



# EQUAL JUSTICE AMERICA

## Summer 2025

### EJA FELLOWSHIP RECIPIENT



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<b>ORGANIZATION</b>	Worker Justice Center of New York

#### Final Reflection:

August 12: During my summer interning at the Worker Justice Center of New York, I had the opportunity to hone my research skills, learn about legal strategies, and even practice my Spanish. But most of all, I got to learn the stories of hard-working men and women who refused to accept the status quo and stepped up to defend their rights. Even though many are undocumented and all are in precarious economic circumstances, they still have the courage to challenge their employers and demand what they are owed. The legal team at WJCNy keeps that bravery at the forefront of their minds as they determine what paths to pursue — whether a simple demand letter to the employer, a complaint with a state agency, or a lawsuit in state or federal court. I learned so much from observing their client-centered approach every day this summer.

On an academic level, I most appreciated the opportunity to learn about employment discrimination cases, because that is the area I want to pursue in my career. I conducted in-depth research for individual cases about disability discrimination and sexual harassment, and I also undertook an analysis of New York State Division of Human Rights orders from the last five years to determine why so many employment discrimination complaints are unsuccessful (my conclusion: it's a result of process; the stronger cases have probably all settled before they reach the hearing stage so only the weak cases remain). I am taking a class on employment discrimination this upcoming semester, and I feel that I have a head start after everything I learned this summer!

This internship was also personally meaningful to me because it represented the first step on a new career path. When I decided to go to law school in the middle of my career (more than 15 years out of college), it was a big leap of faith. My experience this summer reassured me that I made the right choice and confirmed that I will be happy pursuing legal work in this next phase of my career. I remain grateful to EJA for sponsoring my fellowship and supporting public interest students