

CAIR
CALIFORNIA

CIVIL RIGHTS REPORT 2017



The Council on American-Islamic Relations (CAIR) is the largest American Muslim civil rights advocacy organization in the United States. CAIR California is the largest and oldest chapter of CAIR, with offices in the Greater Los Angeles Area, the Sacramento Valley, San Diego, and the San Francisco Bay Area. CAIR California's mission is to enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding.

OUR VISION

To be a leading advocate for justice and mutual understanding

OUR MISSION

To enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding

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“If you’re fighting for the rights of man, you’re never free from fear..But nevertheless, I feel if I’m going to live in this town and live with myself, I must oppose hatred and prejudice in any way that I can.”

~ Daisy Bates, circa 1957

The words of Daisy Bates, one of America’s greatest civil rights leaders, usher in a new meaning for civil rights in both the Muslim American community and our brothers and sisters outside of the community who also protect the rights of Americans. At the core of CAIR California’s purpose is the mission to protect civil liberties and civil rights.

At the time of publishing this report, the unknown outcome of 2016 became known, and the fears expressed both inside and outside of the Muslim American community became rational anxiety about the community’s future. As in prior years, increased reporting to the civil rights departments of our four California offices occurred during the calendar year of 2016. But, there has been no other time in American Muslim history like the present. The common struggles of prior years—combating employment discrimination, hate crime and hate incidents, travel bans, immigration delay, and school bullying, were still present in 2016, and will likely increase historically.

However, what was uniquely different was the intervention and solidarity of underserved and marginalized groups in America and their leadership, who have stood with us to defend against what can only be described as systemic and open bigotry towards the Muslim American community. The partnerships, allies, and friendships from our past years will be our greatest strength as we move deeper into 2017.

CAIR California’s Civil Rights Departments employ legal staff across its four offices located in the San Francisco Bay Area, Sacramento, Los Angeles and San Diego. The civil rights team provides free legal services to many who report religious discrimination matters and provides immigration representation for nominal fees in the Los Angeles and San Diego offices.

This report is a dedication to the people who make our civil rights work possible—the clients and community advocates for change. As Clarence Darrow stated:

“As long as the world shall last there will be wrongs, and if no man objected and no man rebelled, those wrongs would last forever.”

Without CAIR California’s supporters, our core mission of equality and protecting the civil rights of Americans would not be possible. Thank you.

Susanne Arani, Esq.
Staff Attorney
CAIR-San Diego Office



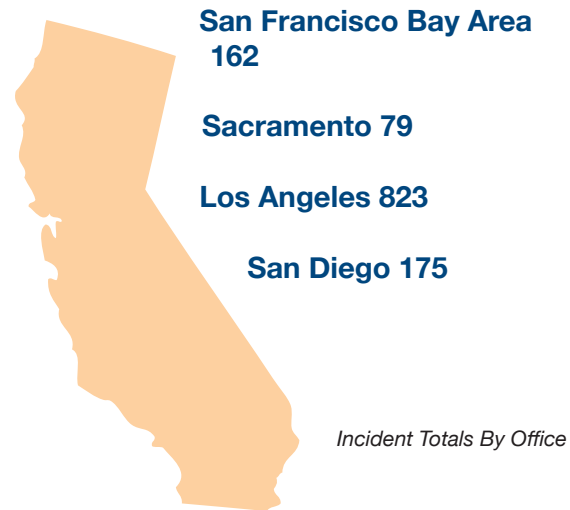
GENERAL STATISTICS

Employment	132	10.6%
FBI Law Enforcement	209	17%
Hate Incidents or Crime	182	14.7%
Housing Discrimination	23	1.9%
Prison	25	2%
Public Accommodation	19	1.5%
Bullying	68	5.5%
Travel	64	5.2%
Immigration Delay	20	1.6%
Other Government Entities	22	1.7%
Total Civil Rights	764	
Immigration	475	38.3%
Total Matters	1,239	

In 2016, CAIR California performed 1,239 intakes in matters that are within our scope of service. In previous years, we would report the number of

matters reported to us that were not in our scope, but we no longer include out-of-scope matters in our analysis. The total number of matters for CAIR California's Civil Rights Department increased over 10% from 2015 to 2016.¹

STATE OF CALIFORNIA



HATE CRIME AND HATE INCIDENTS



Hate Crime or Hate Incidents

Hate Crime	35	19%
Hate Incident	89	49%
Hate Calls /Mail ²	58	32%
Total	182	

CAIR California’s Civil Rights Departments receive numerous reports of hate crimes and hate incidents. This year, the four offices reported a combined 182 matters categorized as either “hate crime” or “hate incident.” The State of California considers a crime a hate crime when the perpetrator is motivated by bias against the victim, or when the perpetrator has the specific intent to interfere, oppress or threaten the exercise of a person’s civil rights on the basis of their actual or perceived characteristics.³

In the San Francisco Bay Area, Ms. Esra Altun, a then sophomore majoring in psychology, was walking to her car at San José State University in the middle of the afternoon when someone violently grabbed her by her hijab from behind and yanked her backwards. Thinking quickly, Ms. Altun was able to fight the attacker off by leaning forward making it more difficult for him to force her backwards. The attacker let go and Ms. Altun fell hard to her knees, but was able to flee. The attack happened just a day after the presidential election in November 2016.

In Sacramento, hundreds of letters were left on the windshields of cars parked in Midtown. The letters called explicitly for violence against Muslims and asked for others to “[k]idnap, rob, torture for information and execute all Muslims and Latinos. Leave no survivors.” Soon after, a neo-

Nazi rally occurred in downtown Sacramento, which turned violent as some in attendance were stabbed.⁴ In response, CAIR Sacramento took part in a rally for unity at the state capitol, and spoke with other ally organizations for the promotion of peace, unity, and love for all people in the targeted communities.

The Southern Poverty Law Center reported Muslim Hate Groups increased 197% between the years 2015 and 2016.⁵ Some of the hate groups are particularly well-funded and have the goal to spread fear and bigotry about Muslims and Islam.⁶

CAIR California’s Civil Rights attorneys and staff have responded to hate incidents and reporting by including more Know Your Rights materials on community safety. We have also performed numerous public records requests, reviewed court records, and requested additional action or investigation on behalf of victims when appropriate. We have advised victims of their rights and have appeared in court for purposes of determining the status of a case in order to alleviate the stress and anxiety of being a victim and a witness to crime in this state.





TRAVEL MATTERS

Subcategory Breakdown of Travel Incidents Reported

Airline	10	15.6%
CBP	44	68.7%
TSA	7	11%
Other	3	4.7%
Total	64	

Reported discriminatory treatment in travel increased 49% from 2015 to 2016⁷

At the time this report was published, the U.S. Supreme Court agreed to review President Trump’s Executive Orders banning Muslims. The Executive Orders had previously been blocked by two U.S. Circuit Courts. However, unequal treatment in travel pre-dated the current administration.

Unfettered discretion given to airline pilots led to numerous complaints against the airline industry. CAIR-SFBA responded immediately when in April of 2016, Mr. Khairuldeen Makhzoomi, a student at the University of California, Berkeley, was removed after another passenger heard and complained that he spoke Arabic on the phone. Mr. Makhzoomi was speaking to a family member

and used the phrase, “*Inshallah*,” which means, “God willing,” in Arabic. As soon as he finished the call, a Southwest employee told him he had to leave and escorted him off the plane, all while berating him for speaking Arabic on the airplane.

Generally, an airline pilot has authority to refuse a passenger, despite being a common carrier, if he or she has reason to believe the passenger poses a threat to safety.⁸ However, the airline cannot do so arbitrarily or capriciously. CAIR-SFBA is advocating on behalf of their client and his claims of discrimination with the Department of Transportation and Southwest Airlines.

The vast majority of travel complaints in CAIR California’s legal departments involve travel delays when coming into the U.S. from overseas. Customs and Border Protection (“CBP”) disproportionately questions Muslims and/or persons from Muslim-majority countries in secondary detention (aka secondary inspection) at America’s borders.⁹ Although there is no legal process for a person who is subject to secondary inspection to be free from the discriminatory treatment, CAIR California’s legal departments have filed numerous complaints with the Office of Civil Rights, the Office of the Inspector General, and routinely file Freedom of Information Act (“FOIA”) requests and perform FOIA appeals in travel delay cases.

IMMIGRATION



Immigration Matters

Naturalization	230	49%
Adjustment / LPR	114	23%
Asylum	28	6%
TPS	18	4%
EAD	13	3%
U Visa/ VAWA	8	2%
Other Immigration Benefit	64	13%
Total	475	



Immigration matters increased 11% from 2015 to 2016¹⁰

CAIR California's Immigrants' Rights Center ("IRC") in Los Angeles partnered with the International Refugee Assistance Project (IRAP) by supervising a case with student volunteers at UCLA School of Law. The case involved assistance to an Iraqi man who had been threatened numerous times and survived an armed attack on his home. He was attacked because he worked as a driver for an American journalist from the Wall Street Journal during the Iraq war. He, along with his wife and four children, moved to Jordan and registered with the United Nations High Commissioner for Refugees. His

wife suffers from a severe medical condition, which doctors confirmed could not be adequately treated in Jordan. IRAP took his case after his application had been pending for several years.

IRC oversaw the students' preparation of documents, including the employment verification letter, congressional inquiry, and declaration in support of refugee status. CAIR-LA's IRC attorney supervised the legal team and was the primary attorney of contact for the client. She prepared the client for his resettlement interview, and after a series of security checks and interviews, the client's case was approved and the family was able to travel to the U.S. as refugees.





CITIZENSHIP



In 2016, CAIR California offices received several inquiries where persons who had applied for citizenship were well outside the normal case processing times—sometimes by many years. The naturalization application has become an increasingly complex application as the number of pages in the application itself has more than doubled since 2008. Given the complexity, more persons are seeking the advice of counsel from offices like CAIR-LA and CAIR San Diego prior to submitting their petition for naturalization.

CAIR-LA recently expanded its naturalization program as part of a national campaign to provide legal services to eight million lawful permanent residents. As part of that effort, IRC established partnerships with immigration service providers in Los Angeles and Orange counties, educated community members through information sessions, and utilized media partnerships to reach new communities of eligible persons for naturalization. In 2016, IRC assisted 220 persons in applying for citizenship—an increase of 58% for the LA office alone.

CAIR-LA's IRC office performed 58% more naturalization petitions in 2016



EMPLOYMENT



Employment Matters

Failure to Hire	19	14.4%
Harassment	48	36.3%
Accommodation	21	16%
Retaliation	44	33.3%
Total	132	

Employment matters increased 19% from 2015 to 2016

Employment discrimination is a large focus of CAIR California’s work. The majority of the matters reported to our Civil Rights Departments are wrongful termination, failure to hire, and denial of religious accommodation matters. At the time of publishing this report, CAIR California offices filed two new lawsuits alleging discrimination and wrongful termination in the first quarter of 2017.

CAIR California’s attorneys assist persons seeking religious accommodations in their school or workplace. Most of the time, an employer will allow the employee to leave for Friday prayer (*Jumu’ah*), have a designated prayer space in the workplace, and permit religious dress without issue. However, either due to ignorance of the law or disparate treatment against Muslims, sometimes CAIR attorneys need to assist in particularly difficult or urgent matters.

In 2016, CAIR California’s four offices assisted in 21 matters to secure accommodations. One of those matters was Mohammed’s matter. Mohammed came to CAIR San Diego when he heard that its civil rights department assisted those in need of religious accommodation. His matter was simple but time sensitive—as a chef in a chef-study program in a four-star restaurant downtown, Mohammed did not want to cook with alcohol. He was told by the restaurant that they could not accommodate his request and if they had known that he would need such

an accommodation, then they would not have accepted him for the work-study professional program.

Mohammed was desperate to find a solution because if he did not maintain the chef position, he would risk having to leave the U.S. CAIR San Diego’s civil rights department immediately contacted the human resources department and the joint sponsor to educate them on the issue of reasonable accommodation and what could be done. After CAIR’s action, the restaurant made several accommodations for Mohammed and the program even allowed his expertise in Egyptian cuisine to be part of the chef program.

In 2016, CAIR Sacramento filed a new lawsuit on behalf of their plaintiff and client, Mr. Elsiddig Elhindi. CAIR Sacramento previously filed on behalf of Mr. Elhindi who worked as a prison guard at the California Department of Corrections and Rehabilitation (“CDCR”), due to the harassment he experienced on the job based on his religion and national origin. This second lawsuit alleges that the CDCR has failed to timely promote Mr. Elhindi because of his faith and in retaliation for his previous lawsuit. Both lawsuits are pending.



“I believe women and minorities often wait for permission to be invited to something; we need to stop doing that[.]My kids are the reason I continue to strive for something better. They know, as kids who are Muslim, Somali, black Americans, that they’ve always been part of a struggle and that change isn’t easy.”

~ Ilhan Omar, First Somali-American Muslim legislator elected in the U.S.*

LAW ENFORCEMENT



Law Enforcement Matters

FBI Interviews or Requests	154	73.7%
State Law Enforcement	34	16.3%
Other / General Law Enforcement Inquiries	21	10%
Total	209	

Law Enforcement matters increased 31% in 2016 from 2015¹¹

The inauguration of the new executive administration disproportionately affected the immigrant community and communities of color. The marked decrease in victim reporting in cities like Los Angeles has been attributed to the fear of deportation by Immigration and Customs Enforcement (“ICE”).¹²

The power of law enforcement is not unknown to the American Muslim community either. For years, CAIR California’s attorneys have been representing people in interviews with the Federal Bureau of Investigation (“FBI”) without payment. In 2016, the CAIR California offices performed 209 intakes on matters related to law enforcement, which is a 31% increase from the year prior. Of these matters, approximately 73% were matters relating to the FBI.

In the days preceding the presidential election, CAIR offices in eight states, including California, were alerted to a broad sweep of FBI-initiated questioning. FBI Special Agents knocked on doors, called people and sometimes threatened to call people’s employers, so that they could ask whether a person had any information on a terrorist attack.¹³ The threat was reported as a “low-level” and unspecified one, yet the interviews continued throughout the day before the presidential election.¹⁴

Regardless, armed with the FBI’s broad power to conduct interviews, agents knocked on the doors of anyone who had traveled to Afghanistan or Pakistan in recent years.¹⁵ Changes in FBI guidelines in 2008 permit investigative techniques, called “assessments,” which include interviewing people under false pretenses, pre-textual interviews, and physical surveillance when there is no indication of wrongdoing.¹⁶ The FBI may not consider religion, ethnicity or national origin as the sole basis for initiating an investigation and the agents must take special care to not disrupt the reputation of the person they would like to interview.¹⁷ ¹⁸ These guarantees are, however, loosened in a threat assessment or in matters relating to national security concerns.¹⁹

*Excerpts taken from, “Meet Ilhan Omar, the First Somali-American US Legislator,” Jeff Nelson, People.com (Jan. 2017).



CAIR Received Notice that FBI Agents Asked the Following Questions on Pre-Election Day Questioning:

- Have you heard anyone discuss or disapprove of Al-Qaeda’s leader Faruq Al-Qatani’s killing in Afghanistan?
- Do you know of anyone who would be loyal to Al-Qaeda or other extremist groups in Pakistan or Afghanistan?
- Do you know of anyone in the U.S. who raises money or provides support to Al-Qaeda or other extremist groups in Afghanistan or Pakistan?
- Are you aware of anyone in contact with Al-Qaeda associates or other extremist groups in Afghanistan or Pakistan?
- Are you aware of anyone who has received military or explosives training from anyone in Afghanistan or Pakistan?
- Are you aware of any plots by Al-Qaeda or other extremist groups in Afghanistan or Pakistan that are planned in the United States?

In April of 2016, CAIR-LA filed a lawsuit on behalf of Kirsty Powell, a Muslim-American whose hijab was forcibly removed by Long Beach Police while in custody. As of the date of Powell’s arrest, the Long Beach Police Department (LBPD) had a blanket policy that no arrestees were allowed to retain head coverings and made no account for religious accommodations. Despite her objections, Powell remained in the full view of other male inmates and officers overnight resulting in her experiencing humiliation and distress. As a result of the lawsuit filed by CAIR-LA, the LBPD issued an order immediately overturning their prior policy banning head coverings and requiring that arrestees be allowed to wear religious head coverings while in custody. As of the date of this publication, CAIR-LA was able to secure a favorable settlement for Powell from the City of Long Beach, subject to approval by the Long Beach City Council.



BULLYING



School Bullying and Accommodation Matters

K-12 Accommodation	4	6%
K-12 Bullying	24	35%
K-12 Administration / Other	21	31%
Higher Education Free Speech	2	3%
Higher Education Accommodation	17	25%
Total	68	

CAIR California's civil rights team receives a variety of complaints from parents of students and students in K-12 about bullying experienced in school. Sometimes, a child will not report school bullying to a parent or teacher, and so the bullying can continue.

This was the case in a matter handled by CAIR-SFBA for Nikki. Nikki was a student at Cesar Chavez Middle School in Hayward, and had been bullied in school since the third grade. Nikki decided to wear a *hijab* in middle school, and in March of 2016, another student pulled her *hijab* to the side and twice demanded, "Are you a terrorist?" CAIR-SFBA stepped in to advocate on Nikki's behalf and met with the Hayward Unified School District to determine why the bullying lasted years and escalated, and what the district planned to do in order to protect the student's safety. Although the district made several assurances about the action they could take to protect Nikki, Nikki did not want to return to the school, and is learning through hybrid schooling.



CAIR Sacramento was able to turn a horrible bullying incident into the face for positive change in 2016. Ten-year-old student, Yasmeen, is from a faith-diverse household—her mother is Catholic, and her father is Muslim. Earlier this year, Yasmeen decided to wear *hijab* for the first time. During her first day at school in a *hijab*, Yasmeen was called a "terrorist," and told that she came from, "a family of killers." She went home in tears. The next day, one of her peers told Yasmeen that the helicopter flying overhead was coming to take her because she did not belong in America. After Yasmeen's family contacted CAIR, CAIR's attorney met with the school district to ensure Yasmeen would not face any more hate in the future.

Yasmeen became the face of CAIR California's efforts to pass Assembly Bill 2845, a bill to protect Muslim and Sikh students from school bullying. Her brave and emotional testimony at the assembly hearings left members in tears as she shared her story. With Yasmeen's help, the bill passed California's assembly and senate and was signed into law.





POSITIVE CHANGE

Sometimes, positive change happens with minimal legal intervention. One such instance happened during Ramadan 2016 at the Naval Base, San Diego (“NBSD”). The Commanding Officer of the NBSD wrote to our San Diego attorney that NBSD had recently opened a new prayer space located on base for all enlisted persons and personnel. CAIR San Diego had been alerted to the fact that NBSD, where thousands of men and women are serving or employed by the Navy, had limited faith space aside from the traditional Church space. On behalf of a Muslim Navy complainant, CAIR-SD asked NBSD for a more neutral space that could be used by various other faiths, including Muslim Americans. We were pleased that NBSD decided to dedicate a space for Muslim men and women that includes the following: daily prayer, prayer rugs, the *Qu’ran*, a compass and a nearby restroom for *wudu*. NBSD’s population is approximately 26,000 military personnel and civilian staff, of which an estimated 150 persons are Muslim.

“We work to give people a voice when they need to call for justice. Often, that call is answered with understanding and mutual respect and we see the positive outcomes that result from working together instead of against each other.”

~ Saad Sweilem,
CAIR California’s Sacramento
Civil Rights Attorney

Another instance of change without legal intervention took place at the Los Angeles office. CAIR-LA was contacted by a father and his attorney in a family law dispute when opposing counsel asserted that the father’s religion and ethnicity made him unqualified to have custody of his children. According to the father, he was called a “terrorist” during his interactions with Child Protective Services (“CPS”). The father believed that he was being treated unjustly by CPS. CAIR-LA worked with both the father and the attorney on the case to ensure he was not being discriminated against. Ultimately, the family law attorney successfully appealed the case and the father was granted custody of his children.



COMPLEX CATEGORY BREAKDOWN

EMPLOYMENT MATTERS

Failure to Hire	19	14.4%
Harassment	48	36.3%
Accommodation	21	16%
Retaliation	44	33.3%
Total	132	

LAW ENFORCEMENT MATTERS

FBI Interviews or Requests	154	73.7%
State Law Enforcement	34	16.3%
Other / General Law Enforcement Inquiries	21	10%
Total	209	

TRAVEL MATTERS

Airline	10	15.6%
CBP	44	68.7%
TSA	7	11%
Other	3	4.7%
Total	64	

HATE INCIDENTS AND HATE CRIME

Hate Crime	35	19%
Hate Incident	89	49%
Hate Calls /Mail	58	32%
Total	182	

SCHOOL BULLYING AND ACCOMMODATION MATTERS

K-12 Accommodation	4	6%
K-12 Bullying	24	35%
K-12 Administration / Other	21	31%
Higher Education Free Speech	2	3%
Higher Education Accommodation	17	25%
Total	68	

IMMIGRATION MATTERS

Naturalization	230	49%
Adjustment / LPR	114	23%
Asylum	28	6%
TPS	18	4%
EAD	13	3%
U Visa/ VAWA	8	2%
Other Immigration Benefit	64	13%
Total	475	

PARTNERS

CAIR California thanks the following organizations who have supported and partnered with us in our civil rights work. Without their support, guidance and friendship, our work would be less successful and meaningful.

Abrahamic Faiths Peacemaking Initiative	Defending Rights and Dissent	National Lawyers Guild (NLG)
ACCESS California Services	Departments of Near Eastern and Asian American and Asian Diaspora Studies at the University of California, Berkeley	National Religious Campaign Against Torture
Alliance San Diego	Immigrant Youth Coalition	Nikkei for Civil Rights and Redress
American-Arab Anti-Discrimination Committee (ADC)	Interfaith Communities United for Justice and Peace	North American Islamic Shelter for the Abused
American Civil Liberties Union (ACLU)	Interfaith Worker Justice	Orange County API Community Alliance
American Muslim Voice	Islamic Circle of North America	Orange County Bar Assoc. Charitable Fund
Arab Culture and Community Center (ACCC)	Islamic Networks Group (ING)	Orange County Congregation Community Organization
Arab Film Festival	Islamic Shura Council of Southern California	Orange County Human Relations Commission
Arab Resource and Organizing Center (AROC)	Japanese American Citizens League	Palestine Legal
Asian Americans Advancing Justice-Asian Law Caucus	Jewish Voice for Peace	Pangea Legal Services
Asian Americans Advancing Justice- Los Angeles	Khalil Center	Program for Torture Victims
Asian American Bar Association	Kizuna	Progressive Christians Uniting
Bay Area Muslim Bar Association (BAMBA)	LA Jews for Peace	Project Islamic Hope
Brennan Center for Justice	Lawyers' Committee for Civil Rights	San Francisco Human Rights Commission
Buchalter Nemer	League of United Latin American Citizens	Services, Immigrant Rights, and Education Fund (SIREN)
California Immigration Policy Center	Legal Aid at Work	Sikh American Legal Defense and Education Fund
California Sikh Council	Los Amigos of Orange County	South Asian Bar Assoc. (SABA)
Carpenter & Mayfield	Muslim American Society (MAS)	South Asian Bar Assoc. of Northern California
Catholic Legal Immigration Network, Inc.	Muslim Anti-Racism Collaborative	South Asian Network
Center for Constitutional Rights	Muslim Leadership Council	The Sikh Coalition
Center for Human Rights and Constitutional Law	Muslim Legal Fund of America (MLFA)	United Sikhs
Church State Council	Muslim Public Affairs Council (MPAC)	Western Justice Center Foundation
Clergy and Laity United for Economic Justice	Muslim Student Association (MSA) West	Women For: Orange County
Coalition for Humane Immigrant Rights	National Association for the Advancement of Colored People (NAACP)	

GLOSSARY OF COMMON LAWS & LEGAL ENTITIES

Relevant State and Federal Laws

First Amendment: Part of the Bill of Rights, the First Amendment provides that the government cannot interfere with a person's freedom of speech, freedom of expression, or freedom of religion.

Fifth Amendment: Part of the Bill of Rights, the Fifth Amendment provides for due process of law, including the right against self-incrimination, impartial proceedings and notice when the government acts to take away a person's life, liberty or property.

Sixth Amendment: Part of the Bill of Rights, the Sixth Amendment provides in part that all persons facing government criminal proceedings be allowed the right to an attorney, and to confront his or her accusers before a jury.

Fourteenth Amendment: Ensures equal protection of the laws to citizens.

The APA: The Administrative Procedure Act is federal law that governs the manner in which the U.S. administrative agencies establish and carry out federal regulations.

Bane Act: The Bane Act is California civil law which prohibits any person from interfering with a person's federal or state constitutional rights by threats, coercion, or intimidation.

FACE Act: The FACE act is federal legislation which criminalizes vandalism to places of worship and any force, threat of force, or physical obstruction of any person who is seeking to exercise their First Amendment right at a place of worship.

FEHA: California's Fair Employment and Housing Act is state law outlining employment and housing rights and violations based on characteristics such as gender, national origin, race, and religion, among others.

INA: The Immigration and Nationality Act is a federal law governing immigration to and citizenship in the U.S.

Ralph Act: The Ralph Act is California civil law which prohibits acts of violence or threats of violence based on the actual or perceived characteristic of the victim—including religion, gender, national origin, and race.

RLUIPA: Religious Land Use and Institutionalized Persons Act is federal law protecting a prisoner in a state facility from laws or acts that substantially burden the inmate's right to worship. It also provides religious institutions protections against burdensome zoning laws.

Seth's Law: Seth's Law is California law that bolsters the School Safety Violence Protection Act (SSVPA), with increased requirements for schools to follow for anti-bullying policies and bullying investigations.

SSVPA: The School Safety Violence Protection Act requires schools to develop and implement policies that protect students from bullying.

Title VII: Title VII of the Civil Rights Act of 1964 is federal law governing employment and housing discrimination based on, among other factors, gender, national origin, race, and religion.

Unruh: California's Unruh Civil Rights act prohibits discrimination in places open to the public based on an individual's race, religion, gender, and other characteristics.

Relevant State and Federal Entities

CBP: U.S. Customs and Border Protection is 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 is a state agency responsible for investigating and sometimes prosecuting violations of the California's FEHA and Unruh Civil Rights Act.

DHS: The Department of Homeland Security is a federal department that is responsible for protecting the U.S. from and responding to terrorists attacks, manmade accidents, and natural disasters.

DOJ: The U.S. Department of Justice is a federal executive department responsible for enforcing federal laws.

EEOC: The Equal Employment Opportunity Commission is the federal agency responsible for investigating and prosecuting violations of Title VII.

ICE: U.S. Immigration and Customs Enforcement is a component of DHS and is responsible for identifying, investigating, and dismantling vulnerabilities in our economic, transportation, and border security.

FBI: The Federal Bureau of Investigation is a law enforcement agency within the DOJ, and is responsible for investigating federal criminal activity.

TSA: The Transportation Security Administration, a component of DHS, is responsible for the security of the traveling public in the United States.

U.S. Attorney: The U.S.A.O. is the office of federal attorneys who prosecute federal crimes and represent the United States government in U.S. district courts and the court of appeals.

USCIS: United States Citizenship and Immigration Services is a part of DHS and is responsible for processing immigrant visa petitions, naturalization petitions and asylum applications.



NOTES

1. See CAIR California Civil Rights Report, 2016, p. 17, indicating that 1,114 matters were considered within CAIR California's scope for the calendar year 2015.
2. These are mail or hate incidents reported to CAIR California from complainants, and do not include hate mail or calls targeting CAIR California offices or any of its staff.
3. See Cal. Penal Code §§ 422.55 and 422.6; See also Bane Act (C.C.C. § 52.1) and Ralph Act (C.C.C. § 51.7) for civil liabilities.
4. Ulloa, Jazmine; Myers, John *et al.* (2016, Jun. 26) "7 Stabbed at Neo-Nazi Event Outside Capitol in Sacramento," Los Angeles Times, last accessed at <http://www.latimes.com/local/lanow/la-me-neo-nazi-stabbed-20160626-snap-htmllstory.html>.
5. See Southern Poverty Law Center, "Hate Map," Retrieved at www.splcenter.org and last accessed at <https://www.splcenter.org/fighting-hate/extremist-files/ideology/anti-muslim>.
6. *Id.*
7. See CAIR California Civil Rights Report, 2016, p. 17, indicating the 43 matters were considered within CAIR California's scope as travel matter for the year 2015.
8. See 49 USC § 44902
9. American Muslim Poll 2017: Muslims at the Crossroads," Institute for Social Policy and Understanding, 2017, available at www.ispu.org/wp-content/uploads/2017/06/AMP-2017-Key-Findings.pdf, (stating Muslim Americans were two or three times as likely to report additional screening at the border as opposed to Jewish Americans or Christian Americans).
10. See CAIR California Civil Rights Report, 2016, p. 17, indicating the 428 matters were considered immigration matters for the calendar year 2015.
11. See CAIR California Civil Rights Report, 2016, P.17 indicating that for the year 2015, law enforcement matters were calculated as 159 matters reported to CAIR-CA offices.
12. Media, Jennifer (2017, April 30) "Too Scared to Report Sexual Abuse. The Fear: Deportation," The New York Times. Retrieved from www.nytimes.com (noting drops of 10% and 25% reporting in Los Angeles, believed to be attributed to the Latino communities fear and uncertainty of law enforcement.)
13. "FBI's Pre-Election Sweep of Muslim Americans," The Guardian. Retrieved from www.theguardian.com. Last accessed May 1, 2017.
14. Ingram, David (2016, Nov. 5) U.S. Authorities Warn of al-Qaida Threat to Election," Reuters. Retrieved from www.reuters.com. (stating in part a U.S. Government Official stated the threat was low-level on the Saturday before the November 8, 2016 election).
15. Berman, Emily, (2011, July 27) "FBI: Fact or Fiction?" The Brennan Center for Justice, Retrieved at www.brennancenter.org.
16. *Id.*
17. The Federal Bureau of Investigation's, Domestic Investigation and Operations Guide, Review Date, Oct. 16, 2016, at 4.1.1(U)A-E
18. *Id.* at 6.3-6.7.1.1 (noting an allegation of a national security (foreign organization) threat can constitute a preliminary investigation, however, a preliminary investigation of the magnitude witnessed before the election seems unlikely given the additional showing needed.)
19. *Id.*



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