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OF PHILADELPHIA

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**Executive Director**  
Deborah L. Freedman

Date

Name  
Address  
Address

Dear [First Name],

I'm asking for your help to stop the sexual harassment of low-wage workers in its tracks.

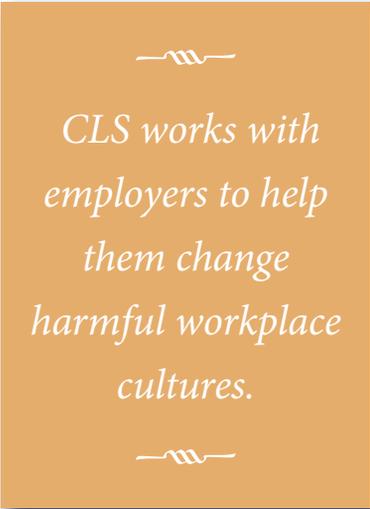
Did you know that women working low-wage jobs are at the greatest risk of sexual harassment and workplace assault? Did you know that restaurants are the largest source of sexual harassment legal complaints in the US? Women working in restaurants and in housekeeping jobs, many of whom are immigrants, not only struggle to survive on poverty wages, but also face serious consequences, such as loss of employment, for speaking up about the crimes committed against them. Here is one of their stories:

**Sofia**, an immigrant worker, washed dishes at a popular Philadelphia restaurant. A few months into her job, a co-worker began making sexual comments to her and, worse, following her after work. **The harassment escalated until he sexually assaulted her at work.** Sofia and another female dishwasher reported the incident to the restaurant's manager, who, instead of addressing this act of violence, accused them both of lying, and soon after, fired them for reasons they believed were retaliatory. Sofia was left without a paycheck, and without the justice she deserved.

Sofia was traumatized not only by the assault, but also by being fired and feeling guilty about causing her co-worker to lose her job too. She became depressed, anxious, and could barely eat.

She came to Community Legal Services (CLS) seeking justice. CLS took her case, filing complaints of sexual harassment and retaliation with the Equal Employment Opportunities Commission, and eventually settling with the restaurant. The cash settlement gave Sofia much-needed income while she searched for a new job.

**Your support of CLS helps us help workers like Sofia, but we won't stop there.** We can, and *we must*, prevent sexual harassment and assault from happening in the first place. To do that, CLS also works with employers to help them change harmful workplace cultures.



**YES, I want to make a tax-deductible gift to Community Legal Services to increase access to justice for everyone.**

My gift will be:  \$XX  \$XX  \$XX  Other \_\_\_\_\_

I will make my gift through United Way Donor Choice (Select #02149 for CLS)

To make a credit card gift online, visit [www.clsphila.org/give](http://www.clsphila.org/give).

Please update your name and address as needed:

Name  
Address  
Address  
Address  
C/S/Z

The official registration and financial information of the Community Legal Services, Inc. may be obtained from the Pennsylvania Department of State by calling toll free, within Pennsylvania, 1 (800) 732-0999.

Registration does not imply endorsement.



## COMMUNITY LEGAL SERVICES OF PHILADELPHIA

To combat sexual harassment, CLS and our partner organizations have launched the Coalition for Restaurant Safety and Health (CRSH). CRSH uses a novel strategy to engage in **sexual harassment prevention** by offering an innovative kind of anti-harassment training, free to restaurant employers and workers, which helps employers identify harassment and stop it before it starts. We also offer guidance for employers who wish to adopt anti-harassment policies.

**You make this possible. When you make a gift to CLS, you are standing up against sexual harassment and assault.**

We know that our clients like Sofia are grateful that your support gives them a place to turn.

**Please make a donation to CLS today, so that women have safe work environments where they can support themselves and their families.**

*To combat sexual harassment, CLS and our partner organizations have launched the Coalition for Restaurant Safety and Health.*

Sincerely,

Debby Freedman  
Executive Director

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North Philadelphia Law Center: 1410 West Erie Ave. | Philadelphia, PA 19140-4136 | Telephone: 215-227-2400

### Community Legal Services – Mission: Justice for All

**Purpose: To provide free civil legal services and advocacy for people in need.**

Founded in 1966 by the Philadelphia Bar Association, Community Legal Services (CLS) has provided free civil legal assistance to more than one million low-income Philadelphians. Approximately 9,100 clients were represented by CLS in the past year. CLS assists clients when they face the threat of losing their homes, incomes, health care, and even their families. CLS attorneys and other staff provide a full range of legal services, from individual representation to administrative advocacy to class action litigation, as well as community education and social work. CLS is nationally recognized as a model legal services program.