



FREE TO THRIVE

A Fresh Start for Human Trafficking Survivors

Fall 2022 Post-Bar Law Clerk Position

Free to Thrive is a nonprofit law firm that provides free, holistic, and trauma-informed legal services to human trafficking survivors throughout Southern California. This is a term position from August through December 2022, with the potential for a long-term position.

Most of the work will be done remotely, but the ideal candidate lives in Southern California and is planning to take the summer 2022 California Bar exam.

Role of the Post Bar Law Clerk

We are looking for someone to join our team who is passionate about providing legal support to human trafficking survivors, shares our core values and is eager to join a supportive, collaborative and innovative team environment.

The post-bar law clerk will work with trafficking survivors on clearing criminal convictions through California's criminal vacatur laws (CA Penal Code sections 236.14 & 236.15) and will assist on family law matters such as divorce, child custody and restraining orders.

We are deeply committed to racial and gender justice. In addition to providing direct legal services to survivors, the post-bar law clerk will have the opportunity to advocate for laws that dismantle the systems of oppression our clients face within the criminal legal system.

We are working to cultivate a legal team that reflects the community we serve. We value all forms of diversity on our team and we welcome applicants who are BIPOC and members of the LGBTQ+ community. We also value lived experience with the issues we encounter in our work.



Free to Thrive's Culture and Work Environment

Free to Thrive is not a typical legal organization and we are not looking for a typical attorney. Free to Thrive is a collaborative team of individuals brought together to support a mission larger than ourselves. We are looking for a new team member who is similarly driven to pursue a career of service, and wants to leverage their education, time and talents to support our mission.

We also value our team holistically, and we recognize that the current pace and expectations in most American workplaces are overwhelming. We are building a trauma-informed workplace for our clients as well as for ourselves, which means we prioritize work-life balance, self-care, community care, and flexibility. Our staff set their own work hours and expect to be supported by colleagues when life-issues arise. Our paid holidays include Juneteenth and Women's Equality Day. We do not observe Columbus Day. Moreover, our office is closed once a month for a Mental Health Day and staff are encouraged to put their work matters down and take the day for themselves.

Our values are perhaps best expressed in our legal team's own words; when asked why they do this work, this is what our legal team said:

- "Our resilient and inspiring clients"
- "To make a difference in the lives of survivors and their children"
- "Equity and racial justice demands access to legal services for survivors"
- "To break patterns of generational trauma"
- "To give survivors agency, hope and healing"
- "Collective liberation"



More About Free to Thrive

Our Mission:

Free to Thrive empowers survivors of human trafficking to be free from exploitation and to thrive by providing them with holistic and trauma-informed legal and support services in collaboration with our service partners, and by increasing access to justice for all survivors.

At Free to Thrive, our work is guided by our core values:

1. **Client First:** We believe that all our decisions and actions should prioritize our clients' stated goals and concerns over all competing considerations.
2. **Trauma-Informed:** In all our interactions with our clients, we strive to use best practices and a trauma-informed perspective to help us make the legal services we offer as accessible as possible to trauma survivors. In practical terms, this means we keep the common effects of trauma in mind while also recognizing that each client is an individual with their own story. Our ultimate goal is to empower our clients to decide how and when to move forward in their case, and to avoid re-traumatizing clients in the course of legal representation. We recognize, however, that the legal system is not trauma-informed, and harm cannot always be avoided if a client needs or wants to use the legal system to address an issue in their lives. We try to mitigate that harm by counseling our clients about what to expect, helping them feel prepared to navigate the legal system, and supporting each client as we walk through the process together.
3. **Holistic:** First and foremost, we recognize that our clients are people with diverse challenges and strengths. Often, our clients' needs are both interdependent and complex, which means their legal case might not be their top or only priority. We acknowledge that properly supporting our clients may require collaborating with our community partners to serve many of their other needs.
4. **Advocacy for Justice:** We recognize that, in addition to personal factors, systems of injustice often make our clients vulnerable to traffickers. All too often, the social realities of racism, sexism, and classism are foundational components of our clients' exploitation. As lawyers, we believe that we are responsible for speaking out against ongoing inequality in the law, and advocating for policy changes to address these failures. We believe we are uniquely positioned to advocate broadly for justice for our clients through training, community education, and equipping other advocates.