rounds"  
presentation to residents and medical students at University of  
Connecticut Health Center, September 2005

*Recent Developments in Asylum Law and Practice*, presentation at  
meeting of Connecticut Chapter of the American Immigration  
Lawyers Association, September 17, 2010

*Tara's Crossing*, moderated and spoke at post-play panel discussion  
after performance of play about a transgendered asylum-seeker,  
University of Connecticut School of Law,  
April 21, 2011

*Audience Talk Back*, appeared on stage with playwright and cast of *De  
Novo*, a play presented by the Houses on the Moon Theater  
Company, to discuss issues of immigration law and policy raised  
by the play, Charter Oak Cultural Center, Hartford, CT,  
November 22, 2008

*Issues Raised by Immigration Raids*, panel moderator at Symposium,  
*Immigration Issues in Light of Recent Comprehensive  
Immigration Reform Failure*, sponsored by Connecticut Journal of  
International Law, April 11, 2008

*Discrimination in Rental Housing After Forty Years of Fair Housing Enforcement*, panel presenter at Annual Symposium of University of Connecticut School of Law, Black Law Students' Association, *Affordable & Fair Housing: Reality or Another American Dream?*, February 22, 2008

*Wal-Mart and Labor*, panel moderator at Symposium, *Wal-Mart Matters*, sponsored by Connecticut Law Review and Connecticut Journal of International Law, October 20, 2006

*Secret Settlements and Lawyers' Ethics*, presentation at Connecticut Bar Association continuing legal education program, New Britain, Connecticut, November 4, 2005

*Ethical Issues in Settlement*, presentation at AALS Workshop on Clinical Legal Education, Vancouver, Canada, May 16, 2003

*Attorney Participation in Secret Settlements*, presentation at faculty colloquium, University of Connecticut School of Law, May 1, 2002

*Fair Housing Practices: A Primer on Fair Housing Law*, continuing legal education workshop, Trumbull, CT, 2002

*The Americans With Disabilities Act and Mental Health Screening of Prospective Lawyers*, paper presented at XXIInd International Congress on Law and Mental Health, Montreal, Canada, 1997

*Bringing Human Rights Conventions to Life*, presentation at Universitas-21 Summer School in Human Rights, Storrs, CT, July 12, 2013

*Asylum Law and the Work of the Asylum and Human Rights Clinic*, Presentations to UConn undergraduates sponsored by UConn Human Rights Institute, 2004-2007; also taught class sessions in undergraduate honors History seminar on asylum and Central American migrants, 2009-13; class sessions at UConn School of Social Work on human rights, social work, and refugees, 2010-16; and class sessions for psychiatry interns at UConn School of Medicine on the role of mental health evidence in asylum cases, 2014-16

*The Future of Source-of-Income Discrimination Laws*, presentation at annual conference of Connecticut Housing Coalition, 1998

*On Being an Expert Witness*, presentation at Clifford Beers Child Guidance Clinic, New Haven, CT, 1999

*Litigating Employment Discrimination Cases*, presentations at statewide training program for Connecticut legal services attorneys, 1992 and 1999

*Litigating Housing Discrimination Cases*, presentations at annual attorney trainings conducted by Connecticut Fair Housing Center, 1996-2000

Invited colloquium participant and discussion group leader, conference on "The Survival of Legal Services for the Poor in Connecticut" sponsored by Connecticut Bar Foundation, 1996

Presentations at three continuing legal education programs sponsored by Connecticut Bar Association, 1991 to 1993

*Confidentiality of Treatment Records*, presentations at state-wide conferences of chemical dependency professionals in five states, 1985 to 1990, and as guest faculty member at Rutgers Center of Alcohol Studies, 1985 to 1988

Testified at legislative and regulatory hearings before U.S. Congressional Committees, Connecticut General Assembly, New Jersey legislature, and Rules Committee of Connecticut Superior Court, on topics including anti-discrimination laws, bar admissions, welfare reform, polygraph and drug testing in employment, 1986-present

## **SELECTED ADVOCACY**

Argued and wrote amicus curiae brief on behalf of HIAS and three other national refugee organizations in *Zepeda-Lopez v. Garland*, 38 F.4th 315 (2d Cir. 2022). In an important precedential decision, the U.S. Court of Appeals for the Second Circuit, adopted the argument made in the amicus brief, held that the immigration agencies' policy of denying asylum to persons with more than one nationality was unlawful. The court's decision also cited and discussed my scholarly work on multiple nationality in U.S. and international refugee law.

Argued *Vumi v. Gonzales*, 502 F.3d 150 (2d Cir. 2007) in U.S. Court of Appeals for the Second Circuit, a frequently cited decision that established important principles for asylum claims involving persecution based on imputed political opinion or family membership.

*Walker v. Lynch*, 657 Fed. Appx. 45 (2d Cir 2016): In another case handled by the Asylum and Human Rights Clinic, the Court overturned an immigration judge's decision denying relief from removal under the Convention Against Torture to a gay man from Jamaica on the ground that the Jamaican government does not "acquiesce" to the widespread societal violence against LGBT people. The Court found that Jamaica's laws criminalizing homosexual conduct and police failures to investigate crimes against gay people are highly probative of government acquiescence.

*Nderere v. Holder*, 467 Fed. Appx. 56(2d Cir. 2012): The U.S. Court of Appeals for the Second Circuit relied on the Clinic's arguments to overturn the immigration agencies' refusal to consider circumstances of coercion and duress in assessing whether a drug offense is a "particularly serious crime" that bars an asylum applicant from obtaining relief from removal

Immigration Detention Service Project: Together with clinical teaching fellows, organized and led week-long service trips to immigration detention centers in Pennsylvania, held each year from 2016-2019. The IDSP brought law students, undergraduates, law and social work faculty members, and alumni attorneys to work with detained asylum-seekers and their families, assisting them in preparing and presenting their asylum claims and in securing release from detention.

Coordinated advocacy efforts by mental health, civil rights, and bar groups to reform bar admissions practices in Connecticut that discriminated based on disability. Litigated and negotiated consent decree in *Szarlan v. Connecticut Bar Examining Committee*, No. 3:94CV000160 (June 27, 1995), which eliminated a question requiring disclosure of all past mental health treatment. Drafted new court rules restricting the use of mental health information in the bar admissions process, adopted by the Connecticut judiciary in 2010, and served on working group convened by retired Connecticut Supreme Court Justice David Borden that recommended further reforms. Worked with the ABA Commission on Disability to draft a resolution and report urging bar admission authorities nationwide to eliminate

mental health questions, adopted at the ABA's Annual Meeting in August 2015. Assisted the U.S. Attorney's Office in its investigation of civil rights complaints against Connecticut Bar Examining Committee, which resulted in a 2019 agreement that eliminated all mental health questions from the Connecticut bar application form and created new procedures to ensure non-discriminatory treatment of bar applicants with mental health or substance abuse treatment histories.

Litigated and negotiated consent decree in *Pahaham and Rogers v. Danbury Police Department*, No. 5:92CV00073 (D. Conn. Dec. 2, 1994), a case alleging systemic race discrimination in training and promotional opportunities. The consent decree established detailed training, special unit assignment and promotion procedures as safeguards against discrimination.

Wrote amicus curiae brief filed in Connecticut Supreme Court on behalf of the NAACP, NOW, and seven other civil rights organizations and unions in *Angelsea Productions v. Commission on Human Rights and Opportunities*, 674 A.2d 1300 (Ct. 1996), seeking reconsideration of a decision that adversely affected the due process rights of discrimination claimants, which was later overturned by legislation.

Headed Polygraph Project at the Legal Action Center of the City of New York, Inc., 1985-1988, which used litigation and legislative advocacy to combat employers' use of polygraph testing as a screening device and contributed to the passage of the federal Polygraph Protection Act of 1988.

## **PROFESSIONAL ACTIVITIES**

Connecticut Fair Housing Center, President, 2015-2019, 1999-2000, Board member, 1994-2005 and 2010-2019; Treasurer, 2011-15

Connecticut Bar Foundation, James W. Cooper Fellows, Education and Planning Committee, 2012-2018

Board of Directors, Connecticut Legal Services, Inc., 1998-2008; Executive Committee 2001-2008, Secretary 2007-2008

Hartford Immigration Court, Pro Bono Committee, 2015-2017

Immigration Law Committee, Connecticut Bar Association, 2014-present

American Immigration Lawyers Association, Connecticut chapter member, 2002-present

Board of Directors, Connecticut Legal Rights Project, Inc. 2006-2009

Board of Directors, Initiative for Public Interest Law at Yale, Inc., 1989 to 1993

Connecticut Bar Association, Section on Human Rights and Responsibilities, Executive Committee, 1989-99

Advisory Committee to Connecticut Law Revision Commission Concerning the Human Rights and Opportunities Complaint Process, 1996-97

Connecticut Commission on Human Rights and Opportunities, Task Force on the Public Hearing Process, 1992-93

Consultant, Connecticut Department of Health Services, drafted regulations to implement state law on HIV testing and confidentiality, 1989

### **LAW SCHOOL AND UNIVERSITY SERVICE**

University of Connecticut, Gladstein Committee (governing board of Human Rights Institute), 2011 to present

University of Connecticut, President's Working Group on Immigration Changes, 2017 to 2019

University of Connecticut, Affiliate Faculty Board of El Instituto: Institute of Latina/o, Caribbean, Puerto Rican, and Latin American Studies, 2015-2018

University of Connecticut, Committee on the Use of Human Subjects in Research, 1990 to 2004



Law school faculty committees have included Faculty Appointments, Educational Policies, Admissions, Petitions, Strategic Planning, Disabilities, Public Interest and Pro Bono, Career Planning and Clerkships, Clinics, Student Life and Wellness, Facilities, Website Enhancement, Harassment Policies, and search committees for various positions

Chaired law school committees on Educational Policies, 2015-16 (developed institutional learning outcomes for Law School) and 2010-11 (developed new system for individual externships); Public Interest and Pro Bono, 2012-14 and 2008-10 (developed new pro bono policy for law school); Career Planning and Clerkships, 2011-12; Ad Hoc Committee on Long-Term Contract Standards and Procedures, 2008-09; Admissions Committee, 2005-06; Disabilities Committee, 2001-2005

Served as Academic Misconduct Hearing Officer, 2013 and 1999

Faculty advisor to law student organizations: People's Parity Project, 2020 to present; Public Interest Law Group, 2002 to present; Connecticut International Law Journal (served as co-faculty advisor for 2016 Symposium on the Global Refugee Crisis); Unemployment Action Center (until 2009)

## **BAR ADMISSIONS**

United States Supreme Court

U.S. Courts of Appeals for the Second and Federal Circuits

U.S. District Courts for the Districts of Connecticut and Southern and Eastern Districts of New York

States of Connecticut and New York