

## CLAUDIA M. FLORES

6020 South University Avenue  
Chicago, Illinois, 60637  
1-773-702-6498  
cmflores@uchicago.edu

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### EDUCATION

**NEW YORK UNIVERSITY SCHOOL OF LAW**, New York, New York

***Juris Doctor***, Academic Honors, May 2002

- **Honors:** Root-Tilden-Kern Sinsheimer Service Scholar  
Summer Seminar for Future Law Teachers
- **Journal:** *Review of Law and Social Change*, Senior Articles Editor
- **Activities:** NYU School of Law Immigrants' Rights Clinic  
Prisoner's Rights and Education Project  
International Law Society

**UNIVERSITY OF CHICAGO**, Chicago, Illinois

***Bachelor of Arts in Philosophy***, Academic Honors, June 1997

- **Honors:** University of Chicago Undergraduate Ombudsperson  
Margaret Calderwood Research Award  
National Merit Scholar
- **Activities:** *Dirty Laundry*, *The University of Chicago Free Press*, Managing Editor  
Leadership Committee Member, Womyn's Union\*

### PROFESSIONAL EXPERIENCE

**UNIVERSITY OF CHICAGO LAW SCHOOL – CHICAGO, ILLINOIS**

**JULY 2015 - PRESENT**

***Assistant Clinical Professor of Law and Director of the International Human Rights Clinic***

Direct the International Human Rights Clinic; train and supervise law students in human rights lawyering and advocacy. Teach *International Human Rights Law and Advocacy* and *Women's Human Rights in the World*. Chicago Journal of International Law Comment Advisor. Faculty Advisor to Latino Law Students Association.

**HUGHES, SOCOL, PIERS, RESNICK & DYM – CHICAGO, ILLINOIS**

**2012- 2015**

***Partner***. Represented individual and class clients in civil rights cases at all stages of judicial proceedings. Primary practice areas: constitutional law, civil rights, and employment law.

**UNITED NATIONS DEVELOPMENT PROGRAM/UN WOMEN - HARARE, ZIMBABWE**

**2011-2012**

***Senior Gender and Constitution Expert***. Served as legal advisor to Zimbabwean government on women's human rights law in the constitution-drafting process of 2013 constitution. Co-authored *The Politics of Engagement: Women's Participation and Influence in Zimbabwe's Constitution-Making Processes*, UN Women, February 2014.

**UNITED NATIONS DEVELOPMENT FUND FOR WOMEN – DILI, EAST TIMOR**

**2010-2011**

***Legal Advisor***. Served as legal advisor to the national government on women's human rights law. Advised on Law Against Domestic Violence, Customary Law, Labor Code, Law on Property and Human Trafficking Legislation.

**AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY – JAKARTA, INDONESIA**

**2008-2010**

***Program Manager***. Managed programs on responses to human trafficking and abuse of migrant workers in Indonesia. Provided technical assistance to the Indonesian government for development of National

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Plan of Action and national and local legislation on human trafficking. Supported civil society efforts through program and financial support.

**AMERICAN CIVIL LIBERTIES UNION FOUNDATION (ACLU) - NEW YORK, NEW YORK 2004-2008**  
*Supervising Attorney.* Served as lead counsel in impact litigation advancing women’s equality. Participated in all stages of judicial proceedings, conducted congressional briefings and engaged international procedures, including Inter-American Commission on Human Rights complaint and U.N. Special Procedures mechanisms. Formed advocacy partnerships with community organizations. Appeared frequently on national news programs and in major international and U.S. newspapers.

**INTERNATIONAL WOMEN’S HUMAN RIGHTS CLINIC 2003-2004**  
**CUNY SCHOOL OF LAW, FLUSHING, NEW YORK**  
*Skadden Arps Fellow.* Co-instructed a legal clinic on international women’s human rights and supervised students in litigation. Established and developed the Immigrant Household Workers Project to provide legal representation to immigrant household workers held in conditions of forced labor.

**JUDGE HARRY PREGERSON 2002-2003**  
**U. S. FEDERAL COURT OF APPEALS FOR THE NINTH CIRCUIT, LOS ANGELES, CALIFORNIA**  
*Judicial Clerk.*

**INTERNATIONAL PROCESS AND JUSTICE PROJECT, TRINITY UNIVERSITY SUMMER 2001**  
**UN INTERNATIONAL CRIMINAL TRIBUNAL FOR RWANDA, ARUSHA, TANZANIA**  
*Law Clerk.*

**LEGAL RESOURCES CENTER, CONSTITUTIONAL LITIGATION UNIT SUMMER 2000**  
**JOHANNESBURG, SOUTH AFRICA**  
*Law Clerk.*

**CALIFORNIA APPELLATE PROJECT (CAP), SAN FRANCISCO, CALIFORNIA 1997-1999**  
*Legal Investigator.*

AWARDS AND PROFESSIONAL AFFILIATIONS

Justice Circle Award Recipient, Chicago Coalition for the Homeless, February 25, 2016

Faculty Board Member, University of Chicago Pozen Family Center for Human Rights, 2016-2019.

PUBLICATIONS

*The Politics of Engagement: Women’s Participation and Influence in Zimbabwe’s Constitution-Making Processes*, co-author, U.N. Women Publication, February 2014.

*No Free Pass to Harass: A Guide to Protecting the Rights of Undocumented Immigrant Women Workers in Sexual Harassment Cases*, August 2007.

“The Arbitrariness of Proportionality Reviews: The Failure of Safeguards to Limit the Death Penalty”, *Review of Law and Social Change*, Spring 2001.

SELECTED CASES

*Jimenez et. al. v. GLK Foods, Inc. et. al.*, 2013 WL 3936928 (N.D. Wis., July 30, 2013), 2014 WL 2515398 (N.D. Wis., June 4, 2014). Represented a class of nearly 200 Mexican workers employed by a sauerkraut cannery in Wisconsin under the H-2B temporary foreign labor program. Plaintiffs alleged violations of federal and state wage laws and the terms of an employment contract. District court certified the class and favorably ruled the parties had formed an employment contract and Plaintiffs were due unpaid wages and reimbursement for expenses. 12-CV-209 (E.D. Wis. May 23, 2016)

*Association of Molecular Pathology v. Myriad Genetics*, 12- cv-398 (S.D.N.Y. 2009). Served on legal team for First Amendment challenge to the patent on isolated genes associated with increased risks of breast cancer. Participated in the early stages of case development including conducting legal research, interviewing plaintiffs, assisting in developing legal theory and drafting complaint. The case was ultimately filed in S.D.N.Y. and, after an appeals process, the Supreme Court invalidated Defendant's claims in a unanimous decision, holding that merely isolating genes found in nature did not make them patentable. 569 U.S. 12-398 (2013).

*Open Society Institute International v. United States Agency for International Development*, 05-cv-8209 (S.D.N.Y. 2005). Co-authored amicus brief in a case on appeal to the Second Circuit on behalf of Appellees AIDS Action and 25 other public health organizations challenging the “global gag rule” which required public health organizations receiving government funding to publically oppose prostitution. The brief argued that the requirement violated the First Amendment as well as hampered amici’s ability to effectively serve targeted communities in combating HIV/AIDS by stigmatizing those communities. After an appeals process, the Supreme Court held that the government violated the First Amendment by forcing a private organization to publicly profess a viewpoint that mirrors the government's view but is not held by the organization itself. 133 S. Ct. 2321 (2012).

*Espinal et. al. v. Ramco General Stores*, 02-cv-0056 (S.D.N.Y. 2007). Successfully litigated claims of sexual harassment, retaliation and assault and battery on behalf of three female retail employees. Served as lead attorney in the jury trial that resulted in a favorable verdict of \$455,000. 2007 WL 998542.

*Liu et. al. v. Oriental Buffet*, 03-cv-02406 (D.N.J. 2005). Successfully litigated claims of employment discrimination and tip garnishment on behalf of two waitresses. Prevailed in appeal to Federal Court of Appeals for the Third Circuit challenging district court’s failure to provide notice prior to dismissal for failure to serve defendants under FRCP 4(m). 134 Fed. Appx. 544 (3d. Cir. 2005). Favorably settled.

*Trejo et. al. v. Broadway Plaza Hotel*, 04-cv-04005 (S.D.N.Y. 2005). Successfully litigated claims of sexual harassment and wage theft on behalf of four women hotel employees. Favorably settled.

*Chere v. Taye*, 04-cv-06264 (D.N.J. 2004). Successfully litigated claims on behalf of domestic servant paid below the minimum wage and held in conditions of forced labor. Favorably settled.

*Swarna v. Al-Awadi*, 09-cv-2525 (S.D.N.Y. 2002). Represented domestic servant in claims for trafficking and involuntary servitude against former employer, a diplomat for Kuwait. After a default judgment in favor of the plaintiff and an appeals process, the case was favorably settled.

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### SELECTED PRESENTATIONS

#### Domestic:

“Abortion Restrictions Abroad”, University of Chicago Law Students for Reproductive Justice, May 4, 2016

“South Asia’s First Violence Against Women Centre,” Conversation with Salman Sufi, Advisor to Punjab Chief Minister on Law and Order in Pakistan, University of Chicago Institute for Politics, April 29, 2016 (commentator and moderator)

“Careers in International Law”, University of Chicago Law School, April 16, 2016 (panelist)

“Cutler Fellows in International Law Program”, Salzburg Global Seminar, February 19-20, 2016 (faculty commentator and panelist)

“Careers in International Human Rights”, University of Chicago Institute for Politics, February 24, 2016

“Women Private Firms Working in the Public Interest”, Law Women’s Caucus, February 1, 2016 (moderator and panelist)

“Civility, Free Speech and the Learning Environment”, University of Chicago Law School, January 20, 2016 (panelist)

“Human Trafficking, Labor Migration and Migration Control in Historical Perspective”, Pozen Center for International Human Rights Conference, Oct 16-17, 2015 (moderator and panelist)

"Constitutional Reform, Women's Rights, and Latin America," University of Chicago Law School Latino Law Students Association, Oct 7, 2015.

“Conceiving a New World Order: Labor Rights as Human Rights,” Minnesota Advocates for Human Rights, Human Rights Law & Policy Conference, June 1, 2006 (panelist)

“Labor Trafficking and Human Rights,” Global Fund for Women Summit on Human Trafficking, May 2, 2006 (panelist)

“Human Trafficking and U.S. Immigration Policy: Hurting or Helping the Most Vulnerable?”, Amnesty International USA Human Rights Conference, April 20, 2006 (panelist)

“Advancing Victim’s Rights through Civil Litigation,” Freedom Network 4<sup>th</sup> Annual National Convention, Shaping the Future: New Voices and Strategies on Human Trafficking, March 16, 2006 (panelist)

“Using Human Rights Principles in Advocacy,” ACLU Biennial 2005, Human Rights Workshop, July 22, 2005 (panelist)

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**International:**

“Strengthening Women’s Human Rights Through Constitutional Reform”, International Seminar on Democracy, Gender Equality and the Constitution, U.N. Women and Ministry of Gender Equality of Chile, Santiago, Chile, July 29, 2016

“Gender Audit of Draft Constitution”, Seminar for United Nations Zimbabwe Women’s Gender Forum, Harare, Zimbabwe, August 9, 2012

“Gender and the Constitutional Reform Process: Content, Consultation and Implementation”, Seminar for Zimbabwe Constitutional Select Committee, Harare, Zimbabwe, April 10, 2012

“Gender Equality and the Constitution: Best Practices and Comparative Examples” Seminar for Embassies, International Agencies and Donors, Harare, Zimbabwe, January 19, 2012

“Equality in Political Representation: Constitutional Models for Achieving Gender Equality”, Seminar for Group of 20 Zimbabwean Women Leaders, Harare, Zimbabwe, November 31, 2011

“Towards a Zimbabwean Constitution that Promotes Gender Equality” Seminar for the Group of 20 Zimbabwean Women Leaders, Harare, Zimbabwe, November 10, 2011

“Legal Framework for the Law Against Domestic Violence”, Seminar for U.N. Women and Government of Timor-Leste, Dili, Timor-Leste, September, 14, 2010

**ADDITIONAL INFORMATION**

Languages: English (native), Spanish (native), Portuguese (functional comprehension), French (advanced beginner) and Bahasa Indonesia (beginner).

Nationality: USA (current) and Peru (at birth).

Legal Bar Admissions: New York (Dec. 2003), Illinois (Oct. 2013) and Wisconsin (Feb. 2014).