



CAIR
CALIFORNIA
**ANNUAL LEGAL
REPORT 2019**

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ABOUT CAIR-CA

The Council on American-Islamic Relations, California (CAIR-CA), is a chapter of the nation's largest American Muslim civil rights and advocacy organization. CAIR-CA's mission is to enhance the understanding of Islam, protect civil rights, promote justice, and empower American Muslims. Through its offices in the Greater Los Angeles Area, Sacramento Valley, San Diego, and the San Francisco Bay Area, CAIR-CA serves California's estimated one million American Muslims by providing direct legal services to immigrants and victims of discrimination, working with the media, facilitating community education, and engaging in policy advocacy to advance civil rights, immigrants' rights, and civic participation.

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“I recognized my kinship with all living beings, and I made up my mind then that I was not one bit better than the meanest on earth. I said then, and I say now, that while there is a lower class, I am in it . . . and while there is a soul in prison, I am not free.”

– Eugene V. Debs

EXECUTIVE SUMMARY

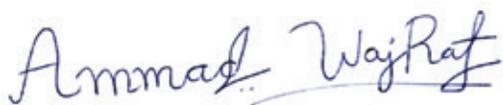
Eugene V. Debs' words drive CAIR-California's (CAIR-CA) efforts at a time when the nation finds itself in a period of societal upheaval as it relates to the civil rights of vulnerable communities endangered by white supremacist ideologues and ultra-nationalist sentiment. At this moment in our country's history, American Muslims face rampant religious prejudice and anti-Muslim animosity spread by the Trump administration's political agenda and the hate mongers he inspires. Additionally, the Supreme Court's rubber stamping of the Muslim Ban and the federal government's pursuit of profiling Muslims throughout its various agencies fueled many of the Trump administration's explicitly discriminatory policies towards Muslims. Such policies only strengthened and redoubled CAIR-CA's resolve to advocate publicly and in lockstep with all Americans desirous of a future built on communal harmony, inclusiveness, and mutual understanding.

In response, the CAIR-CA legal staff work to assist the American Muslim community, as first responders against institutionalized and individual forms of Islamophobia. In 2018, our offices conducted 2,191 legal intakes with impacted individuals, in addition to providing grassroots organizing, advocacy, and direct legal services to redress violations of civil rights. With the reinforcement of more legal staff and the addition of new immigration legal services to the San Francisco Bay Area and the Sacramento Valley offices, CAIR-CA now provides robust immigration services on matters such as naturalization, adjustment of status, and asylum, across much of the state. CAIR-CA's offices also filed several lawsuits in 2018 to counter the deleterious effects of anti-Muslim bigotry.

Anti-Muslim bias incidents in California continued to be of significant concern with the targeting of American Muslim children, families, and institutions. Despite the problem of underreported hate crimes and incidents, CAIR-CA recorded 113 such incidents. Given the proliferation of anti-immigrant policies, including the Muslim Ban, immigration matters reported to CAIR-CA continued steadily increasing from 1,014 in 2017 to 1,203 in 2018, a nineteen percent uptick in intakes received. This year, CAIR-CA additionally saw an increase in employment-related matters with CAIR-CA attorneys advising on 170 matters as compared to 140 in 2017, a twenty-one percent increase.

CAIR-CA is committed to advancing the civil rights of all Californians and stands in proud partnership with other civil rights organizations committed to safeguarding targeted communities. We strive to set robust legal precedents, pass democratic laws, and shape a society free of unequal treatment and discrimination.

Sincerely,



Ammad Wajahat Rafiqi, Esq.
Civil Rights & Legal Services Coordinator
CAIR San Francisco Bay Area Office



GENERAL STATISTICS

| | NUMBER | PERCENTAGE |
|--|--------------|--------------|
| Employment | 170 | 7.8 % |
| FBI & Law Enforcement | 133 | 6.1 % |
| Hate Incidents or Crimes | 113 | 5.1 % |
| Travel | 102 | 4.7 % |
| Housing Discrimination | 19 | 0.9% |
| Benefits Adjudication Delay | 27 | 1.2 % |
| Prison | 43 | 2.0 % |
| Public Accommodation | 49 | 2.2 % |
| School & Higher Education | 72 | 3.2 % |
| Other/Referrals | 260 | 11.8 % |
| Total Civil Rights Matters | 988 | 45% |
| Immigration/Immigrants' Rights Matters | 1,203 | 55% |
| Total Matters | 2,191 | 100 % |

INCIDENT DETAILS

IMMIGRANTS' RIGHTS MATTERS

| | NUMBER | PERCENTAGE |
|---|--------------|------------|
| Muslim Ban | 85 | 7.1% |
| Naturalization or Citizenship Preparation | 615 | 51.1% |
| Adjustment of Status | 112 | 9.3% |
| Petition for Alien or Future Relatives | 111 | 9.2% |
| Asylum | 37 | 3.2% |
| Removal Defense | 57 | 4.7% |
| Temporary Protected Status (TPS) | 5 | 0.4% |
| T/U Visa/VAWA Petitions | 9 | 0.7% |
| Other Immigration Assistance | 172 | 14.3% |
| Total | 1,203 | |

EMPLOYMENT

| | NUMBER | PERCENTAGE |
|--------------------------------------|------------|------------|
| Failure to Hire | 17 | 10% |
| Hostile Work Environment/ Harassment | 84 | 49.4% |
| Religious Accommodation | 28 | 16.5% |
| Retaliation/Wrongful Termination | 41 | 24.1% |
| Total | 170 | |

FEDERAL BUREAU OF INVESTIGATION (FBI) & LAW ENFORCEMENT

| | NUMBER | PERCENTAGE |
|-------------------------------|------------|------------|
| FBI Voluntary Questioning | 63 | 47.4% |
| State & Local Law Enforcement | 60 | 45.1% |
| General Concerns | 10 | 7.5% |
| Total | 133 | |

Incident Totals By Office

STATE OF CALIFORNIA



Los Angeles: **1,282**

San Francisco Bay Area: **489**

San Diego: **181**

Sacramento Valley: **239**

HATE INCIDENTS & HATE CRIME

| | NUMBER | PERCENTAGE |
|----------------|------------|------------|
| Hate Crimes | 24 | 21.2% |
| Hate Incidents | 89 | 78.8% |
| Total | 113 | |

SCHOOL & HIGHER EDUCATION

| | NUMBER | PERCENTAGE |
|--|-----------|------------|
| K-12 Accommodations | 17 | 23.6% |
| K-12 Bullying | 42 | 58.3% |
| Higher Education Accommodations & Discrimination | 13 | 18.1% |
| Total | 72 | |

TRAVEL

| | NUMBER | PERCENTAGE |
|--|------------|------------|
| Customs & Border Protection (CBP) | 97 | 95.1% |
| Transportation Security Administration (TSA) | 5 | 4.9% |
| Total | 102 | |

OTHER

| | NUMBER | PERCENTAGE |
|-----------------------------|------------|------------|
| Prison | 43 | 10.8% |
| Housing Discrimination | 19 | 4.8% |
| Benefits Adjudication Delay | 27 | 6.8% |
| Public Accommodation | 49 | 12.3% |
| Other/Referrals | 260 | 65.3% |
| Total | 398 | |



#NOMUSLIMBANEVER: THE FIGHT CONTINUES

On June 26, 2018, the U.S. Supreme Court upheld the Trump administration's third iteration of the Muslim Ban in a 5-4 decision, ruling definitively on the constitutional claims and executive authority in favor of the government.¹ As a result, the Muslim Ban is in full effect indefinitely, until repealed through legislation or other political avenues. The Ban applies to certain nationals of five Muslim-majority countries who did not have a valid visa on the date the latest version of the Ban took effect, were outside the U.S. on the date the latest version of the Ban took effect, and who do not receive a "waiver."² CAIR-CA's team of attorneys, legal professionals, and advocates spent a significant portion of 2018 pushing back against the deleterious effects of the first, second, and third iterations of the Muslim Ban through litigation, direct legal services, campaigns, and rallies.

In the aftermath of the disheartening decision, CAIR-CA's immigration attorneys redoubled

their efforts to obtain waivers for relatives of impacted community members, as well as challenging the arbitrary and inconsistent application of the waiver process through litigation. The waiver process as it currently stands, with an approval rate of 6%, is mere window dressing to the near-total stoppage of individuals seeking entry to the U.S. from Yemen, Syria, Iran, Somalia, and Libya.³

Of note, CAIR-CA's immigrants' rights attorneys assisted with 85 intakes in 2018 from affected U.S. citizens and green card-holders seeking reunification with family members blocked by the Ban. The cases highlighted below represent the tiny fraction of waivers granted by the State Department under the waiver process and the very few fortunate families who were granted waivers. Many more families have not been so fortunate and have been waiting in limbo since December 2017 and in some cases longer. The lack of adherence to an administrative process for addressing waiver applications and the dev-

astating impact this has on families pointed to the need for legal advocates to file litigation to address this ineffective mechanism. As a result, in July 2018, CAIR-SFBA filed a class action lawsuit in a federal district court in Seattle challenging the Muslim Ban waiver process.⁴ The lawsuit, *PARS Equality Center, et al. v. Pompeo, et al.*, filed in conjunction with organizational partners, Asian Americans Advancing Justice – Asian Law Caucus (AAAJ-ALC), Iranian American Bar Association, Lane Powell PC, National Immigration Law Center (NILC), and Arnold & Porter Kaye Scholer LLP, in partnership with the Council on American-Islamic Relations – Washington State, argues that the current waiver process is inconsistent and arbitrary in its application such that it renders the entire process a sham.⁵ Essentially, the lawsuit seeks to hold the Trump administration accountable for its failure to implement a good-faith, lawful, and constitutional waiver process so that individuals who qualify for waivers under the terms of the Muslim Ban are approved and issued visas.

CAIR-CA has supported families and individuals impacted by the Muslim Ban by providing legal representation and legislative and consular advocacy. Despite the limited grant of waivers and lack of guidance from the government, CAIR-CA’s immigration attorneys zealously advocated

on behalf of their clients and managed to win a handful of crucial victories for families in desperate need of reunification in the United States.

In a highly-publicized case, CAIR-SV represented the family of Mr. Ali Hassan, the U.S. citizen father of a two-year-old boy, Abdullah Hassan, who was suffering from a genetic brain disorder and who was hospitalized at the University of California San Francisco Benioff Children’s Hospital in Oakland. Abdullah had been separated from his Yemeni mother, Mrs. Shaima Swileh, since October 2018. The family moved to Egypt from Yemen in 2017 amid the ongoing civil war, and Mr. Hassan was forced to bring Abdullah to the U.S. in October 2018 without Mrs. Swileh as their son’s condition deteriorated.⁶ Prior to CAIR-SV’s involvement, the couple had attempted to contact the U.S. Embassy in Cairo more than 28 times to grant Mrs. Swileh an emergency waiver so she could travel to the U.S. with her family to get medical treatment for Abdullah. In a final desperate attempt to reunite Mrs. Swileh with her son, a hospital worker contacted CAIR-SV in early December of 2018. In just a few days, CAIR-SV, with the aid of co-counsel Nimer Law, filed an emergency lawsuit in federal district court in Washington, D.C., on the family’s behalf. This lawsuit asked the court to force the State Depart-

MUSLIM BAN INTAKES



| | |
|---|-----------|
| GREATER LOS ANGELES AREA | 35 |
| SAN FRANCISCO BAY AREA | 38 |
| GREATER SAN DIEGO AREA | 2 |
| SACRAMENTO VALLEY/CENTRAL VALLEY | 10 |
| TOTAL | 85 |

ment to make a decision on Mrs. Swileh’s application. This, alongside a powerful campaign lobbying elected officials and a successful social media campaign, led to Mrs. Swileh finally being granted a waiver on December 18, 2018. As a result, Mrs. Swileh spent Abdullah’s final days with him, allowing Mrs. Swileh and her husband to mourn the loss of their young son with dignity.⁷

Attorneys from CAIR-LA’s Immigrants’ Rights Center (IRC) were also able to assist a U.S. green card-holder originally from Yemen who is a professor at a prominent dentistry school in the nation. The client had discovered that he was suffering from an acute form of advanced leukemia which required a bone marrow transplant. The client needed a close family member to be a donor for his bone marrow transplant, but his siblings and his mother, Yemeni nationals and potential donor matches, were barred from entering the U.S. under the Ban. IRC worked closely with two of the client’s sisters and mother to tailor waiver letters, prepare supporting documents, and draft declarations. Thankfully, the sister issued a visa was a 100% match, and doctors were able to schedule the bone marrow transplant.

Additionally, CAIR-SFBA advocated on behalf of an American father who had petitioned for his daughter, her husband, and their four young children in Yemen to join him and the rest of their family in the U.S. After waiting in Malaysia for over ten months, the family was finally granted a waiver after CAIR-SFBA attorneys argued that this family met the three prong requirements needed to qualify for a waiver: that denying the family entry would cause “undue hardship”, that their entry into the U.S. would not be a threat to “national security or public safety”, and that allowing their entry into the U.S. would be in the United States’ “national interest”.⁸ Fortunately, the children can now resume their education and the family is safe from the war in Yemen.

CAIR-CA, in conjunction with partners such as NILC, AAAJ-ALC, and MPower Change, advocated for the introduction of legislation such as the National Origin-Based Antidiscrimination for Nonimmigrants (No Ban) Act introduced by Rep. Judy Chu (D-CA) and Sen. Chris Coons (D-DE) in the U.S. House of Representatives and

Senate on April 10, 2019.⁹ Importantly, this bill would not only repeal the current Muslim Ban but also create roadblocks against issuing future iterations of the Ban. The No Ban Act would amend sections of the Immigration Nationality Act (INA) that President Trump weaponized to create the Ban.¹⁰ Additionally, this piece of legislation would work alongside other efforts such as HR.810 and S.246 in ensuring that American taxpayer dollars are not being used to implement the Muslim Ban.¹¹

The ongoing litigation, continuing direct legal services, and legislative advocacy are part of a larger attempt by CAIR-CA to fight the Muslim



Ban and represent impacted community members through every possible avenue. If the lessons of generations past have taught us anything, it is that banning entire groups of people based on religion or country of origin devalues America’s shared cultural emphasis on equal treatment under the law and we must fight it with every tool available to us.



WITH OPEN ARMS: REUNITING FAMILIES

IMMIGRATION MATTERS



| | NUMBER | PERCENTAGE |
|---|--------------|------------|
| Muslim Ban | 85 | 7.1% |
| Naturalization or Citizenship Preparation | 615 | 51.1% |
| Adjustment of Status | 112 | 9.3% |
| Petition for Alien or Future Relatives | 111 | 9.2% |
| Asylum | 37 | 3.2% |
| Removal Defense | 57 | 4.7% |
| Temporary Protected Status (TPS) | 5 | 0.4% |
| T/U Visa/VAWA Petitions | 9 | 0.7 % |
| Other Immigration Assistance | 172 | 14.3% |
| Total | 1,203 | |

2018

was the first fully-operational year for CAIR-CA's two newly formed Immigrants' Rights programs in the Sacramento Valley and San Francisco Bay Area offices. Meanwhile, CAIR-LA celebrated the fifth anniversary of its IRC. Across the state, CAIR-CA is now able to assist individuals in obtaining immigration benefits including assistance with naturalization, adjustment of status, asylum, family petitions, and visas protecting victims of crime and domestic violence. This burgeoning area of our legal offerings is even more crucial in an era of social, political, environmental upheaval worldwide, and an openly anti-immigrant

bent in the Trump administration's priorities.

One of the legal tools at our disposal to counter the effects of the rise of political and socio-economic violence abroad is the availability of asylum as a form of immigration relief for those individuals and families who have suffered persecution or have a well-founded fear of future persecution based on their "race, religion, nationality, political opinion, and membership in a particular social group".¹² However, the Trump administration has sought to limit the protective power of asylum law through policies such as attempting to dissuade desperate migrants from applying for asylum unless they crossed at an official port of entry, raising the evidentiary standard for preliminary interviews to requiring a showing of "reasonable fear", limiting the grant of permanent relief such as asylum, and making it more difficult for victims of domestic or gang violence to seek asylum.¹³

A long-time resident of San Diego turned to CAIR-



SD for legal assistance after facing lengthy delays to the naturalization application filed with the United States Citizenship and Immigration Services (USCIS). The client was an outstanding member of the community who had worked several human resources jobs and had never been in trouble with law enforcement. Although USCIS interviewed the client and sent him a notice for his oath ceremony, the day before his oath, USCIS informed him that his application needed more review. Since naturalization delays have been frustratingly common for members of AMEMSA communities, CAIR-SD first met

with USCIS officers to determine the reason for the delay. With no resolution in sight, CAIR-SD filed a writ of mandamus in federal court, a legal motion asking the court to order USCIS officials to fulfill their official duties in adjudicating the naturalization application or to correct any abuses of their discretion, against several government entities and officials, including those from the FBI, DHS, and USCIS alleging unreasonable delay and violation of federal statutes on behalf of the client. CAIR-SD attorneys were able to secure a stipulation from the court that the client's naturalization petition would be adjudicated within three months. Ultimately, the client's petition was successfully granted, and he received his citizenship in February of 2019.

CAIR-LA's IRC assisted a 35-year-old man who fled Sudan after being detained and repeatedly tortured by Sudanese security forces. After surviving multiple shooting attempts against members of his tribe in Sudan, his dangerous route to safety took him through Egypt and South and Central America. Upon arriving in the United States, he was held in an immigration detention facility in Adelanto. He spent four months in detention before IRC intervened by representing him throughout his proceedings, free of charge. An IRC attorney made several trips to Adelanto over subsequent months -- meeting with him to collect information on his horrific experiences, draft his application for asylum relief, and attend hearings for his case. During the process, IRC also worked closely with a distant family member to gather supporting declarations for the man's case. CAIR-LA's IRC attorneys advocated on his behalf, which resulted in the immigration judge granting him asylum and ordering his release from detention. Nearly eight months after arriving in the U.S., he was able leave the detention facility for the first time, as a free man. Through asylum, he will eventually have the opportunity to become a U.S. citizen.

Similarly, CAIR-SFBA's Immigrants' Rights attorney represented a Uighur Muslim who was seeking asylum. Uighurs are a religious minority in China's autonomous Xinjiang province, which borders Kazakhstan, Kyrgyzstan, and Mongolia,



and is home to about 10 million Uighurs and other Muslim minorities.¹⁴ Members of the Uighur community in China have been targeted through an over-broad, anti-Muslim program of “de-extremification” which includes measures such as banning of certain Muslim names for babies, torture, and alleged political indoctrination in ominously named “reeducation camps” aimed at erasing religious identity under the guise of counter-radicalism.¹⁵ As someone on a student visa, this client feared being targeted by the Chinese government if he returned home to visit his family after several members of his family had been sent to reeducation camps. Moreover, he was concerned that he would not be allowed to return to the U.S. to finish his studies and/or that members of his family would continue to be detained indefinitely if he spoke out about the horrific conditions the Uighur community had endured. CAIR-SFBA assisted this client through his asylum application, which included presenting significant evidence of the threat of imprisonment and torture he faced in China, drafting a detailed declaration, and supporting him as he prepared for his asylum interview at the USCIS’s Asylum Office. CAIR-SFBA’s immigration attorney’s advocacy resulted in the grant of his asylum application and securing the client’s safety and stability in the U.S.

CAIR-CA has continuously responded to the Trump administration’s nativist, white supremacist agenda by vocally and forcefully advocating for an open, non-discriminatory, and compassionate immigration system. Our immigration attorneys have strategically used their expanded capacity to provide extensive counselling and representation for individuals seeking to navigate the increasingly complicated naturalization process. In terms of our naturalization efforts, 2018 marked expanded outreach to community members through monthly legal clinics and new challenges especially when clients experienced prolonged delays, and denial notices on valid naturalization applications.

In one example, a client contacted CAIR-LA’s IRC regarding a naturalization application case (N-400) that had not been adjudicated for over five years. All other members of the client’s family had been able to naturalize but her N-400 application remained undecided and she had nearly lost hope of becoming a U.S. citizen. Shortly after she contacted CAIR-LA, she received a Notice of Intent to Deny (NOID), indicating that USCIS was challenging the validity of her underlying green card. CAIR-LA’s IRC attorneys worked with the client to gather evidence that rebutted the government’s claims and drafted a cover letter brief to accompany the response to the NOID. Fortunately, a couple of months later, the application was approved, and she received the date for her oath ceremony. In another example, CAIR-LA’s IRC submitted a naturalization application on behalf of a 60 year-old Iranian man and accompanied him to his interview. However, there was a roadblock in the process, USCIS sent a Request For Evidence (RFE) demanding proof of child support payments. Despite responding in detail to the RFE, the client’s application was denied on the grounds that the proof showed a lack of good moral character due to failure to provide child support. CAIR-LA’s IRC promptly appealed the denial and diligently responded with adequate corroborative evidence that led to an immigration officer recommending that the application be approved.



TRAVELING WHILE MUSLIM

In 2018, CAIR-CA continued its advocacy on behalf of Muslims traveling both domestically or internationally who face a host of civil rights violations and harassment, which has become a regular feature for traveling Muslims, citizens and non-citizens alike. CAIR-CA attorneys provided legal advice and representation on an array of issues including unlawful searches, detentions, and questioning by agents of the Department of Homeland Security (DHS), TSA, and CBP working in concert with other governmental agencies including the Federal Bureau of Investigation (FBI).

CAIR-CA also assisted American Muslims who faced discriminatory travel protocols by advising individuals who frequently endure prolonged screening and intrusive questioning while traveling as to their rights and aiding them by monitoring their travels. As an example, CAIR-SFBA represented a U.S. citizen client who regularly faces additional security screening and questioning by CBP agents every time he travels, especially at San Francisco International Airport (SFO). The client, a U.S. citizen, was unconstitutionally questioned while attempting to visit family in Kuwait, including queries about



his knowledge of donation sources for the mosque he attended and volunteered at and his charitable work with nonprofits assisting Syrian refugees overseas, his political views on Israel and Palestine, and relatives living outside the U.S.

CAIR-CA attorneys represent such clients by filing complaints against government agencies or agents involved in harassment, amongst other remedial actions. Additionally, CAIR-CA offices are actively joining nationwide litigation efforts, including a Maryland federal court case — *El Ali v. Sessions*, to challenge secretive watchlists and surveillance programs that target members of Arab, Middle Eastern, Muslim, and South Asian (AMEMSA) communities disproportionately.¹⁶ The lawsuit attempts to bring relief to a class of Muslim plaintiffs who have been subject to second-class citizenship through various programs that restrict their ability to travel by air, subject the plaintiffs to invasive and extensive searches, lengthy detentions at the border, seizure of their electronics and personal belongings as well as financially deleterious consequences such as bank closures.¹⁷ The lawsuit argues that American Muslims like the plaintiffs have been denied their constitutional right to due process which requires that everyone targeted by the government have an opportunity to be made aware of the evidence against them and that the government provide avenues for individuals to clear their name.

In February of 2018, CAIR-SFBA and the law firm, Walkup, Melodia, Kelly & Schoenberger filed a federal lawsuit in the Northern District of California asserting violations of federal and state civil rights statutes on behalf of Mr. Khairuldeen Makhzoomi, who was removed from a Southwest Airlines flight in April 2016 en route to Oakland, after a passenger overheard and complained about him speaking in Arabic to a family member over the phone.¹⁸ The lawsuit alleges that Southwest Airlines discriminated against and wrongfully removed Mr. Makhzoomi from his flight for no reason other than speaking his native language, Arabic, and his racial/ethnic background as a member of the Middle Eastern and Muslim communities thereby denying him access to equal rights enjoyed by

other individuals who are able to travel without such harassment.¹⁹ Additionally, the lawsuit seeks to hold Southwest Airlines accountable for violating California's civil rights statute, the Unruh Civil Rights Act, which promotes equality in the conduct of business by prohibiting denial of services by business establishments on the basis of perceived or actual characteristics such as race, religion, and national origin, etc.²⁰ To deter Southwest Airlines and other carriers from engaging in similar conduct in the future, the lawsuit seeks monetary compensation in the form of compensatory damages for Mr. Makhzoomi's financial losses and emotional distress, as well as an award of punitive damages for actions that showed intentional and reckless disregard of his rights.

In November 2018, CAIR-LA attorneys filed a complaint against the conduct of TSA agents in response to the profiling and use of unreasonable and excessive force against a client at Los Angeles International Airport (LAX). The client was traveling with his wife, returning to their home in Baltimore, after visiting Los Angeles. While going through TSA security screening, the client was selected by TSA agents for additional screening, which involved opening his bags in which the client, an anthropologist, had several books related to his Muslim faith, including the Quran, books in Arabic, and books about Muslim societies and cultures. Despite having already passed through a full body scanner, the client was then ordered to undergo an additional body scan. A TSA agent conducted an inappropriately forceful and invasive pat down, fondling and jabbing the client, causing him physical pain, humiliation, and great emotional distress. By conducting this intrusive and unwarranted search, the TSA agents committed intentional battery against the client and violated his right to privacy. Moreover, the search was conducted in a discriminatory manner by singling him out, based on protected characteristics such as his actual or perceived national origin and religious background, in violation of his constitutional rights.



UNION DIVIDED:

HATE BUBBLING BENEATH THE SURFACE

The proliferation of hate incidents against American Muslims and other embattled communities continued unabated in 2018, prompted by a steady increase in ethno-nationalist and anti-immigrant hate groups. The Southern Poverty Law Center (SPLC) found that the number of hate groups rose for a fourth consecutive year in 2018, from 954 to 1,020; up 7 percent from 2017.²¹ Within the white supremacist movement, white nationalist groups saw the greatest surge — rising by nearly 50 percent from 100 to 148. Meanwhile, the number of Anti-Muslim groups rose for a third straight year. After tripling in 2015-2016, these groups grew

another 13 percent in 2017, from 101 chapters to 114.²²

In 2018, CAIR-CA's offices were approached by individuals reporting hateful phone calls, letters, and open threats by individuals emboldened by the ascension of an administration courting a clash-of-civilizations worldview. This year, our four offices reported a combined total of 113 matters classified either as hate crimes or hate incidents. Targets included individuals, mosques, community centers, and residences perceived as Muslim or associated with Muslims.

In response to the spate of hateful incidents, CAIR-CA's offices worked closely with targets of hate to ensure that all reported hate crimes are properly investigated by law enforcement and prosecuted. To achieve this, CAIR-CA utilizes media advocacy, reviews public documents and court records, and follows up with law enforcement to ensure investigations are being handled with



appropriate severity and that a hate crime enhancement is included where appropriate. In addition to these efforts, CAIR-CA works for rehabilitation for victims and advocates and for restorative justice options that allow perpetrators to move past their prejudicial actions. CAIR-CA offices also partner with other organizations to educate larger American society on the harmful impact hateful rhetoric has on individuals. Finally, CAIR-CA also combats hateful rhetoric and the misinformation behind it by providing resources, workshops, and other outreach materials that promote an accurate representation of Muslims and Islam.

In one example, CAIR-SD advocated on behalf of a man who survived a vicious hate-crime while driving his car for the ride-sharing service, Uber. The client, a visibly practicing Muslim originally

from Somalia who wears a beard for religious reasons, was driving as an Uber driver in downtown San Diego to pick up a scheduled passenger. Shortly after the passenger entered the car, he began to verbally harass the client by yelling, "I am a Trump supporter," and "I know where you came from!" along with several expletives about Muslims. The passenger then began to violently hit the back of the client's head several times and police had to be called to the scene. Two individuals intervened in an attempt to stop the attack and were later instrumental in assisting local law enforcement in identifying the passenger which led to his apprehension. Criminal charges were filed against the passenger and CAIR attorneys are currently representing the client in a civil complaint against the passenger with the Department of Fair Employment and Housing (DFEH).

HATE INCIDENTS & HATE CRIMES



| | NUMBER | PERCENTAGE |
|----------------|------------|------------|
| Hate Crimes | 24 | 21.2% |
| Hate Incidents | 89 | 78.8% |
| Total | 113 | |



UNDER CLOSE WATCH: HARASSMENT AND SURVEILLANCE

In 2018, CAIR-CA legal staff received 133 complaints involving law enforcement interactions that amounted to harassment, discrimination, and singling out community members based on actual or perceived characteristics such as race, national origin, and religious practice/belief. The Trump administration has continued to advance the narrative that Muslims pose a threat to national security, which has been used to justify ramped-up surveillance attempts and has emboldened discriminatory policing against Muslims. CAIR-CA attorneys have represented hundreds of individuals over the past few years against FBI and/or DHS agents who intimidate and harass individuals by showing up at residences and workplaces at unannounced and inconvenient times. CAIR-CA attorneys work diligently to ensure that these individuals' Fifth Amendment right to remain silent is always protected and asserted by offering free legal assistance and representation, when the need arises.

In one example of the Trump administration's blatant attempts to profile and increase surveillance of Muslims, the administration openly attempted to redirect the national security program "Countering Violent Extremism" (CVE) to solely focus on "radical Islam," to the exclusion of white supremacist, neo-Nazi, and far-right groups.²³ Under CVE, the Trump administration cancelled grants for organizations working on countering the violent effects of white supremacy, while narrowing the program's focus from "countering violent extremism to countering radical Islamist extremism."²⁴ While the Trump Administration continues to make open threats and promises to profile, surveil, and ban Muslims, CAIR-CA has successfully worked with localities to undertake policies that protect our communities from federal overreach and discriminatory practices.

For the past two years, CAIR-LA and a coalition of Los Angeles-based civil rights and advocacy groups have been advocating against the implementation of CVE programs in Los Angeles,

FBI & LAW ENFORCEMENT MATTERS

| | NUMBER | PERCENTAGE |
|-------------------------------|------------|------------|
| FBI Voluntary Questioning | 63 | 47.4% |
| State & Local Law Enforcement | 60 | 45.1% |
| General Concerns | 10 | 7.5 % |
| Total | 133 | |



which was named by the federal government as a “pilot city” in November 2014. The coalition, which included CAIR-LA, ACLU, and Asian Americans Advancing Justice-Los Angeles (Advancing Justice-LA), partnered with Munger Tolles & Olson LLP and filed two lawsuits in state and federal courts seeking transparency from the Trump administration and the City of Los Angeles regarding federal grants awarded to the City of Los Angeles and others under the CVE program.²⁵ The litigation was designed to gain insight into the detrimental CVE program and to shed light on the scope of this intrusive program in the Greater Los Angeles area.

In July of 2018, amid protests from more than 50 Angelenos, the Los Angeles City Council delayed a vote on whether to accept the CVE funding during the current cycle of the program. The in-person protest was the culmination of a nearly two-year long campaign that included asking community members to call and email the mayor’s office and their councilmembers to oppose the City accepting the funds. In a major victory, in August 2018, after multiple discussions with city officials and educating the public on the harmful ramifications of this program, Los Angeles Mayor Eric Garcetti’s office announced that the city would be turning down the CVE grant worth \$425,000.

In a troubling development, the California Governor’s Office of Emergency Services (Cal OES) announced in 2018 that it would be practically mirroring the CVE program by introducing a nonprofit pilot grant program, named Preventing Violent Extremism (PVE), which provided \$625,000 in grants to five selected nonprofits

across the state to engage in surveillance and rehabilitation work.²⁶ In response, CAIR-CA in conjunction with Advancing Justice-LA promptly demanded transparency and information by issuing a Public Records Act (PRA) request seeking to understand the intent and purpose behind a program designed to single out certain communities — predominantly Muslim, refugee, African-American, and Latinx — for being vulnerable and prone to being radicalized into committing acts of mass violence. CAIR-CA intends to continue challenging Cal OES on the need for these programs and to maintain civil rights and liberties for all communities.

In the San Francisco Bay Area, CAIR-SFBA and its partners, including AAAJ-ALC continued advocating for and monitoring yearly compliance with local passed ordinances such as those passed in San Francisco, including the “Safe San Francisco Civil Rights Ordinance”²⁷ and the “Ordinance for Transparency for City Participation with Federal Surveillance Activities”²⁸ in Oakland. These ordinances were designed with the intention of ensuring that in instances where local law enforcement collaborated with federal agencies such as the FBI, police officers would be in actual compliance with local rules governing questioning and surveillance. The ordinances also created reporting mechanisms to ensure accountability and transparency such that members of the public could determine whether or not there was actual compliance and to prevent targeting of primarily AMEMSA communities because of their protected First Amendment activity or other visible markers such as national origin and race. The requested review lead to the

termination of the San Francisco Police Department and FBI's Joint Terrorism Task Force (JTTF) collaboration in early 2017. The ordinances compel police departments in San Francisco and Oakland to train, direct, and supervise their cross-deputized FBI-JTTF officers to follow stricter local and state laws, rather than the looser federal law enforcement standards. Finally, police departments must make annual reports to the public and to applicable commissions, including important metrics such as number of officers assigned to the JTTF, for example, and the number of cases worked by the officer(s).

In the interests of maintaining freedom of religious exercise and belief, it is crucial that individuals who have interactions with law enforcement can avail themselves of all protections under the law, even when detained. As reported in 2017, Ms. Jennifer Hyatt, a Muslim woman who was arrested in Ventura County during a domestic violence dispute was denied the right to wear her *hijab* while going through booking procedures. Ms. Hyatt had requested a blanket to cover herself after being forced to remove her *hijab* but was denied any type of an alternative cloth to cover her head. For the entire duration of her custody, she tried to use her hands to cover her head from the view of jailers and other inmates. In response to this disconcerting and troubling incident, CAIR-LA civil rights attorneys along with attorneys from Erin Darling Law filed a lawsuit on behalf of the client alleging violations of her right to practice her religious beliefs under the First Amendment and Religious Land Use and Institutionalized Persons Act (RLUIPA).²⁹



In November 2018, CAIR-LA attorneys were able to secure a settlement with Ventura County and Ventura County Sheriff's Office on behalf of the client. The Ventura County Board of Supervisors approved the \$75,000 award of damages to the client and her attorneys, and a new accommodation policy for religious head coverings in the Sheriff's Office's written policy manual.³⁰ The policy manual update formalizes the process by which accommodations are granted for religious head coverings in Ventura County. The settlement also includes the adoption of a comprehensive policy that allows detainees to be accommodated for their religious beliefs by having the option to undergo physical searches in a private screening area by deputies of the same sex, as well as being allowed to wear religious head covering in booking photos and throughout the duration of their detention.



WATER COOLER TALK: DISCRIMINATION IN THE WORKPLACE

In 2018, CAIR-CA attorneys represented clients in a wide range of employment discrimination cases, including instances where an employer failed to hire an individual because of his or her actual and perceived characteristics, such as religion and national origin, and assisting individuals in obtaining workplace religious accommodations including prayer breaks for *Jummah*, a day off to celebrate *Eid*, and maintaining a beard or headscarf. CAIR-CA also received many complaints about hostile work environments including Islamophobic harassment by co-workers or supervisors. The refusal to grant workplace accommodations or to address hostile work environments violates Muslim employees' rights under both federal and state law. CAIR-CA attorneys help employees seek legal redress through filing complaints with the federal or state enforcement agency responsible for reviewing employment discrimination, such as the Equal Employment Opportunity Commis-

sion (EEOC) and the Department of Fair Employment and Housing (DFEH). CAIR-CA attorneys also bring legal action through filing lawsuits against private, state, and federal actors for violations of civil rights statutes such as Title VII of the Civil Rights Act of 1964 and the Religious Freedom Restoration Act of 1993.

CAIR-SV was able to reach a settlement on behalf of a client, a Muslim refugee, with her employer who subjected her to a hostile work environment and terminated her for a discriminatory purpose. Since she began working as a seamstress at a clothing factory, the employer explicitly attempted to convert the client to Christianity by forcing her to listen to evangelical Christian music, repeatedly insulting Islam and the Prophet Muhammad, Peace Be Upon Him (PBUH), and imploring her to attend Bible classes so she could learn about Christianity. After continuing to refuse and rebuff her employer's inappropriate attempts at forcing the employer's religious

beliefs on her, she was terminated from her job. After reporting this incident to CAIR-SV, the legal team filed a lawsuit on her behalf in Superior Court of California, leading to a favorable settlement for the client.

In another case involving employment discrimination, CAIR-SV was able to successfully file a complaint with the EEOC on behalf of a Muslim federal employee against her employer, the TSA, for allegedly failing to act and remedy the hostile work environment that the employee had to endure. The hostility included her supervisor filing a false report with the FBI after the employee began regularly praying at work and wearing the *hijab*. The employee's troubles intensified when the FBI began to interview her co-workers and neighbors regarding her background and religious practices, humiliating her and causing great distress. After CAIR-SV filed a complaint with the EEOC and underwent a successful mediation, a settlement was reached with the TSA, ensuring a harassment-free environment and compensation for the harassment endured.

In October 2018, CAIR-SFBA filed a religious discrimination complaint against Samsung on behalf of a client, an experienced software engineer in Silicon Valley, for failure to hire because of his appearance as a visibly practicing Muslim man.³¹ The client interviewed with Samsung personnel at the Samsung Strategy and Innovation Center in San Jose in late 2017. During a crucial interview with a senior executive at Samsung, instead of being asked about his educational background and work experiences pertaining to his ability to perform the job, the client was interrogated about his national origin and possibly being a doubtful fit in the team, as someone who appeared to be Muslim and abstained from drinking alcohol. The Samsung executive abruptly ended the interview after these questions and the next day, the client was informed that he not been selected for the position. CAIR-SFBA attorneys are currently representing the client in his complaint filed with the DFEH claiming impermissible employment discrimination by Samsung based on the complainant's actual and/or perceived religious beliefs/practices and national origin which led to denial of a job opportunity.

CAIR-SFBA was retained by a Muslim client to file a complaint the DFEH regarding the denial of services with accommodations by her employer's landlord who refused to allow the client, who wears a *niqab*, from entering the premises where her employer is located. The client was accosted by the building's landlord and property owner, who demanded that she either take off her religious covering or leave the premises.



es because of her religious practice of wearing a *niqab*, a religious garment worn by Muslim women that covers the entire body except for the eyes. The situation escalated when the landlord interrupted a work meeting and confronted the client about her presence in the building. The client attempted to reason with the landlord by informing him that she was an American citizen whose right to practice her religion needed to be respected to no avail. The matter is currently pending before the DFEH as they investigate the client's allegations.

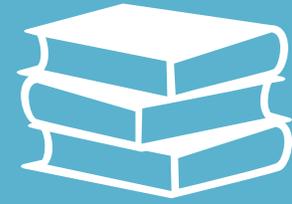


TIME OUT:

BULLYING AND SUPPORTING LEARNING IN SCHOOLS

This past year saw CAIR-CA's offices focused on incidents of harassment, bullying, and First Amendment concerns on school campuses, both K-12 and in higher education. CAIR-CA staff dealt with casework involving peer-to-peer bullying, teacher/administrator bullying, Islamophobic content in teaching curriculum, and censorship of students speaking out on a range of issues such as censure of pro-Palestinian advocacy on college campuses. CAIR-CA ensured that K-12 school districts were active in combating bullying and harassment based on actual or

perceived characteristics such as religion and national origin, by working directly with students, parents, and school officials through legal action and anti-bullying workshops designed to ensure that state and federal laws prohibiting discrimination in schools are enforced.³² Our staff advocated on behalf of impacted students to hold student and administrative offenders accountable for engaging in harassment and discriminatory behavior, with the goal of ensuring that Muslim youth across the state feel safe and valued in their learning environments.



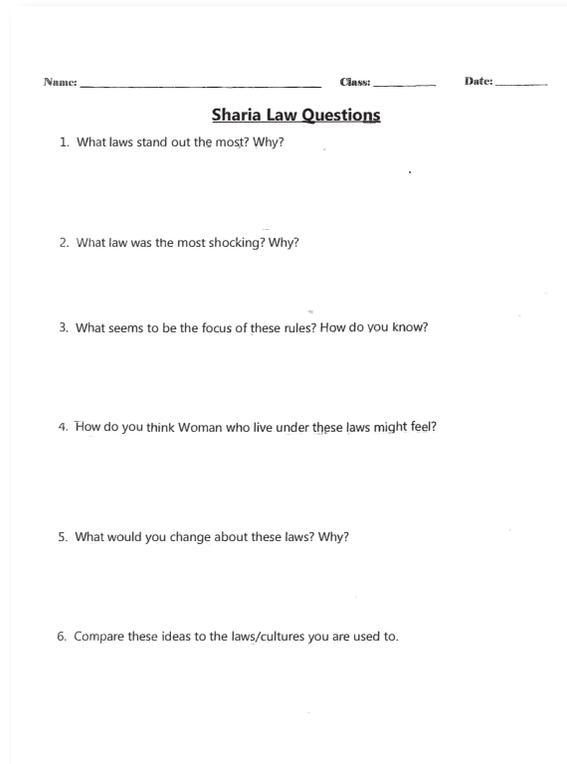
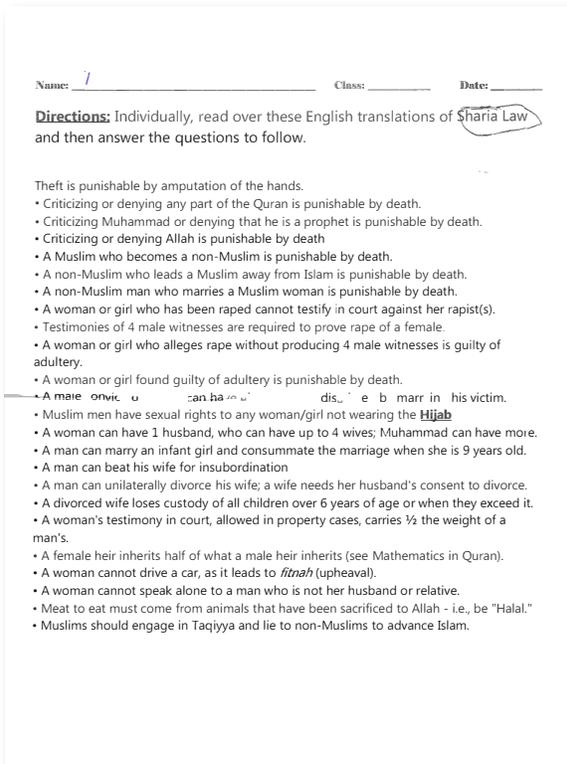
SCHOOL & HIGHER EDUCATION

| | NUMBER | PERCENTAGE |
|---|-----------|------------|
| K-12 Accommodation | 17 | 23.6% |
| K-12 Bullying | 42 | 58.3% |
| Higher Education Accommodation & Discrimination | 13 | 18.1% |
| Total | 72 | |

For example, CAIR-SD attorneys intervened after receiving reports of disturbing behavior that included stalking, bullying, harassment and physical assault against a middle-school Muslim student and her family. The Muslim student, a Syrian refugee, faced continual name-calling and harassment in the months prior to the attack. Even after complaining to the Cajon Valley Union School District (CVUSD) and the school, administrators failed to respond adequately and swiftly to protect the student. The horrific attack, recorded on video, showed the eighth grader and her family being followed home after school by a group of middle school students from Greenfield Middle School in El Cajon. Several students taunted the family, asking for their identification and aggressively demanded that the family leave the country.³³ The verbal abuse escalated to physical assault as some of the students began hitting and slapping the terrified family members. In response, CAIR-SD immediately contacted both CVUSD and the San Diego Sheriff's department to investigate and protect the family from future harm. After CVUSD issued its report under the Uniform Complaint Procedure (UCP) process,³⁴ CAIR-SD attorneys followed up by filing complaints with the DFEH and the U.S. Department of Education's Office of Civil Rights. and CAIR-SD attorneys filed complaints with both the DFEH and the U.S. Department

of Education against CVUSD. The complaints allege that the school district failed in its obligation to protect the student from bullying and harassment before and after the assault, as it is was obligated to do under California's Safe Place to Learn Act and federal law, and sought to ensure that the district addressed any hostile environment towards Muslim students that had been permitted to flourish on the district's campuses.³⁵ Currently, both complaints are in the investigation phase.

CAIR-LA attorneys were able to successfully mount a legal challenge to Mesa Union School District's decision to allow a teacher to distribute and teach using materials laced with anti-Muslim animus and biased information. In October 2017, CAIR-LA filed a complaint on behalf of a Muslim student with California's Department of Education (CDE), in response to a teacher's distribution of a worksheet, based on information from an Islamophobic website—billionbibles.org—containing inaccurate and Islamophobic statements to a seventh-grade social studies class on Islam. Upon complaining to the school district, their investigation and response failed to find any fault with the materials or to issue an apology or retraction, despite the worksheet's inappropriate and disturbing focus on rape and violence.



Seventh-grade social studies worksheet containing Islamophobic content

As a result of the district's inaction, the Muslim student was unable to continue in his class, and ultimately forced to leave the school for his well-being. CAIR-CA attorneys filed a complaint with the CDE asking them to investigate this incident and provide redress, so such incidents would not occur in the future. In March 2018, the CDE determined that there was sufficient evidence of religious discrimination and bias, overturning the Mesa Union School District's defense of the use of materials in their teaching curriculum. Furthermore, the CDE found that the website and materials used in the classroom carried a clear discriminatory bias against Islam, and that attempts to classify the website as objective or accurate were erroneous and without justification.

The above instances confirm and reflect the findings of CAIR-CA's third biennial report on bullying and harassment in public schools released in 2017, *Unshakable: The Bullying of Muslim Students and the Unwavering Movement to Eradicate It*, which analyzed survey feedback from 1,041 students between the ages of 11 and 18 enrolled in public and private schools across California. The report found that only 69 percent

of respondents feel welcome and respected in school.³⁶ For Muslim students who are visibly Muslim, especially those wearing the *hijab*, 36 percent reported offensive touching such as being targeted by having their *hijab* tugged or pulled.³⁷ Troublingly, about 38 percent of the respondents reported dealing with incidents of peer-to-peer bullying, as well as discrimination from teachers and school administrators.³⁸ CAIR-CA will build on the report's findings and scope this year with the publication of its fourth biennial report on the prevalence of school bullying, harassment, and discrimination across the state of California.

On college and university campuses, an atmosphere of speech and viewpoint suppression targets predominantly AMEMSA students, amongst others who engage in human rights advocacy and/or requesting accommodations for their religious beliefs. As a particularly disturbing example, the pro-Palestinian rights and anti-occupation student organization, the National Students for Justice in Palestine (NSJP) organized a conference to be held in November 2018 at the University of California, Los Angeles (UCLA). This conference received immediate pushback

from various quarters, including members of the UCLA community and institutions who were diametrically opposed to the positions of college students who advocate on behalf of Palestine. In the weeks prior to the conference, the City of Los Angeles passed a resolution expressing their demand and support for, “any administrative action which would cancel and ban the SJP conference scheduled” on the part of the UCLA administrators, attempting to chill the conference organizers’ free speech by asserting that the conference undoubtedly will promote anti-Semitism.³⁹

CAIR-LA was contacted by the students organizing the conference after the organizers received a threatening legal letter from UCLA Vice Chancellor Michael Beck ordering them to cease and desist from using UCLA’s logo and the imagery of the Bruin Bear associated with the school.⁴⁰ The letter threatened that failure to cease from using these symbols would lead to cancellation of the conference and other additional penalties.⁴¹ The UCLA administration claimed the use of these symbols by the NSJP for their advertising materials, including conference posters, amounted to a trademark violation since UCLA had exclusive right to these symbols and that using these symbols wrongly implied that the university supported or endorsed the conference in their official capacity.⁴² The Vice Chancellor’s letter further stated that NSJP’s portrayal of a sitting bear wearing a traditional Palestinian scarf and flying a kite painted in the Palestinian flag conveys “an intention to endorse violence against Israel.”⁴³

CAIR-LA attorneys wrote an advocacy letter refuting UCLA’s position which contained discriminatory double standards and constitutionally impermissible suppression of political speech, applied solely to NSJP’s use of the symbols on their conference flyers. The letter argued that the university was violating the First Amendment rights of the organization and the conference’s attendees through attempting to suppress NSJP’s ability to hold the conference and to engage in unpoliced speech regardless of their viewpoint on the Israel-Palestine conflict. Additionally, CAIR-LA encouraged UCLA’s administration to refrain from any policy or ac-

tion that would restrict NSJP, or any other student organization, from freely assembling and expressing themselves because of the group’s political viewpoint or other beliefs protected by the First Amendment.



In the end, while the conference was conducted successfully, some attendees were subject to verbal harassment and intimidation from protestors of the conference, which required a large police presence to protect the attendees’ safety. Troublingly, some students still felt the need to cover their faces and name tags when in public to protect their safety and privacy. After the conference, CAIR-LA’s office received reports of assaults against Muslim women by a group of protestors, including one student who was hit on the head with a sign covered by the Israeli flag. These hate-filled incidents point to a culture of free speech restrictions and active hostility directed towards Arab, Middle Eastern, Muslim, and South Asian students. Such a toxic atmosphere has a direct bearing on the academic environment that Muslim students and others find themselves in. CAIR-CA continues to advocate to ensure that all students enjoy a welcoming academic environment, where their rights to free speech and to free practice of their religion are upheld.



RECOMMENDATIONS

In order to advance the civil rights of all communities, and in light of the complaints received in 2018, CAIR-CA's legal staff recommend that:

1. **If you have been a witness or target of a hate crime or incident**, be sure to report it to your local CAIR office and police department for assessment and recording purposes. In addition to assisting, CAIR utilizes this information to tell part of the American Muslim story and bring increased attention to the hostile environment the community is living in and to advocate for increased protections.
2. **Report bullying and harassment** to your teachers and school administrators as well as CAIR. Schools should provide comprehensive cultural competency training to their administration and faculty, as well as training on how to properly respond to bullying under California and federal law. Parents and students should contact their local CAIR-CA chapter for reporting and consultation.
3. **Employees facing potential discrimination should immediately contact their Human Resources department** and report the potentially discriminatory behavior, preferably via e-mail to maintain written records, and contact an organization such as CAIR-CA for advice and consultation.
4. **Assert your right to remain silent and right to legal counsel.** All Americans should learn about and assert their rights when interacting with law enforcement, through CAIR-CA's publications available online.
5. **Reach out to your elected officials** to oppose President Trump's signature policies—the Muslim Ban, the asylum ban, and the border wall—and demand that Congress and the Senate work together to repeal the Ban and other racist immigration policies.



6. **Register to vote and get out the vote.** All eligible voters should exercise their right to vote and hold elected officials accountable—especially by becoming engaged in upcoming local, state, and federal electoral processes—for promoting bigoted policies, engaging in dangerous rhetoric, and/or failing to take hardline stances against those politicians who do engage in such dangerous rhetoric and create a hostile environment for the American Muslim community.
7. **Fight back against profiling.** If approached by the FBI, CBP, or TSA for voluntary questioning, and/or when subject to enhanced questioning and screening procedures while traveling, contact CAIR-CA for consultation regarding your rights and representation to prevent future instances of harassment.
8. **Demand an end to CVE/PVE.**⁴⁴ Community organizations, municipalities, and local law enforcement agencies should cease all partnerships with federal law enforcement agencies that require resources to be dedicated toward investigations stemming purely from a person’s racial and/or religious identity and that aim to gather information on a person’s constitutionally protected activities.
9. **If you are an employer, provide comprehensive diversity and employee rights trainings to your employees,** including training on American Muslims, Title VII, and FEHA. Employers should also take swift and stern action against employees who engage in discriminatory or harassing behavior against their co-workers.
10. **Proactively reach out to CAIR-CA offices** regarding hosting our Bystander Intervention Trainings (BIT) and Know Your Rights (KYR) trainings to empower your community members and congregants to protect themselves and each other.

PARTNERS

CAIR-California would like to thank the following individuals and organizations, who have been instrumental to the success of our civil rights work and who continue to contribute to the advancement of civil rights for all Americans.

Abrahamic Faiths Peacemaking Initiative
ACCESS California Services and ACCESS Sacramento
Alliance San Diego
American-Arab Anti-Discrimination Committee (ADC)
American Civil Liberties Union (ACLU)
American Muslim Voice (AMV)
Arab Culture and Community Center (ACCC)
Arab Film Festival (AFF)
Arab Resource and Organizing Center (AROC)
Arnold & Porter Kaye Schooler LLP
Asian Americans Advancing Justice-Asian Law Caucus (ALC)
Asian Americans Advancing Justice-Los Angeles (AAAJ-LA)
Asian American Bar Association (AABA)
Bay Area Muslim Bar Association (BAMBA)
Brennan Center for Justice
Buchalter Nemer
California Council of Churches/California Church IMPACT
California Immigration Policy Center (CIPC)
California Sikh Council
Carpenter & Mayfield
Catholic Legal Immigration Network, Inc. (CLINIC)
Center for Constitutional Rights (CCR)
Center for Human Rights and Constitutional Law
Church State Council
Clergy and Laity United for Economic Justice (CLUE)
Coalition for Humane Immigrant Rights Los Angeles (CHIRLA)
Courage Campaign
Defending Rights & Dissent (DRAD)
Immigrant Youth Coalition (IYC)
Indivisible
Interfaith Communities United for Justice and Peace (ICUJP)
Interfaith Worker Justice (IWJ)
Iranian American Bar Association (IABA)
Islamic Circle of North America (ICNA)
Islamic Networks Group (ING)
Islamic Shura Council of Southern California (ISCOSC)
Jakarta Movement
Japanese American Citizens League (JACL)
Jewish Voice for Peace (JVP)
Karama
Kizuna
LA Jews for Peace
Lane Powell PC
Lawyers' Committee for Civil Rights (LCCR)
League of United Latin American Citizens (LULAC)
Legal Aid Foundation of Los Angeles (LAFLA)
Legal Aid At Work
Los Amigos of Orange County
MPower Change
Muslim American Society (MAS)
Muslim Anti-Racism Collaborative (MARC)
Muslim Leadership Council of San Diego (MLC-SD)
Muslim Legal Fund of America (MLFA)
Muslim Student Association (MSA) West
National Association for the Advancement of Colored People (NAACP)
National Immigration Law Center (NILC)
National Lawyers Guild (NLG)
National Religious Campaign Against Torture (NRCAT)
Nikkei for Civil Rights and Redress (NCRR)
North American Islamic Shelter for the Abused (NISA)
Northern California Islamic Council
NorCal Resist
Orange County API Community Alliance (OCAPICA)
Orange County Bar Association Charitable Fund (OCBACF)
Orange County Congregation Community Organization (OCCCO)
Palestine Legal
Pangea Legal Services
Pars Equality Center (PARS)
Program for Torture Victims (PTV)
Progressive Christians Uniting
Project Islamic Hope
San Francisco Human Rights Commission (SF HRC)
Sacramento Area Congregations Together (SAC ACT)
Sacramento Immigration Coalition
Sacramento FUEL Network (Family Unity, Education, and Legal Network)
Services, Immigrant Rights, & Education Network (SIREN)
SEIU Local 1000
Sikh American Legal Defense and Education Fund (SALDEF)
South Asian Bar Association of North America (SABA)
South Asian Bar Association of Northern California (SABA-NC)
South Asian Network (SAN)
The Sikh Coalition
United Sikhs
Walkup, Melodia, Kelly & Schoenberger LLP
Western Justice Center Foundation
Women For: Orange County

APPENDIX

GLOSSARY OF MUSLIM TERMS

| | |
|---------------------|--|
| Hijab | Arabic for “barrier” or “partition”, often used to refer to the headscarf worn by some Muslim women. |
| Eid | Two major religious celebrations, Eid al Fitr and Eid al Adha, commemorating important events in the Islamic year. |
| Islam | The word is commonly translated as “peace through God’s guidance”, the proper name for Muslims’ religion. |
| Jummah | Friday prayer, required for those who are physically able to attend. |
| Muslim | Follower of Islam. |
| Islamophobia | Fear or hatred of Islam and Muslims; a phenomenon which promotes and perpetuates anti-Muslim stereotyping, discrimination, harassment, and even violence, and negatively impacts the participation of American Muslims in public life. |
| Niqab | A veil worn by some Muslim women in public, covering all of the face apart from the eyes. |

GLOSSARY OF COMMON LAWS & LEGAL ENTITIES

RELEVANT LOCAL, STATE & FEDERAL LAWS

| | |
|----------------------|--|
| 1st Amendment | Part of the United States Constitution’s Bill of Rights, the First Amendment provides that the government cannot interfere with a person’s freedom of speech, freedom of expression, or freedom to peacefully practice his or her religious beliefs. |
| 4th Amendment | Part of the United States Constitution’s Bill of Rights, the Fourth Amendment provides that government officials cannot unreasonably detain persons or search them, their belongings, automobiles, or homes without a warrant. |

| | |
|----------------------|---|
| 5th Amendment | Part of the United States Constitution’s Bill of Rights, the Fifth Amendment provides that no person shall have to give information to the government if it would possibly incriminate them. The Supreme Court of the United States in <i>Miranda v. Arizona</i> provided that this includes the right to remain silent in the face of law enforcement questioning, and the right to have an attorney present if compelled by law enforcement to provide information. |
| APA | Administrative Procedure Act. The APA is a federal law governing the way in which United States administrative agencies may establish and carry out federal regulations. |
| FEHA | California Fair Employment and Housing Act. FEHA is a state law outlawing employment and housing discrimination based on, among other factors, gender, national origin, race, or religion. |
| INA | Immigration and Nationality Act. The INA is a federal law governing immigration to and citizenship in the United States. |
| Ralph Act | Ralph Civil Rights Act. The Ralph Act is a California law providing civil and administrative remedies for those targeted for violence based on, among other factors, their gender, national origin, race, or religion. |
| RFRA | Religious Freedom Restoration Act of 1993. RFRA is federal law protecting against federal laws that substantially burden a person’s free exercise of religion. It provides increased protections on top of the First Amendment. |
| RLUIPA | Religious Land Use and Institutionalized Persons Act. RLUIPA is federal law protecting against state laws that substantially burden a prisoner’s right to worship and gives religious institutions a way to avoid burdensome zoning law restrictions on their property use. |
| Seth’s Law | “Seth’s Law” is a piece of California legislation bolstering and strengthening the SSVPA by implementing increased requirements on schools in regard to bullying policies and investigations. |
| SSVPA | School Safety Violence Protection Act. The SSVPA is a California law requiring schools to develop and implement policies that protect students from bullying. |
| Title VII | Title VII of the Civil Rights Act of 1964. Title VII is part of a landmark federal law outlawing employment and housing discrimination based on, among other factors, gender, national origin, race, or religion. |
| Unruh | Unruh Civil Rights Act. Unruh is a California law outlawing public accommodation discrimination based on, among other factors, gender, national origin, race, or religion. |

RELEVANT STATE & FEDERAL ENTITIES

| | |
|--------------------------|---|
| CBP | United States Customs and Border Protection. A component of DHS, CBP is responsible for regulating and facilitating international trade, collecting import duties, and enforcing United States regulations, including trade, customs, and immigration. |
| District Attorney | The District Attorney's office is a county agency responsible for prosecuting violations of the California Penal Code on behalf of the people of California. |
| DFEH | The Department of Fair Employment and Housing. The DFEH is a state agency responsible for investigating and on occasion prosecuting violations of California's FEHA and Unruh Civil Rights Act. Before a person can bring a private lawsuit under FEHA, they must first file an official complaint with the DFEH. |
| DHS | The Department of Homeland Security. The DHS is a federal executive department of the United States government and is responsible for protecting the United States from and responding to terrorist attacks, man-made accidents, and natural disasters. |
| DOJ | The United States Department of Justice. The DOJ is a federal executive department of the United States government and is responsible for enforcing federal laws. |
| EEOC | The Equal Employment Opportunity Commission. The EEOC is the federal agency responsible for investigating and on occasion prosecuting violations of Title VII. Before a person can bring a private lawsuit under Title VII, they must first file an official claim with the EEOC. |
| ICE | United States Immigration and Customs Enforcement. A component of the DHS, ICE is responsible for identifying, investigating, and dismantling vulnerabilities regarding the nation's border, economic, transportation, and infrastructure security. |
| FBI | The Federal Bureau of Investigation. A government agency within the DOJ, the FBI is responsible for investigating federal criminal activity and intelligence gathering. |
| TSA | The Transportation Security Administration. A component of DHS, the TSA is responsible for the security of the traveling public in the United States. |
| USCIS | United States Citizenship and Immigration Services. A component of the DHS, USCIS is responsible for processing immigrant visa petitions, naturalization petitions, and asylum and refugee applications, as well as adjudicating certain immigration matters. |

ENDNOTES

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OUR VISION

To be a leading advocate for justice and mutual understanding.

OUR MISSION

To enhance understanding of Islam, encourage dialogue, protect civil rights, promote justice, and empower American Muslims.



**Council on American-Islamic Relations
Greater Los Angeles Area (CAIR-LA)**
2180 W. Crescent Ave., Ste. F
Anaheim, CA 92801
Tel: 714.776.1847
E-Mail: info@losangeles.cair.com

**Council on American-Islamic Relations
San Francisco Bay Area (CAIR-SFBA)**
3160 De La Cruz Blvd., Ste. 110
Santa Clara, CA 95054
Tel: 408.986.9874
E-Mail: info@sfba.cair.com

**Council on American-Islamic Relations
San Diego (CAIR-SD)**
7710 Balboa Ave., Ste. 326
San Diego, CA 92111
Tel: 858.278.4547
E-Mail: info@sandiego.cair.com

**Council on American-Islamic Relations
Sacramento Valley (CAIR-SV)**
1122 Del Paso Blvd.
Sacramento, CA 95815
Tel: 916.441.6269
E-Mail: info@sacval.cair.com