

About the Authors

Christopher S. Krimmer, lead author, is a partner at Forward Legal Services, LLC, where he practices statewide in family law and LGBT law. He was an adjunct professor of law at Marquette Law School for approximately 13 years, where he taught pretrial skills and a course in sexual orientation and the law. He graduated cum laude from the University of Wisconsin Law School and magna cum laude from the University of Wisconsin-Milwaukee, where he received a bachelor of arts degree. Attorney Krimmer has worked extensively in the field of gay and lesbian rights, with numerous publications and seminar presentations. He founded the first statewide nonprofit legal services program serving individuals with human immunodeficiency virus (HIV) and also served as the legal director for the Legal Services Program at the AIDS Resource Center of Wisconsin, where he represented hundreds of clients in a variety of legal disputes, including discrimination, bankruptcy, confidentiality breaches, and estate planning.

Matthew W. Bell is an attorney with Boardman & Clark LLP in Madison, Wisconsin. Matt is a member of the school law practice group at the firm. Matt regularly advises school officials and represents school districts on issues involving school law. He is a former school psychologist and director of special education and uses his in-depth knowledge of special education and disability law to assist districts in navigating complex student issues. Matt graduated from the Michigan State University College of Law, summa cum laude, and received his undergraduate degree in psychology from the University of Wisconsin-Madison and his master's degree in school psychology from the University of Wisconsin-Whitewater.

Katherine L. Charlton is a shareholder in the Milwaukee office of Hawks Quindel, S.C. She focuses her practice in employment law representing employees, family law, and fair housing law. She is a cochair of the State Bar of Wisconsin's Annual Employment Law Update seminar, an author of two chapters of the State Bar's *Wisconsin Employment Law* treatise, and an author of a chapter in *Sexual Orientation, Gender Identity, and the Law* (State Bar of Wis. 2d ed. 2021). Ms. Charlton has served in leadership roles for the State Bar of Wisconsin, the Milwaukee Bar Association, the Association of Women

Lawyers (Milwaukee), and the ACLU-Milwaukee. She is a fellow of the Wisconsin Bar Foundation and was in the inaugural class of the State Bar's G. Lane Ware Leadership Academy. Ms. Charlton has received numerous awards for her pro bono and public service work, including from the Women's Fund in 2016, the *Wisconsin Law Journal* in 2017, and the Milwaukee Justice Center in 2018.

Abigail L. Churchill is an attorney and works at CUNA Mutual Group. Abby became interested in the unique legal issues affecting the transgender community when she interned with the Transgender Law Center. In November 2016, she started the Trans Law Help Wisconsin project. This project provides assistance with name and gender marker changes on identity documents and hosts regular name and gender marker change clinics around Wisconsin. In addition, Abby frequently writes and presents on transgender legal issues. Abby is licensed to practice in Wisconsin.

Eric D. Défort is the assistant administrator for the Milwaukee office of the Division of Hearings and Appeals (DHA) (in the Wisconsin Department of Administration), where he supervises the DHA's administrative law judges, manages the division's operations, assists the division administrator in the review of appeals and posthearing motions, and serves as an administrative law judge. Eric has presided over revocation hearings brought by the Wisconsin Department of Corrections and contested case hearings involving the Wisconsin Department of Natural Resources, the Wisconsin Department of Justice (DOJ), the Wisconsin Department of Agriculture, Trade and Consumer Protection, and the Wisconsin Department of Administration. Before joining the DHA, Eric was an assistant attorney general in the Criminal Litigation Unit and the Medicaid Fraud Control Unit at the DOJ, where he served as a special prosecutor throughout the state of Wisconsin in criminal prosecutions and in sexually-violent-person commitment cases. Prior to working at the DOJ, Eric was an assistant district attorney for the Milwaukee County District Attorney's Office, where he served as a prosecutor in county ordinance, general misdemeanor, domestic violence, general felony, and termination-of-parental rights cases. Before working as a prosecutor, he worked at the criminal defense firm of Mandell & Ginsberg, in Madison, Wisconsin. He earned his B.A., with honors, from Arizona State University and his J.D. from the University of Wisconsin Law School, where he was awarded the Bruce Beilfuss award for scholarship and community service.

Nicholas E. Fairweather is a shareholder with Hawks Quindel, S.C. He received his undergraduate degree from Lawrence University and his law degree from Case Western Reserve University. Mr. Fairweather is a past chair of the Solo/Small Firm & General Practice Section of the State Bar of Wisconsin. He has served on the boards of the Tenant Resource Center and Community Justice, Inc., both Madison nonprofit organizations. He focuses his practice on employee-side employment counseling and litigation and civil litigation, including consumer protection matters. He practices out of the Madison office of Hawks Quindel, S.C.

Brian P. Goodman is an attorney and a member of the school law and labor and employment practice groups of Boardman & Clark LLP. Prior to attending law school, Mr. Goodman was a music teacher and received his master's degree in educational administration from Northern Illinois University. He uses his experience as an educator to assist school districts and employers on a wide range of legal issues, including navigating the COVID-19 pandemic, employee separations, employee leaves of absences and accommodations, discrimination and respectful-workplace issues, First Amendment rights, and compliance with open meetings and public record laws. Mr. Goodman is a frequent writer and presenter on education and employment law matters. He graduated from the University of Wisconsin Law School, magna cum laude, and was elected to the Order of the Coif. Mr. Goodman currently serves on the the Wisconsin School Attorneys Association board.

J. Daniel Guinn is the vice president of compliance and general counsel with Vivent Health, the state of Wisconsin-designated AIDS service organization providing integrated health, prevention, and social services through the nationally recognized Vivent Health HIV Medical Home in Wisconsin, Colorado, Missouri, and Texas. His practice focus includes pharmacy, contracts, mergers and acquisitions, corporate governance, risk management, and privacy. He previously served as executive director of AIDS Network, providing legal, prevention, dental, case management, and many other services in southern Wisconsin. Prior to becoming executive director, he worked as the director of client services, director of legal services, and staff attorney at AIDS Network, providing direct assistance to individuals living with HIV/AIDS in many areas including estate planning, housing, consumer debt, immigration, and discrimination. He received his J.D. from Valparaiso University School of Law, an M.A. from the University of Alabama, and B.A. degrees from the University of Tennessee. He is a member of the American Health Lawyers Association, the Public Interest Law and Health Law Sections of the State Bar of Wisconsin, and the Rotary Club of Madison.

JoAnn M. Hart has retired from practice with Boardman & Clark LLP, where she was a member of the school law and labor and employment practice groups. She earned her bachelor of music degree with honors from Alverno College and her law degree, cum laude, from the University of Wisconsin Law School. She represented Wisconsin school districts throughout her career, with a particular emphasis on special education, disability, and employment law issues. Ms. Hart was a frequent speaker and writer on topics relevant to schools, municipalities, and private employers. She has served as president of the Wisconsin School Attorneys Association and chair of the State Bar of Wisconsin's Labor and Employment Law Section.

Rebekah Kopec-Farrell was the director of the Legal Services Program of Wisconsin at Vivent Health, formerly known as the AIDS Resource Center of Wisconsin, for nearly 12 years. Vivent Health provides HIV outreach and prevention services as well as comprehensive, integrated medical care and social services support for people living with HIV/AIDS in Wisconsin, Colorado, Missouri, and Texas. The Legal Services Program of Wisconsin assists people living with HIV in addressing their potentially health-harming legal needs in multiple areas, including discrimination, confidentiality, housing, Social Security disability, and simple estate planning. She previously worked in Medicare and Medicaid federal government contracting, and she was a legal intern with the AIDS Resource Center of Wisconsin and Centro Legal. She has also volunteered with Election Protection, Historic Milwaukee, and Legal Action of Wisconsin. Rebekah received her J.D. from Marquette University Law School and her B.S., with honors, from the University of Wisconsin-Milwaukee.

M. Tess O'Brien-Heinzen is partner and a member of the school law, litigation, and nonprofit practice groups of Boardman Clark. Tess provides legal consultation to school districts, charter schools, and postsecondary institutions in a broad range of areas including special education and disability law, policy development, student-related issues, and corporate organization. In addition, she is a frequent speaker and writer on Title IX, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, and the Individuals with Disabilities Education Act. Tess earned her law degree, cum laude, from the University of Wisconsin Law School and clerked for two years for the late Wisconsin Supreme Court Justice William Bablitch. Tess is the past president of the Wisconsin School Attorneys Association board.

Miri Pogoriler is a staff attorney at Vivent Health, Wisconsin’s designated AIDS service organization, which provides integrated health, prevention, and social services throughout Wisconsin and in Denver, St. Louis, and Austin. Miri provides people living with HIV or AIDS with information, advice, and direct representation in many areas including estate planning, housing, confidentiality, discrimination, disability benefits, and consumer debt. She previously volunteered and then worked as a staff attorney for Legal Action of Wisconsin, providing direct legal assistance in several areas including housing, driver’s license recovery, and disability. She is currently the chair of the Legal Assistance Committee of the State Bar of Wisconsin and previously served on the Perfect Harmony Men’s Chorus Board of Directors. Miri received her J.D. from Harvard Law School and a B.A., with distinction, from the University of Wisconsin-Madison.

Past Author

Anne Daugherty-Leiter