



Gay, Lesbian, Bisexual & Transgender  
Employees of Verizon & Their Allies

# GLOBE of Verizon celebrates *Pride Worldwide*

## Statement of Purpose

GLOBE of Verizon is a support and resource group organized to address the needs and concerns of gay, lesbian, bisexual and transgendered employees at Verizon.

GLOBE's primary focus is on workplace issues affecting gay, lesbian, bisexual or transgendered employees and those who have family, friends, or colleagues who are lesbian, bisexual, gay or transgendered.

GLOBE of Verizon is fully committed to Verizon's success, and through its experience, partnership and insight, identifies opportunities in bisexual, gay lesbian and transgendered markets.

GLOBE of Verizon is open to any Verizon employee or retiree who supports the group's purpose and goals, regardless of sexual orientation or gender variance.

## Pride Colors - What They Mean

- Red for life
- Orange for healing
- Yellow for sun
- Green for serenity
- Indigo for harmony
- Violet for spirit

## Accomplishments

1993  
Bell Atlantic gave official recognition to GLOBE as Employee Resource Group (ERG).

1995  
3/95 GLCD began mentoring program for gay & lesbian youth at the Harvey Milk School.

10/95 NYNEX announces extension of benefits to same-sex domestic partners, effective January 1, 1996.

1997  
GLOBE secures Bell Atlantic sponsorship of ENDA; Ray Smith testifies before Congress to support ENDA.

Bell Atlantic extends Domestic Partnership rights to all management employees in the pre-merger Bell Atlantic.

1998  
Bell Atlantic extends Domestic Partnership Benefits to all non-management employees in the pre-merger Bell Atlantic.

2000  
Secured Domestic Partner Medical Benefits in the new Verizon-West region for both associates and management employees providing DPB throughout our entire corporation.

2002  
Verizon receives Corporate Vision Award from the Los Angeles Gay and Lesbian Center.

2004  
GLOBE and Verizon Foundation sponsor Matthew Shepard Foundation's "Bear to Make a Difference Event" - embracing tolerance and awareness.

## Civil Rights and Relationships

Committed emotional relationships are defined in our society by civil unions. Through this commitment many legal and financial rights are recognized and maintained.

### Legal Rights

- Protection of Spousal Property
- "Next of Kin" Status
- FMLA Rights
- Immigration Rights

### Financial Rights

- Tax Exemptions on Estates
- Inheritance Rights
- Joint Tax Filings
- Mortgage Insurance
- Surviving Spouse Payments - Pensions & Social Security

In December 1996 States were given the right to refuse recognition of other states same-sex unions. - DOMA Legislation

## Why Civil/Human Rights are Important

"Sharon Kowalski and Karen Thompson shared a home in Minnesota and exchanged rings to show their commitment to each other. However, their relationship was not legally recognized. When Sharon was seriously injured in a car accident, the hospital refused to allow Karen to visit her. Karen was denied any information about Sharon's condition and was not allowed to make any decisions about the treatment of her loved one. She waited in anguish for hours in the waiting room not even knowing whether Sharon was dead or alive. Finally a priest found out for Karen that Sharon had sustained a serious brain injury. Karen spent nine and a half years and over \$300,000 fighting a court battle to win the right to visit, care for and finally bring home the person she loved."

Birch, Elizabeth. *"Telling Personal Stories-Unfairness Hurts Real People."*

Visit us at [www.globe-of-verizon.org](http://www.globe-of-verizon.org)