

INTRODUCTION

Pursuant to Federal Rule of Civil Procedure 24 and this Court's inherent authority, Aimee Stephens respectfully moves for intervention on the side of Plaintiff-Appellant. Ms. Stephens has significant claims at stake in this litigation, which may be precluded if the district court's grant of summary judgment for Defendant R.G. & G.R. Harris Funeral Homes ("Funeral Home") is upheld. Ms. Stephens had a statutory right to intervene before the district court but believed at that time that the EEOC would adequately represent her interests, which it has done up until now. However, based on the change of federal administration as well as the federal government's actions over the past few days, Ms. Stephens is reasonably concerned that the EEOC may no longer adequately represent her interests going forward. After conferring with counsel, who was finally granted leave by an EEOC trial attorney to contact Ms. Stephens on January 20, Ms. Stephens has decided that intervention is now necessary to protect her interests in this appeal and in any future proceedings. In order to adequately prepare her opening brief on appeal, Ms. Stephens requests 21 days to file her brief in support of her appeal.

FACTUAL AND PROCEDURAL BACKGROUND

Aimee Stephens is a transgender woman who served as a funeral director and embalmer at the Funeral Home. Mem. in Supp. of Pl.'s Mot. for Summ. J. ("Pl.