



# Still Building Equality.

As America's largest gay and lesbian organization, the Human Rights Campaign provides a national voice on gay and lesbian issues. The Human Rights Campaign effectively lobbies Congress; mobilizes grassroots action in diverse communities; invests strategically to elect a fair-minded Congress; and increases public understanding through innovative education and communication strategies.

HRC is a bipartisan organization that works to advance equality based on sexual orientation and gender expression and identity, to ensure that gay, lesbian, bisexual and transgender Americans can be open, honest and safe at home, at work and in the community.

# Letter from THE Board Co-Chairs

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Five years ago, leaders of the Human Rights Campaign and the Human Rights Campaign Foundation had a dream – to create a permanent home for HRC. Work on hate crimes, job discrimination, HIV/AIDS and family issues was expanding. Space was cramped. Rent was escalating. There was no room to grow.

HRC leaders began to look at the feasibility of a capital campaign. They launched a careful review of the numbers. Many months later, they all agreed: The most fiscally responsible step for the organization to take was to own its own home. The growing needs of HRC – and the gay, lesbian, bisexual and transgender community it serves – had to be met. A capital campaign plan was mapped out.

Thanks to the leadership of numerous board members, the Building Equality campaign got off to a strong start. Several members made significant gifts – and the momentum began. During fiscal year 2003, HRC leaders and staff fanned out to dozens of cities to talk to HRC members, inviting them to be part of the undertaking. Members responded with enthusiasm and generosity – contributing above and beyond their annual giving.

It was an opportunity, they knew, to take part in a remarkable moment of the GLBT civil rights movement. Special thanks go to Terry Bean and Edith Dee Cofrin, co-chairs of the capital campaign, and everyone across the country who has contributed to the project.

And how appropriate that the HRC Foundation and HRC should purchase the building sitting at 1640 Rhode Island Ave. For nearly half a century, it had been identified with the struggle for civil rights. B'nai B'rith built the eight-story structure in 1956 as a beacon of hope for the Jewish community in the fight against bigotry and intolerance.

In May 2003, HRC and the HRC Foundation moved into their new home – freshly renovated from top to bottom. In October, the official dedication takes place.

Who knew that within a few short years the dream would come true?

Knowing HRC as we do – we did.

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**GWEN BABA AND TIM BOGGS**  
CO-CHAIRS, HRC BOARD OF DIRECTORS

**VIC BASILE AND LAWRIE DEMOREST**  
CO-CHAIRS, HRC FOUNDATION BOARD OF DIRECTORS

# Letter from THE Executive Director

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What a year it has been. Jesse Helms left Congress. Cracker Barrel amended its non-discrimination policy to cover gays. A former professional football player came out. The Supreme Court agreed to review state sodomy laws. The dream of equal marriage was on many of our minds.

Gay, lesbian, bisexual and transgender Americans made gains in corporate boardrooms, in courtrooms, on Capitol Hill, in state-houses and on college campuses, thanks to the hard work of the Human Rights Campaign and our coalition partners.

The high point of fiscal year 2003 for HRC and the HRC Foundation, however, was the purchase and renovation of a new headquarters in downtown Washington.

The theme of HRC Foundation's \$25 million capital campaign was "Building Equality: Power, Presence and Permanence" – and from the early days of the project, the organization showed it had all that and then some. Great strides were made in fiscal year 2003 in getting pledges toward our goal. We anticipate completing the fund raising in the fall of this year.

It was an extraordinary undertaking. Once again, HRC and the HRC Foundation were able to carry out what they had planned –

a testament to the vision and drive of the board and staff leadership, and to the commitment of our members.

Meanwhile, America continued to reel after the tragic events of Sept. 11 and as war with Iraq unfolded. Families drew closer. HRC ratcheted up its efforts to win equality for GLBT couples and their loved ones, breaking new ground with advocacy around everyday types of discrimination – "kitchen table" issues – including health insurance, pensions and taxes.

Also in fiscal year 2003, we released the findings of a public opinion poll on transgender issues, one of the first of its kind. And we announced the results of HRC Foundation's first Corporate Equality Index, a tool to rate U.S. companies' policies affecting GLBT employees, consumers and investors.

There were other gains. We stood firm with our allies in Florida against the still-formidable Christian Coalition on a local referendum, released "Being Out Rocks," an album heralding openly GLBT musicians, and boosted our membership to half a million. Whether it was using some lobbying muscle in the Senate, helping GLBT students speak out on campus or hanging a huge welcome banner across our new home, HRC exhibited power, presence and permanence.

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**ELIZABETH BIRCH**  
EXECUTIVE DIRECTOR



# Planting THE Flag OF Equality

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The Human Rights Campaign and the HRC Foundation put equality on the map in fiscal year 2003. The HRC Foundation bought and renovated a new home in Washington, D.C. – the first and only building in the nation’s capital devoted to advancing equality for gay, lesbian, bisexual and transgender Americans.

The new headquarters – steps from the White House and U.S. Capitol – proudly proclaims HRC’s existence and mission. The move will save HRC millions of dollars in rent in the years ahead, making available more money for program work. By year 10, HRC will begin saving more than \$1 million a year.

The organization made great progress toward our capital campaign goals during the fiscal year by reaching out across the country to members – now numbering 500,000. Several individuals led the way by giving \$1 million or more.

HRC and the HRC Foundation have created a new destination in our nation’s capital – for people to meet, plan, organize and celebrate. The new building, renovated by world-class architects, includes space for public education, news conferences, forums, training and state-of-the-video production facilities, also available for use by allies. It also has an environmentally friendly “green roof,” one of the

first in Washington. Throughout the entire design and construction, HRC and the foundation worked only with those companies with non-discrimination policies covering sexual orientation. Some companies changed their policies in order to get the job.

We set an ambitious goal and we succeeded. Despite tough economic times, HRC and the HRC Foundation met the fundraising targets for the capital campaign as well as our regular program work. And the building came in under budget.

Meanwhile, HRC made huge strides in many other areas. In particular, we got our message out to unprecedented numbers of Americans. We reached out to more Fortune 500 companies, set up a dozen town hall meetings across the country and held forums at historically black colleges and universities. We unveiled a new area of our website for GLBT veterans. And we stepped up collaboration with transgender leaders.





# Pouring THE Political Foundation

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During the 107th Congress, the Employment Non-Discrimination Act and the Local Law Enforcement Enhancement Act, the hate crimes bill, drew more Senate and House co-sponsors than ever before, including many more Republican House members. But GOP leaders repeatedly blocked legislation from coming to the floor.

In a major milestone, the Senate Health, Education, Labor and Pensions Committee voted on April 24, 2002, to send ENDA to the floor – the first time the bill was passed by a Senate committee. ENDA garnered more support than ever before from Fortune 500 companies, thanks in large part to outreach done by HRC WorkNet and members of the HRC Business Council, which advises and assists WorkNet. Public awareness and corporate support increased even more after HRC’s release of the first Corporate Equality Index, a rating of the major U.S. companies on policies affecting their GLBT employees, consumers and investors. Thirteen of the companies earned 100 percent – and others joined those ranks throughout the year.

Another important victory came when Congress approved, and President Bush signed, the Sept. 11-inspired Mychal Judge Act, allowing the domestic partners of public safety officers killed in the line of duty to receive federal survivor benefits. And after nine years of stonewalling, Congress voted to allow the District of Columbia to implement its domestic partnership program.

Building on groundwork laid in previous years, HRC stepped up its efforts to educate America about the gross inequities faced by GLBT families in the areas of pension and retirement benefits, taxation, hospital visitation rights and Social Security. During fiscal year 2003, HRC greatly expanded work on these “kitchen

table” issues – issues that make up a big part of everyone’s daily lives – by providing information to lawmakers and their staffs, holding public forums and running ads.

Meanwhile, we fought steadily to convince the Bush administration to back a comprehensive science-based prevention policy on HIV/AIDS, rather than one based on right-wing ideology.

The organization also spoke out against a spate of anti-gay judges nominated by the Bush administration. HRC and our allies worked to educate Capitol Hill about the nominees’ records on GLBT issues and to ensure that nominees, if elected, would uphold the rights of all Americans.

HRC stepped up efforts in fiscal year 2003 to highlight the discriminatory “don’t ask, don’t tell” military policy of the United States – as the country deployed tens of thousands of soldiers to fight in the Middle East. In partnership with GLBT veteran groups, HRC collected and made available to the public the personal stories of more than 150 GLBT veterans.

Among those who pitched in on the research on many of these issues and others were HRC’s law fellows – who hailed from a half-dozen states and several top-tier universities.





# Framing THE Walls Through Elections

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It was a challenging election season, marked by anti-gay tactics in more than 10 states. But HRC helped make a difference, endorsing more than 235 fair-minded candidates for federal office, 202 of whom won their races. HRC contributed more than \$1.2 million in federal political action committee funds to candidates, and dispatched 25 full-time staff members to work with HRC members for endorsed candidates.

Foremost, HRC boosted its get-out-the-vote efforts in the 2002 elections – sending hundreds of thousands of messages by e-mail, postcard, phone and mail, and distributing candidate comparison pieces in local communities.

For the first time in its history, HRC got involved in governors' races. We teamed up with state GLBT political groups and endorsed candidates in eight gubernatorial races. Five of the endorsed candidates won. HRC also joined forces with state and local groups to defeat anti-gay initiatives in cities in Michigan, Washington, Florida and Maine.

In addition, HRC fielded another strong class of Youth College for Campaign Training graduates. HRC trained and sent gradu-

ates of the intensive weeklong program to 20 of HRC's top priority House and Senate races.

HRC was the only national GLBT organization to send staff members to Louisiana to help turn out the vote for Democratic Sen. Mary Landrieu in her runoff election.

After Election Day, however, HRC had to face the realities of a new Congress – where Republicans controlled both the House and Senate, and anti-gay, conservative members held leadership posts. Fortunately, HRC was able to rely on longtime relationships with moderate Republicans to press its main legislative priorities. But most initiatives were put on hold as lawmakers focused on the war on terrorism and homeland security.



# Raising THE ROOF ON Visibility

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HRC continued to closely track state legislation and partner with state groups to advance fair bills and defeat anti-GLBT bills. Almost daily, HRC staff members were in contact with state GLBT leaders, helping to analyze legislative language, strategize and activate grassroots support.

We enhanced our free Online Action Center to make it easier for people to connect with their legislators and get up-to-date resources on the local, state and federal levels. More than 110,000 people have registered on the Online Action Center. They sent more than 125,000 e-mails and faxes to lawmakers, urging them to stand up for GLBT equality.

HRC staff and volunteers teamed up with state and local activists to hold a total of 12 town hall meetings on issues including immigration, transgender rights, hate crimes, workplace discrim-

ination and families and fairness. In other ways, too, HRC staffers worked on the ground with local activists – including successfully battling Pat Robertson’s Christian Coalition in Florida on a local referendum.

For a third year, HRC seeded dozens of statewide GLBT advocacy groups through the Equality Funds program. The funds are vital to many of these groups because they can be used in lobbying, unlike funding from other programs. So far, HRC has provided more than \$350,000 to state groups.

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1989 AT 8TH ANNUAL HRCF NEW YORK DINNER AT THE WALDORF-ASTORIA, NOBEL PRIZE WINNER  
ELIE WIESEL SAYS, “THOSE WHO HATE YOU HATE ME.”

1991 HRCF RELEASES RESULTS OF POLL FINDING 80 PERCENT OF AMERICANS OPPOSE THE BAN ON GAYS IN THE MILITARY.



# Opening THE Doors TO Our Members

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HRC's membership now exceeds 500,000. We got the word out about the importance of our work – inspiring people to join by organizing house parties for Jesse Helms' retirement and holding more than 25 community events, including bowling nights, barbecues, golf tournaments and post-WNBA game parties. HRC also held dozens of high-profile gala dinners – featuring Ted Koppel, Yolanda King, Steven Spielberg, Christopher Reeve, Janet Reno, Emmylou Harris, John Waters and others. And HRC participated in more than 100 pride festivals, including eight black and two Latino/a pride celebrations.

One of the leading ways that HRC attracts new members is through a merchandise program. The stores in Washington, D.C., and Provincetown, Mass., provide visitors with updated news alerts and access to HRC's website. Many straight allies join HRC at the stores.

The HRC website continued to grow in fiscal year 2003. [www.hrc.org](http://www.hrc.org) attracted hundreds of thousands of users, and raised close to \$1 million in membership and merchandise. Its Online Action Center sent 830,000 e-mails and faxes to Congress, and now has well over 110,000 registered users.

The HRC Foundation's workplace and family projects drew unprecedented numbers of visitors to HRC's website. Adding new content almost daily, both projects provide unique resources that have transformed countless lives – both at work and at home.

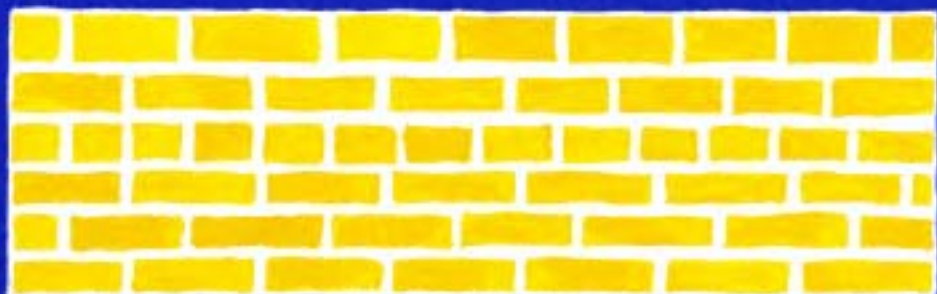
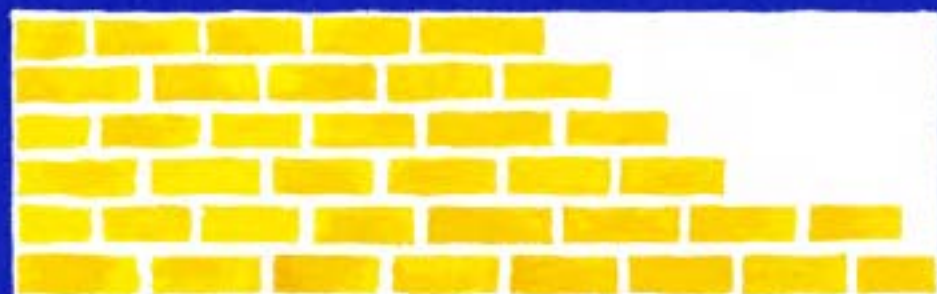
Working well beyond the website, HRC WorkNet introduced the Corporate Equality Index, a rating system to measure how America's biggest employers are treating their GLBT employees and customers – drawing a barrage of media attention and

sparking measurable improvements almost immediately. HRC WorkNet continues to be the premier resource for GLBT employees and consumers – as well as employers, researchers and the media – on policies and laws surrounding sexual orientation and gender identity.

HRC FamilyNet is the most comprehensive, up-to-date web address for and about GLBT families. It offers information on adoption, aging, custody, domestic partner agreements, money, schools, wills and other topics. During fiscal year 2003, HRC FamilyNet expanded its popular Ask the Experts section, providing a larger pool of experts to give online advice about taking care of aging parents, choosing long-term care insurance and more.

The National Coming Out Project, a yearlong campaign, released the CD "Being Out Rocks," garnering rave reviews and highlighting the important contributions of musicians toward advancing GLBT equality. More content about coming out – including cross-cultural information and personal accounts from visitors to HRC's website – was posted online.







# Constructing THE Future

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The HRC headquarters building is the culmination of a dream shared by many – from HRC’s founders to its current leadership. Their work, and the work of so many inbetween, created an institution with the strength, vision and courage to undertake Building Equality, quite an ambitious project – and succeed. This is a building for generations, with a history HRC will preserve and a future that promises so much. This is where HRC’s staff will continue the fight for equality – a clean, well-lighted place that is already sparking creativity, new energy and resolve.

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The Human Rights Campaign is now part of Washington’s impressive cityscape. The doors are open, the lights are burning bright, and at long last, our members have a home – a powerful, permanent presence.

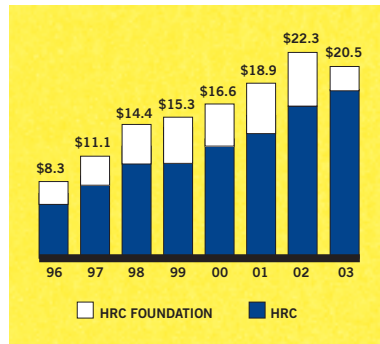
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**2000** HRC EXECUTIVE DIRECTOR ELIZABETH BIRCH SPEAKS BEFORE THE DEMOCRATIC NATIONAL CONVENTION. SHE IS THE FIRST HEAD OF A NATIONAL GLBT ORGANIZATION TO ADDRESS CONVENTION OF A MAJOR POLITICAL PARTY.

**2003** HUMAN RIGHTS CAMPAIGN DEDICATES ITS HEADQUARTERS BUILDING.

# Financials

EIGHT-YEAR COMBINED INCOME SUMMARY



Fiscal year 2003 could have been one of great challenge for the Human Rights Campaign and the Human Rights Campaign Foundation. The country's uncertain economic climate, exacerbated by the Iraqi conflict, adversely affected the operations of many non-profit organizations. In addition, the challenge of raising funds for a capital campaign could have hurt HRC's operating budget. Instead, our revenue held steady from the previous year, and we realized a small combined operating surplus.

During fiscal 2003, the HRC Foundation completed the purchase of its new headquarters building and began its renovation – helping to ensure the future stability of the organizations by increasing our net asset position. To pay for the historic undertaking, the HRC Foundation raised more than \$23.7 million in cash and pledges from 717 individual donors by the end of the fiscal year.

At first glance, it appears that our income fell from \$22.2 million in fiscal 2002 to \$20.5 million in fiscal 2003. However, if in-kind contributions are not factored in for both years, our income actually increased slightly, to \$20.3 million in FY03, compared to \$20 million in FY02. Part of our success stems from our diverse income streams, such as the Federal Club and Federal Club Council

programs and the special events held throughout the country. In addition, we must thank our loyal members who contribute less than \$1,200 a year, who make up 34 percent of our combined revenue, and our expansive volunteer structure for their incredible work throughout the year.

In sum, our financial statements continue to show a fiscally healthy organization that has prepared a solid foundation for meeting tomorrow's challenges.

**HARVEY HURDLE**  
CHIEF OPERATING OFFICER

**RUSSELL VERT**  
FINANCE DIRECTOR

## SOURCES OF INCOME

	HRC	HRC Foundation	Combined*
Member Contributions	\$ 7,019,242	\$ -	\$ 7,019,242
Federal Club & Major Donor Programs	3,343,507	2,331,675	5,675,182
Special Events	4,634,703	293,860	4,928,563
HRC Foundation Grant	240,000	-	-
Corporate/Foundation Grants	458,392	305,769	764,161
Bequests and Planned Giving	309,173	2,000	311,173
In-Kind Contributions	150,763	27,799	178,562
Merchandise Sales	699,043	-	699,043
Earned Income & Other Revenue	661,305	269,779	931,084
<b>Total Income</b>	<b>\$ 17,516,128</b>	<b>\$ 3,230,882</b>	<b>\$ 20,507,010</b>

## USES OF INCOME

### Programs

Federal, Field & Legal Advocacy	4,274,468	297,609	4,572,077
Membership Education and Services	3,061,688	1,130	3,062,818
Communications and Media Advocacy	320,808	645,830	966,638
HRC Foundation Grant to Support HRC Programs	-	240,000	-
Public Policy Education and Training	2,362,869	937,814	3,300,683
<b>Total Programs</b>	<b>\$ 10,019,833</b>	<b>\$ 2,122,383</b>	<b>\$ 11,902,216</b>

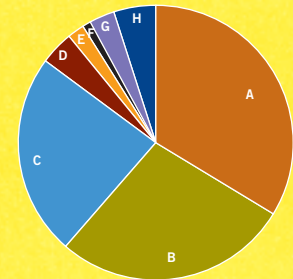
### Supporting Services

Management and General	2,799,602	476,259	3,275,861
Fundraising	4,580,243	884,940	5,465,183
Total Supporting Services	7,379,845	1,361,199	8,741,044
<b>Total Expenses</b>	<b>\$ 17,399,678</b>	<b>\$ 3,483,582</b>	<b>\$ 20,643,260</b>

Board Designated Funds from Prior Year	200,000	-	200,000
Change in Net Assets	316,450	(252,700)	63,750
Net Assets at Beginning of Year	3,591,688	3,071,883	6,663,571
<b>Net Assets at End of Year</b>	<b>\$ 4,108,138</b>	<b>\$ 2,819,183</b>	<b>\$ 6,927,321</b>

\*Combined statements do not include intercompany transfers, temporarily restricted assets or capital campaign.

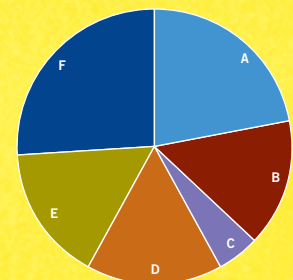
## SOURCES OF INCOME



- A 34% Member Contributions
- B 28% Federal Club & Major Donor Programs
- C 24% Special Events
- D 4% Corporate/Foundation Grants
- E 2% Bequests and Planned Giving
- F 1% In-Kind Contributions
- G 3% Merchandise Sales
- H 4% Earned Income & Other Revenue

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## USES OF INCOME



- A 22% Federal, Field & Legal Advocacy
- B 15% Membership Education and Services
- C 5% Communications and Media Advocacy
- D 16% Public Policy Education and Training
- E 16% Management and General
- F 26% Fundraising



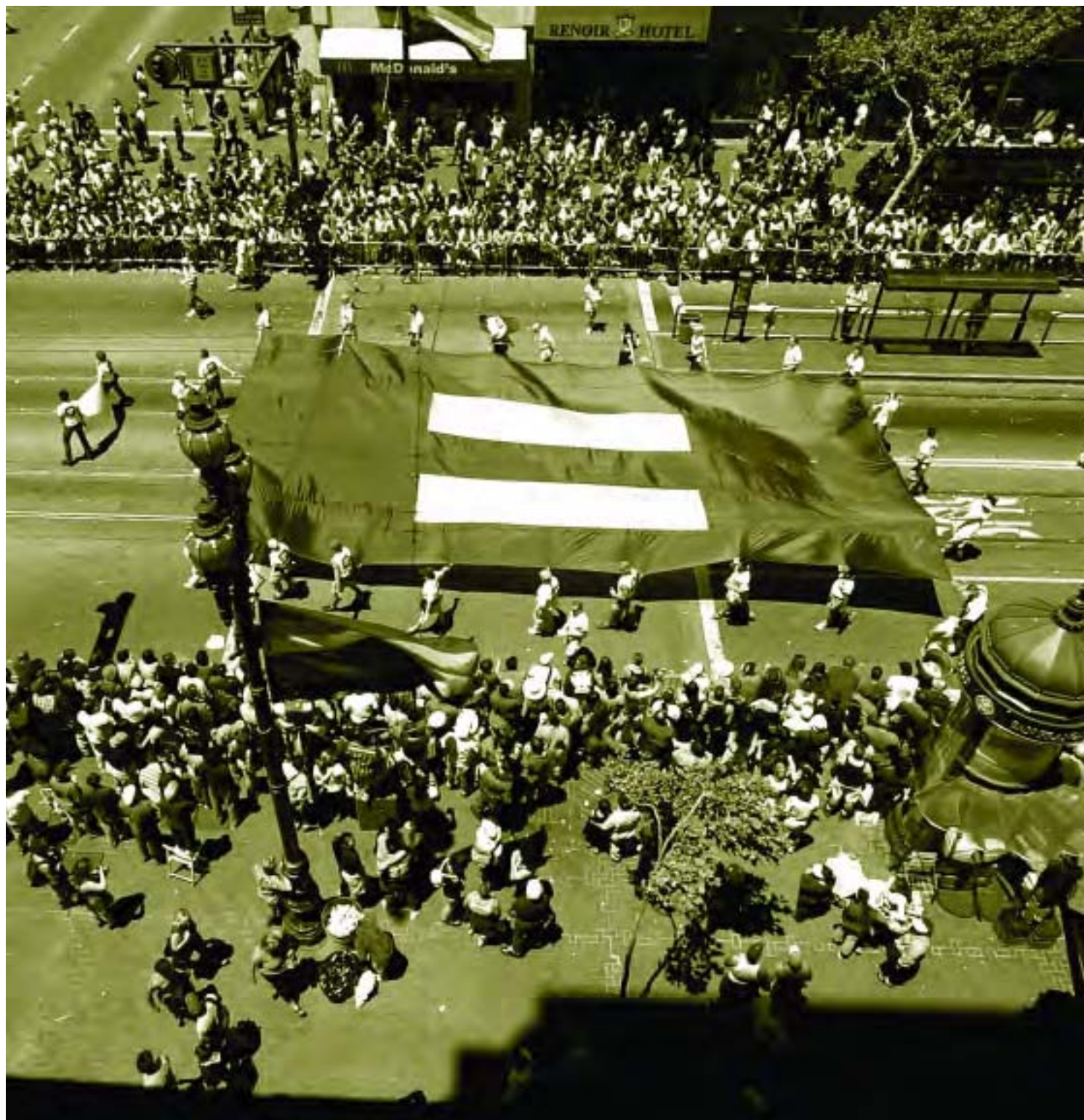


PHOTO: BRANT WARD, SAN FRANCISCO CHRONICLE

# HRC Boards

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## HRC SENIOR STAFF

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Harvey Hurdle  
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*Communications Director  
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Christopher Speron  
*Capital Campaign Director*

Winnie Stachelberg  
*Political Director*

Russell Vert  
*Finance Director*

**HUMAN RIGHTS CAMPAIGN** 1640 Rhode Island Ave., N.W., Washington, D.C. 20036-3278  
Phone 202.628.4160 Fax 202.347.5323 TTY 202.216.1572 Website [www.hrc.org](http://www.hrc.org)

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