

**CAREER OPPORTUNITY**  
**Equality Center Counsel - Disability Rights [CE-02]**  
**American Civil Liberties Union Foundation**  
**Legal Department, NY, D.C. or San Francisco**

The American Civil Liberties Union Foundation (“ACLU”), founded in 1920, is a nationwide, nonprofit, nonpartisan organization with more than 500,000 members dedicated to the principles of liberty and equality embodied in the U.S. Constitution and our nation’s civil rights laws. The ACLU’s Equality Center seeks applicants for a full-time Equality Center Counsel position focused on Disability Rights in either the ACLU’s New York City, Washington, D.C. or San Francisco office.

**OVERVIEW**

The ACLU has a long history of defending the rights of people with disabilities. It played a major role in securing passage of the Americans with Disabilities Act. The ACLU has battled discrimination against persons with HIV/AIDS and stood up for the voting rights of persons with disabilities in the ongoing debate over electoral reform. It has fought to obtain adequate health care and access to services for prisoners with disabilities across the country. The ACLU also established the right to treatment for persons with mental illness who are involuntarily committed.

Today, the ACLU’s Disability work is handled in its Washington legislative office, in legal and advocacy programs focused on HIV, Immigrants, Racial Justice, Prisons and Human Rights, among others and in the ACLU’s 53 affiliate offices around the country. The job of the Equality Staff Counsel will be to: 1) inventory, track and advise on all of the ACLU’s current ongoing disability work and other work with disability implications; 2) bring a disability lens to the ACLU’s ongoing work and to other civil liberties questions as they arise; 3) help the ACLU develop and refine its disability work; 4) identify potential disability related litigation, legislative and policy work; 5) help ACLU affiliates develop and refine ongoing disability work, and identify potential new disability work; and 5) work with other groups involved in disability rights. At the start, the Equality Counsel will report to the Director of the Equality Center, Matthew Coles.

**ROLES AND RESPONSIBILITIES**

- Survey, catalogue and track the national ACLU’s disability work, and provide advice on how best to use it to advance disability rights;
- Review the national ACLU’s strategic plans, and provide a disability focus;
- Assist ACLU national and affiliate staff with disability related aspects of existing and future litigation and advocacy;
- Assist ACLU national and affiliate staff in identifying and developing disability litigation and advocacy;
- Prepare memos, briefing papers, talking points etc. for internal and external use on disability issues;
- Identify potential disability related issues for the ACLU itself;
- Articulate internally and externally disability related civil liberties issues;
- Work with disability rights organizations and other groups involved in disability rights.

**EXPERIENCE AND QUALIFICATIONS**

- J.D. degree required and two or more years of experience as a litigator, legislative lawyer or as a judicial clerk preferred.

- Life experience with disability a plus.
- Ability to work independently as well as within a team.
- Ability to work with other public interest and community groups.
- Demonstrated commitment to public interest law. Demonstrated commitment to the rights of the disabled preferred.
- Ability to engage in complex legal analysis and fact investigation in impact litigation, policy and legislative advocacy settings while under tight deadlines.
- Demonstrated ability to think creatively and strategically about using the law to achieve policy reform.
- Excellent legal research and writing skills.
- Knowledge of disability law preferred.
- Fluency in Spanish a plus.
- Note: the job requires extensive travel.

## COMPENSATION

The ACLU offers a generous and comprehensive compensation and benefits package, commensurate with experience and within parameters of the ACLU compensation scale.

## HOW TO APPLY

Please send a cover letter (with salary requirements), resume and writing sample by email to [hrjobs@aclu.org](mailto:hrjobs@aclu.org) - reference [CE-02/Rhb] in subject line - or by mail to:

Human Resources  
RE: [CE-02/Rhb]  
American Civil Liberties Union Foundation  
125 Broad Street, 18th Floor  
New York, NY 10004

*Please indicate in your cover letter where you learned of this career opportunity.*

Applications will be accepted until the position is filled, which will not be before November 12, 2011.

**The ACLU is an equal opportunity/affirmative action employer and encourages applications from all qualified individuals including women, people of color, persons with disabilities, and lesbian, gay, bisexual, and transgender individuals.**

The ACLU comprises two separate corporate entities, the American Civil Liberties Union and the ACLU Foundation. Both the American Civil Liberties Union and the ACLU Foundation are national organizations with the same overall mission, and share office space and employees. The ACLU has two separate corporate entities in order to do a broad range of work to protect civil liberties. This job posting refers collectively to the two organizations under the name "ACLU."