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The Center's Legal Initiatives Project (CLIP)

## **Danielle Cornwell, a Colorado transgender woman, has settled her employment discrimination case.**

**(Denver, Colorado, November 21, 2006)** — The Center's Legal Initiatives Project (CLIP) today announced that Danielle Cornwell, a transgender woman, has settled her employment discrimination case against Intermountain Testing Company (ITC) of Englewood. The no-fault settlement agreement ends a dispute about the termination of Cornwell's employment with ITC, and provides that Cornwell will return to her job with ITC in December 2006.

In September 2006, the Colorado Civil Rights Division (CCRD) issued a finding that ITC had discriminated against Cornwell on the basis of her sex as a transgender woman in terminating her employment. ITC did not agree with the decision and maintained that this layoff was similar to others that had taken place at the company through the years as business fluctuated. In agreeing to settle Cornwell's case, ITC did not admit any fault or discriminatory treatment. As part of the negotiated settlement, Cornwell will be rehired as a radiographer and testing technician. ITC is pleased to have Cornwell back and notes that customer demand has increased. The settlement agreement was reached after Cornwell, ITC, and their attorneys met in a "conciliation conference" sponsored by CCRD on October 9<sup>th</sup>. Other provisions of the settlement agreement are confidential.

"We are very pleased with this positive resolution. Putting Danielle Cornwell back to work is really a win-win outcome. ITC gets to enjoy the skills of an experienced and hard-working employee, and Ms. Cornwell gets to return to the job that she loved." said Mari Newman, CLIP Cooperating Attorney, of the Denver civil rights firm Killmer, Lane & Newman, LLP.

### **NEWS RELEASE**

[www.glbtcolorado.org](http://www.glbtcolorado.org)

**FOR IMMEDIATE RELEASE**  
Tuesday, November 21, 2006

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The Center's Legal Initiatives Project (CLIP) is the legal outreach project of The Gay, Lesbian, Bisexual & Transgender Community Center of Colorado, Inc. (The Center). CLIP is devoted to the equal rights of gay, lesbian, bisexual, and transgender people, and those with HIV in Colorado.

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Cornwell, a resident of Arvada, was known for most of her life as David. In June 2005, Cornwell informed ITC that she was a transgender woman and would begin transitioning to the female gender, which would include wearing female clothing and going by the name "Danielle."

ITC, based in Englewood, is in the business of providing testing services to the construction and manufacturing industries. Cornwell had worked as an ITC radiographer and testing technician for about 15 years.

Danielle Cornwell expressed relief about the settlement of her case. "All I've ever wanted to do was my job. I'm looking forward to returning to work at ITC and putting this behind me." ITC is pleased business has improved so Cornwell could be rehired.

More information about the case, entitled "*Danielle Cornwell v. Intermountain Testing Company, Inc.*," Colorado Civil Rights Division (2006) may be obtained through The Center's website at [www.glbtcOLORADO.org](http://www.glbtcOLORADO.org).

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CLIP was formed as the "Colorado Legal Initiatives Project" in November 1992 to challenge the anti-gay Amendment 2, which would have prohibited municipalities and state agencies in Colorado from providing any legal protections for gay, lesbian, bisexual and transgender (GLBT) persons. In 1996, the U.S. Supreme Court held that Amendment 2 was unconstitutional in the historic case of *Romer v. Evans*. After the Amendment 2 case, CLIP became a comprehensive legal project devoted to the civil rights of GLBT people and people with HIV and AIDS. In 2000, CLIP merged with and became a program of The GLBT Community Center of Colorado. It is now known as "The Center's Legal Initiatives Project." CLIP fills a unique niche in the spectrum of legal services in Colorado. CLIP pursues litigation to guarantee equal and just treatment of GLBT people and persons with HIV and AIDS. CLIP also promotes understanding and acceptance of GLBT people by educating the public about discrimination and promoting fair treatment through progressive public policy.

Founded in Denver in 1976, The GLBT Community Center of Colorado ("The Center") is one of the nation's oldest organizations serving GLBT people and this year celebrates its 30<sup>th</sup> Anniversary. (For more information, see [www.glbtcOLORADO.org](http://www.glbtcOLORADO.org).) The Center is the only statewide, nonprofit community center dedicated to providing support and advocacy for Colorado's GLBT communities. We serve as a catalyst for community organizing, support services, social activities, and cultural events. Social and support group events at the Center attract over 2,000 people to the facility every month. We also offer meeting space for community organizations. The Center's programs include:

- The Center's Legal Initiatives Project (CLIP)
- GLBT Social & Support Groups
- Youth Services/Rainbow Alley
- Speakers Bureau
- Public Policy Advocacy
- Health Resource & Referral
- Lesbian Cancer Support Services
- Safe Facility for Group Meetings
- Denver PrideFest
- Terry Mangan Library
- News Media Resource
- David Bohnett Cyber Center