

2011

CIVIL

RIGHTS

REPORT

THE STATUS OF MUSLIM CIVIL RIGHTS IN  
THE NORTHWESTERN UNITED STATES

EDITED AUGUST 22, 2012



**CAIR**  
WASHINGTON

# ABOUT CAIR-WA

CAIR is America's largest Muslim civil liberties and advocacy organization. Its 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. CAIR-Washington is a not-for-profit organization registered in Washington State. Though it leverages the resources, expertise, and knowledge base of CAIR-National (based in Washington D.C.), it functions as an independent organization that sets its own strategy and goals. CAIR-WA is one of thirty-three CAIR chapters nationwide.

## OUR VISION

To attain equal opportunity for—and normalize the image of—Muslims in America.

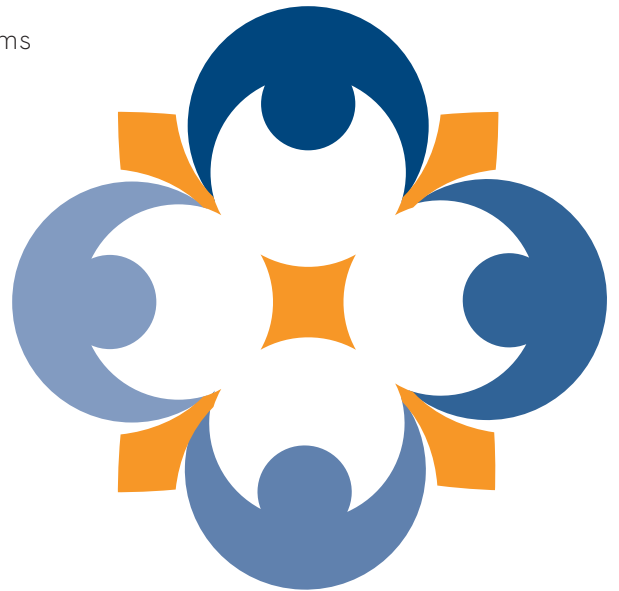
## OUR MISSION

To defend civil rights, fight bigotry, empower American Muslims and promote understanding.

### Questions about this report can be directed to:

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**Report by:** Civil Rights Coordinator JENNIFER GIST

**Design by:** Graphic Design Intern NICOLE KANDI

June 1, 2012

It is with appreciation that CAIR-Washington releases its first report on the Status of Muslim Civil Rights in the Northwestern United States. This report is the product of CAIR-WA's partnership with leaders, mosques, and members in the Muslim community, all of whom have been essential in developing a Civil Rights department with an increased capacity to effectively process every case of anti-Muslim discrimination that is received by our office.

Often when complainants would call to report a case, our staff or interns would ask how they had heard about CAIR-WA. While some people knew of CAIR-WA through their personal connections with staff or interns or from public events or trainings CAIR-WA had held, many people responded with a winded story about the six degrees of separation between someone who had attended a CAIR-sponsored training and someone who told them to call CAIR-WA with their complaint. CAIR-WA is grateful to the many leaders in our community who advocated on behalf of their friends, family, and peers, and who encouraged others to come forward and report their cases. Without these informal networks, far fewer cases would be reported to CAIR-WA and thus, far fewer families and individuals would receive assistance.

This report is also made possible by our generous donors who have funded the Civil Rights department as it has grown from a small department staffed by volunteers who provided referrals, to a department with one full-time staff member, several interns and volunteers, and a caseload of approximately 15 new cases per month. Without the financial support of community members and allies, CAIR-WA would not have the capacity to process new cases, provide advocacy and support to complainants, educate the American Muslim community about their civil rights, or develop professional networks for referrals.

Finally, the professional networks – comprised of attorneys, non-profits, and social service agencies – are the third party without which this report, and CAIR-WA's civil rights work, would not be possible. Several attorneys have volunteered their time to counsel CAIR-WA's civil rights staff and interns, provide advice to complainants, and assist individuals who have been contacted by the FBI for interviews. Directors of non-profits and social service agencies have met with CAIR-WA staff to explain the work they do and how they might be able to assist complainants who contact CAIR-WA. Legal hotlines and non-profits have processed large numbers of CAIR-WA's referrals, such as Northwest Immigrant Rights Project, Middle Eastern Legal Association of Washington, and Northwest Justice Project. Without these contacts in the legal community, CAIR-WA would not have the capacity to assist and refer clients with complex cases requiring legal expertise. CAIR-WA is grateful for the many partners and allies who have dedicated their time to providing services for members of the American Muslim community.

The release of this report reflects a year of tremendous growth in CAIR-WA's Civil Rights department and, God willing, is the first of many. However, our intention is not merely to convey the number of cases reported each year, but also to analyze trends revealed by this data to better serve all members of the American Muslim community. In tandem with CAIR-WA's Government Affairs, Media Relations, and Outreach departments, this report is also a small piece of CAIR-WA's larger campaign to reduce the impacts of Islamophobia on the Muslim community by educating non-Muslims, addressing stereotypes and prejudices against the Muslim community, educating Muslims on their rights, and developing partnerships across faiths and sects to equally protect the rights of all individuals. While naming the incidents that have occurred over this last year does not reduce the likelihood that they will occur again, we hope you glean from this report a sense of CAIR-WA's work and a sense of urgency to report any cases in the future.

With gratitude for your partnership with us,

A handwritten signature in black ink, appearing to read 'Jennifer Gist', written in a cursive style.

Jennifer Gist  
Civil Rights Coordinator

# EXECUTIVE SUMMARY

While CAIR-National has released an annual report on The Status of Muslim Civil Rights in the United States since 1996, 2012 is the first year in which a report has been gathered exclusive to the Northwestern states including Washington, Oregon, Idaho, Montana, and Alaska.<sup>1</sup> In 2011, CAIR-Washington processed 202 civil rights cases from the entire Northwest assisting American Muslims with complaints of employment discrimination, bullying, lack of reasonable religious accommodations, profiling by government agencies, and more. In CAIR-WA's first year with a full time Civil Rights Coordinator, the caseload jumped 108 percent from 2010 (97 cases were processed that year).

Among the 202 cases processed in 2011, the following report illustrates the number of cases reported by case category, gender of complainant, city and county of incident, quarter reported, and case outcome. Most notably, the data reveal noticeable trends, which may reflect the effectiveness (or ineffectiveness) of CAIR-WA's outreach efforts. For example, over 70 percent of all cases reported to CAIR-WA in 2011 involved male complainants. This gender disparity reveals a great need for increased outreach among women's groups and networks, as much of CAIR-WA's community outreach is performed at Friday prayers which women are less likely to attend.

Further, data revealed great geographical disparity in likelihood of reporting. Fifty-nine percent of all cases reported to CAIR-WA in 2011 (excluding prison cases) occurred in King County. While this undoubtedly reflects both the large population and the high level of CAIR-WA's activity in King County, it also calls to attention the importance of increasing CAIR-WA's outreach efforts outside of King County in the coming year.

After reviewing the data from 2011, CAIR-WA has developed goals for the 2012 year to improve our services to the Muslim community, increase outreach among all Muslim communities, and encourage reporting of all anti-Muslim incidents around the state. Our goals for the year 2012 include increasing outreach among female-specific communities and organizations, mobilizing Community Action Groups to encourage reporting cases, increasing Know Your Rights workshops, particularly among youth and women, and increasing engagement with law enforcement agencies to assist in the adoption of model policies and training modules.

The report concludes with a set of recommendations to the Muslim community to address ongoing patterns of Islamophobia and ignorance in our communities:

- **Document and report acts of anti-Muslim discrimination**
- **Write a letters to editors of local media outlets**
- **Ensure the safety and security of Muslim institutions**

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<sup>1</sup> To access annual Civil Rights Reports from CAIR-National for 1996-2009, see: [cair.com/CivilRights/CivilRightsReports.aspx](http://cair.com/CivilRights/CivilRightsReports.aspx)

# Introduction

Cautiously optimistic, CAIR-National reported a 14 percent drop in anti-Muslim hate crimes during 2008 and stated that the United States might have been experiencing a tapering-off of the post-9/11 backlash against Americans of the Islamic faith. There was, however, a spike in anti-Muslim hate crimes nationwide in 2009 and again in 2010. The spike in hate crimes correlated with the anti-Muslim fears promoted during the 2008 presidential campaign, the change in national attitudes following President Obama's election, and the manufactured Park 51 ('Ground Zero Mosque') controversy.

2011 witnessed the Peter King congressional hearings on supposed 'radicalization' of Muslims, the 25-year sentencing of individuals involved in the Bronx bomb plot despite protests alleging entrapment by FBI informants, the outing of an FBI trainer who focused his terrorism training for law enforcements officials on "violent Muslims," the highly publicized Qur'an burning demonstration on the 10<sup>th</sup> anniversary of 9/11, and the public decision by the CEO of Lowe's to pull their advertisements from TLC for airing "All-American Muslim." The impact of these widely publicized displays of Islamophobia cannot be understated. When elected officials, community leaders, and members of the media openly make outlandish and hateful comments about American Muslims (or express sympathy toward such views), it perpetuates the myth that American Muslims are second-class citizens and deserve to be treated as such.

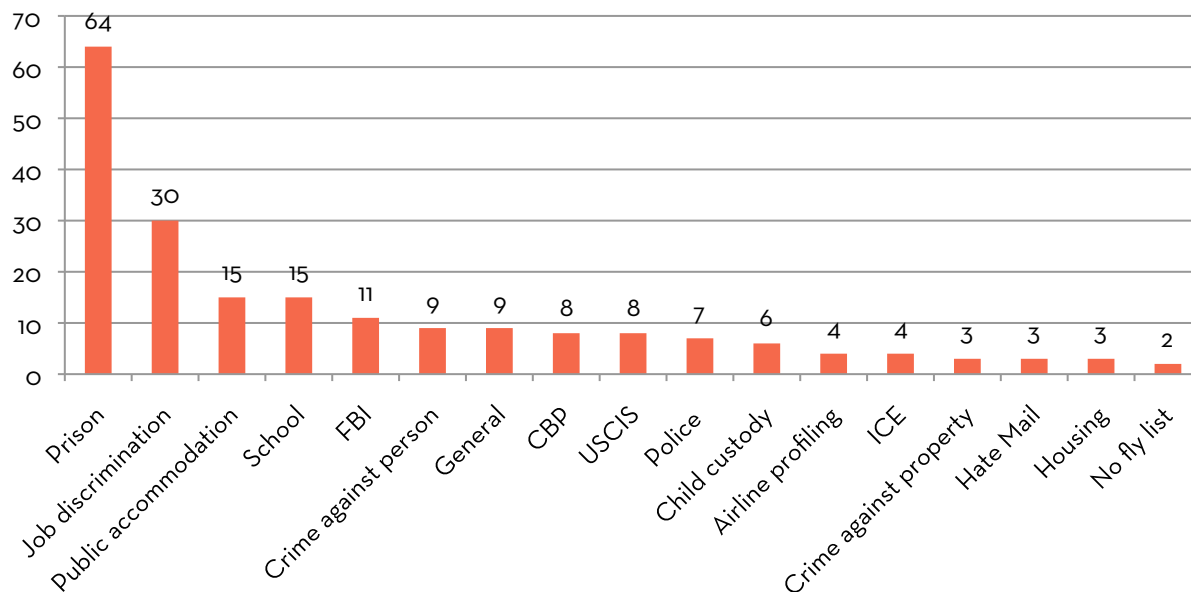
The day-to-day impact of Islamophobia, however, is not merely in one being subjected to negative portrayals of Islam and Muslim in various media sources. The impact of Islamophobia on the lives of American Muslims is multi-faceted and can negatively influence one's experience with school, employment, places of public accommodation, traveling internationally and domestically, various law enforcement agencies, and the rental and purchase of property.

CAIR-WA received reports from American Muslims of being told by passersby to 'go back' to their country, asked where they are from, told by medical school admissions interviewers that they are 'exotic', or questioned about the oppression of women. Employers have reportedly harassed and mocked employees for taking time off for prayer, filed complaints against employees for being "grumpy" during Ramadan, and fired employees for "suspected terrorist activity" without evidence. These blatant acts of discrimination effect the livelihood of targeted individuals – people have lost their jobs, stopped attending school, or stopped traveling to visit family or friends. Many complainants reported the effects of discrimination on their diets, sleeping patterns, productivity and overall well-being. Discrimination against and fear of Islam and Muslims is not simply provoking a battle over rhetoric or philosophy; it has a grave impact on the quality of American Muslims' lives.

Recognizing the importance of documenting and addressing complaints of discrimination, CAIR-WA hired a full time staff member to oversee the Civil Rights department at the end of 2010. With the additional time allotted to addressing complaints, CAIR-WA has not only being able to process and document many more cases, but has also developed more effective and creative strategies for addressing these complaints. While the following report does not include detailed information about the cases processed in 2011, it does include an overview of the demographics and outcomes of the complainants assisted in 2011. This report reveals the distribution of the 202 cases processed in 2011 according to complaint category gender of complainant, city and county of incident, quarter reported, and case outcome.

# Complaint Category

Among the 202 cases processed in 2011, 18 different complaint categories were represented. Below is an explanation of each category.



## Prison

CAIR-WA processed 64 prison cases in 2011, comprising 32 percent of its total caseload. With the exception of one case concerning community corrections (probation), all “prison” cases reported in 2011 were regarding religious accommodations in state prisons or county jails. The majority of prison cases were received through a mass outreach campaign CAIR-WA conducted at the beginning of 2011 in response to reports from inmates at state prisons of excessive weight loss and malnutrition due to insufficient accommodations provided during the month of Ramadan in 2010. Other cases included forced removal of headscarves at a county jail (for inmates or visitors), harassment from inmates or facility staff regarding religious beliefs or practices, adequate accommodations for Jum’ah, and allegations of discrimination against facility Chaplains. Since the prison cases are so numerous, it often skewed the data. The data of cases by demographic and outcome that was greatly skewed by prison cases are listed both with and without prison cases.

## Job Discrimination

The second largest category of complaints reported to CAIR-WA in 2011 was job discrimination totaling 30 cases and 15 percent of the total caseload. Job discrimination includes cases in which individuals reported being fired, denied promotions, denied employment, harassed, and denied adequate religious accommodations such as breaks for daily prayers, time off for Jum’ah, vacation leave for Hajj, or permission to wear a headscarf or beard. With most employment cases, CAIR-WA sent a complaint letter to the head of the offending company and assisted clients in filing a complaint with the Equal Employment Opportunity

Commission. Some of these cases went on to attorneys for settlement negotiations. Others, especially, those involving inadequate religious accommodations, were resolved by CAIR-WA in-house.

### **Public Accommodation**

Tied for third largest complaint category in 2011 are cases involving public accommodations and those involving schools, both with 15 complaints. Public accommodation cases involved customers at businesses or patrons of public places (libraries, parks, and hospitals) and included cases of harassment and denial of services. A minority of public accommodation cases were reported for documentation only - where the complainant asked CAIR-WA to just document the case but to not take any action. Most public accommodation cases were processed by CAIR-WA by sending a complaint letter to the offending company/organization and filing the complaint with the appropriate agency such as Seattle Office for Civil Rights or Washington State Human Rights Commission.

### **School**

Fifteen cases involving complaints about schools were processed by CAIR-WA in 2011. Of these cases, four involved bullying in primary or secondary schools. The remaining 11 cases involved complaints about biased curriculum, adequate religious accommodations, harassment by staff/faculty members, and disproportionate religious celebrations/activities in primary and secondary schools. In a proactive attempt to address past complaints, CAIR-WA sent a letter to all the school districts' superintendents in the state of Washington – just over 200 total – at the beginning of Ramadan in 2011. The letter explained the significance of Ramadan for the Muslim community and detailed the accommodations schools should provide for fasting students. Though the letter caused a brief uproar among some parents, it was considered a success as CAIR-WA did not receive a single complaint about religious accommodations in schools during Ramadan last year. Other cases were handled by coordinating meetings with school district superintendents, filing complaints with the U.S. Department of Education, and sending complaint letter to school boards.

### **FBI**

Given the seriousness of FBI cases and the need for a qualified, experienced attorney, CAIR-WA referred all eleven FBI cases received in 2011 to local attorneys with whom CAIR-WA has built relationships and who offer their time pro bono to CAIR-WA clients. FBI cases are those in which an individual or family is contacted by an FBI agent at home, at school, at work, or by phone and solicited for further information. As is standard practice at all CAIR chapters, CAIR-WA encourages all complainants with FBI cases to have an attorney present when speaking with FBI agents, hence the national CAIR campaign reading: "If they contact you, contact us." In an effort to supply pro bono assistance to Muslims contacted by the FBI, CAIR-WA networked with attorneys in the Seattle area who have experience working with FBI cases. As a result of these connections, and the generosity of these attorneys, CAIR-WA has a pool of attorneys who offer a pro bono 30-minute interview with a complainant and the FBI. All complainants who contacted CAIR-WA received pro bono legal assistance (unless they had already hired a lawyer when they contacted CAIR-WA) for the interview.

## **Crime Against Person**

CAIR-WA processed nine cases involving crimes against persons in 2011, which includes hate crimes and hate speech/harassment. Arguably the most serious cases processed by CAIR-WA, complainants are immediately assisted in filing a police report. If individuals are comfortable, CAIR-WA also organizes a press conference about the event in which the complainant(s) can speak about the incident and its impact on their lives. The goal of publicizing these kinds of crimes against the Muslim community is to garner sympathy among allies and community members, to show the link between Islamophobic rhetoric and propaganda and physical crimes against human beings, and to encourage others affected by hate crimes to come forward and report other crimes, no matter how brief the incident was or how trivial reporting it may initially seem to the victim.

## **General**

Complaints categorized as 'general' are those that do not fall within the scope of CAIR-WA's work, but for whom CAIR-WA provided a referral. Among general cases processed in 2011 were child custody cases in which both parents are Muslim, divorce cases, and a couple cases from non-Muslims that did not involve anti-Muslim discrimination. These individuals were referred out to organizations or legal clinics for further assistance.

## **CBP**

CBP, or Customs and Border Protection, is the government agency that works at the borders and at customs in the airport, with the self-described mission of "keeping terrorists and their weapons out of the U.S." With the exception of a couple airport cases involving CBP agents, the eight CBP cases processed in 2011 involved travel across the U.S./Canada land border near northern Washington. Complaints included inappropriate and disparaging remarks by CBP officers, extended delays (2+ hours) during secondary screening, or in one extreme case, an individual being tackled and wounded by CBP agents at the border checkpoint. CAIR-WA processed CBP cases by assisting complainants in filing for traveler's redress, filing Freedom of Information Act (FOIA) requests for information on the cause of the delays, and submitting formal complaints to the Secretary of the Department of Homeland Security (DHS). In addition, CAIR-WA takes part in quarterly DHS roundtables to discuss and seek resolutions to recurring issues in the Muslim community.

## **USCIS**

Also within the Department of Homeland Security is United States Citizenship and Immigration Services (USCIS) which oversees immigration to the United States. The eight USCIS cases CAIR-WA processed in 2011 involved legal permanent residents with severe citizenship delays (6 months or more). CAIR-WA referred these cases to organizations more equipped to process immigration cases, such as Northwest Immigrant Rights Project, or to immigration attorneys.



## **Police**

Seven cases involving negative encounters with police officers were processed in 2011. Police cases include those in which complainants report harassment by the police, inappropriate questioning by police officers about religious/political beliefs, wrongful arrests, lack of cultural competency among police officers, and forced headscarf removal at county jails and/or courts. CAIR-WA referred two police cases out to attorneys and processed the other six by writing complaint letters to the Chief of the offending police department, requesting a meeting with the Chief, and making policy recommendations. Further, in Seattle, CAIR-WA sends a staff member or intern to the Seattle Police Department's 'East African, Muslim, Sikh, and Arab Advisory Council' meetings, where representatives of city, county, state and federal law enforcement agencies are present, to raise recent concerns and address patterns, incidents, or policies. For cases involving headscarves in jails, CAIR-WA has worked with the offending police departments, sheriff's offices, and county jails to amend policies to allow for adequate religious accommodations.

## **Child Custody**

CAIR-WA only processes child custody cases arising out of inter-religious marriages (Muslim and non-Muslim parent) where an anti-Muslim bias is evident, six of which were reported to CAIR-WA in 2011. Each complaint included some form of discrimination or harassment on the basis of the complainant's religion. For example, one man was told he was unfit to be the custodial parent since he "would take [his] kids to the Middle East." CAIR-WA referred some complainants to attorneys at their request and filed complaints on behalf of the other complainants with their local Department of Social and Health Services office.

## **Airline Profiling**

A mere four airline profiling cases were reported to CAIR-WA in 2011, each of which involved individuals receiving discriminatory remarks from airline staff (not TSA agents) which, in some cases, resulted in individuals being removed from or denied onto their flight. CAIR-WA processed these complaints by sending complaint letters to the CEOs of the offending airlines, requesting reimbursement of travel expenses, and reporting the incident to the Aviation Consumer Protection Division.

## **ICE**

CAIR-WA received reports of four cases involving Immigration and Customs Enforcement (ICE) in 2011. All four cases involved individuals who were detained by ICE agents and transported to the Northwest Detention Center in Tacoma. Given the severity of these cases and the importance for swift action, CAIR-WA referred all ICE cases out to an immigration organization or attorney, depending on the financial status of the complainant's family.

## **Crime Against Property**

Three cases of crime against property were reported to CAIR-WA in 2011. All cases involved an incident of anti-Muslim vandalism at or near a mosque or other visibly Muslim building or vehicle. In each case, CAIR-WA assisted the complainant with filing a police report, if they had not already, and advised them to take photos of the damage. While CAIR-WA has taken similar stories to the media in the past, all three complainants declined media work in 2011.

## **Hate Mail**

In 2011 there were three complaints reported to CAIR-WA regarding hate mail. Complainants were advised to document the evidence, report the incident to the police, and in notes involving serious threats, send the document to the FBI for fingerprinting. In one case, CAIR-WA organized a press conference with a mother and her two children who found a disparaging note on their car after a brief visit to a coffee shop in Redmond, WA.

## **Housing**

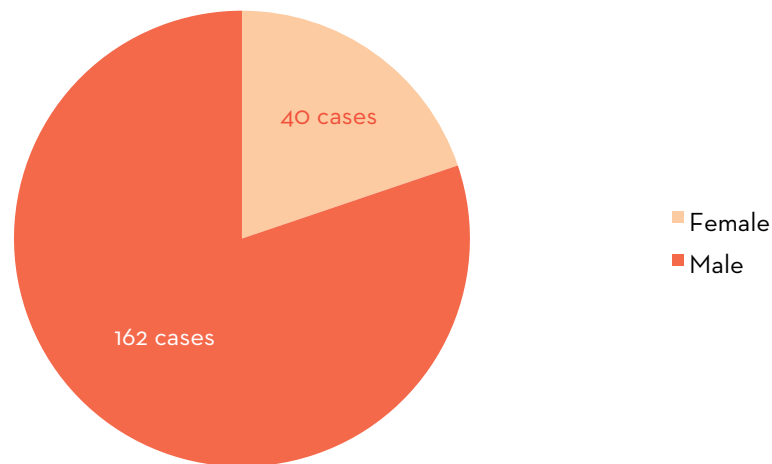
CAIR-WA received three housing cases in 2011, each of which involved discrimination or lack of religious accommodations in public housing facilities. Two complainants received disparaging remarks from other tenants or staff regarding their religious clothing and practices. Another complainant, calling on behalf of his family, reported that the housing complex in which he and other Muslim families lived, was planning to bring dogs through the complex to check for bed bugs. CAIR-WA wrote a strong letter to the head of the public housing organization explaining the need for religious accommodations which were ultimately provided. Letters of complaint were sent in the other cases as well as filing complaints with the appropriate local civil rights office.

## **No Fly List**

No fly list cases are those in which a traveler is told, often when they are ready to board the flight, that he or she cannot board their expected flight since they are on a “No Fly” list – a list that is maintained by the FBI. CAIR-WA received two no fly list cases in 2011, which were processed similarly to CBP cases: complaint letters and FOIA requests. CAIR-WA also partnered with attorneys from other CAIR chapters to adequately address these cases. These two cases are currently being handled by an attorney at CAIR-National.

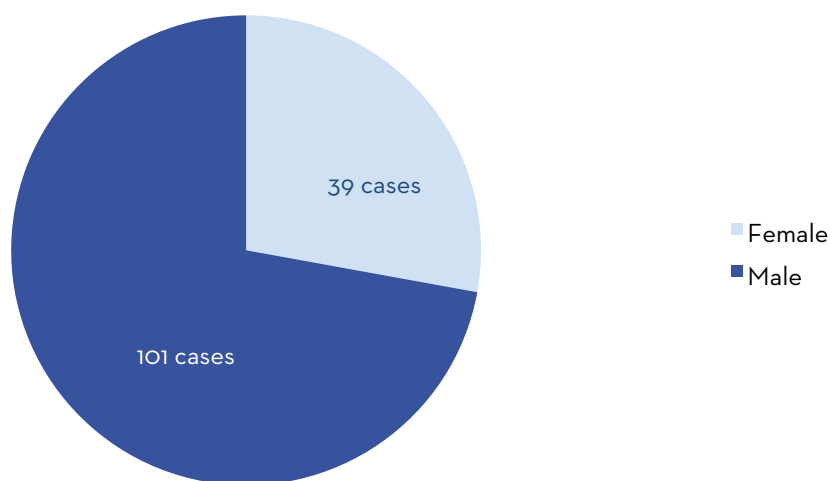
## Gender of Complainant

When prison cases are included, 20 percent of all cases processed by CAIR-WA in 2011 were female complainants, and 80 percent male complainants.



However, provided that 61 prison cases were reported by men and only 1 prison case reported by a woman (and that there is much larger Muslim population among incarcerated men than incarcerated women), the data is skewed by prison cases. When excluding prison cases, CAIR-WA processed 28 percent of complaints from women, and 72 percent from men.

### Gender (without prison cases)

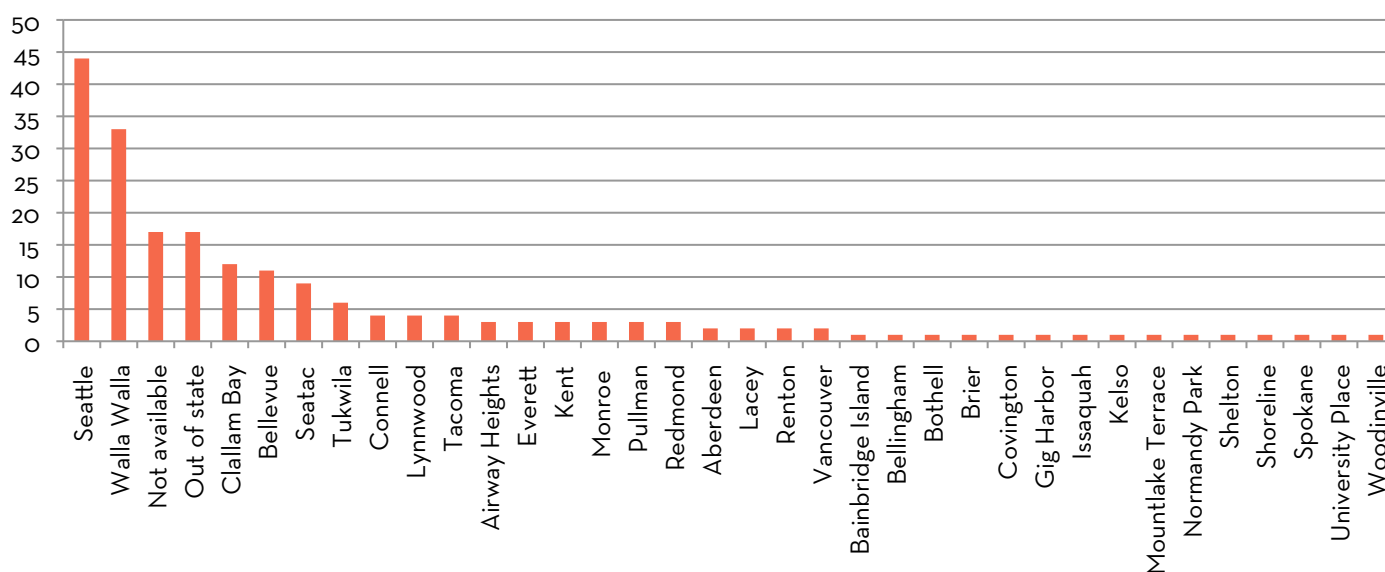


However, this still brings to light that the large majority of cases reported to CAIR-WA involve male complainants. Given that there is a pattern of underreporting crimes and discrimination in all communities,

the pattern of men reporting so much more frequently than women is likely due to severe underreporting among women. There are undoubtedly external factors that create such a strong pattern and CAIR-WA plans to increase outreach among female networks to encourage and increase reporting by women.

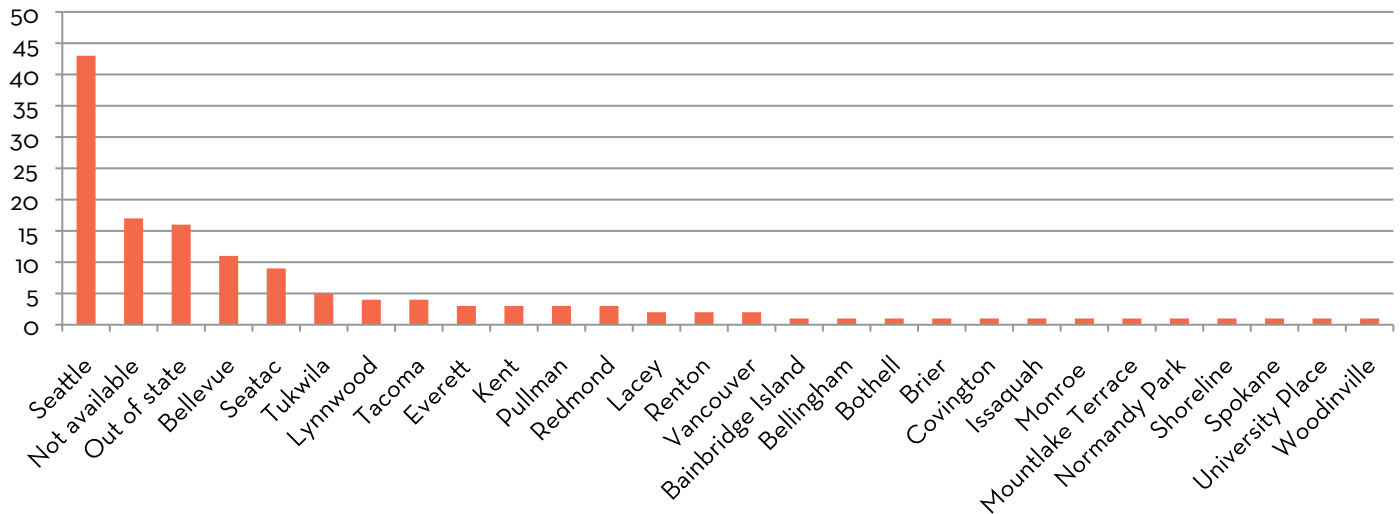
## City of Incident

When including prison cases, CAIR-WA processed complaints from 34 different cities in Washington, 17 complaints from out of state (including Oregon, Alaska, Idaho, and Montana), and 17 complaints in which location of incident was not available.



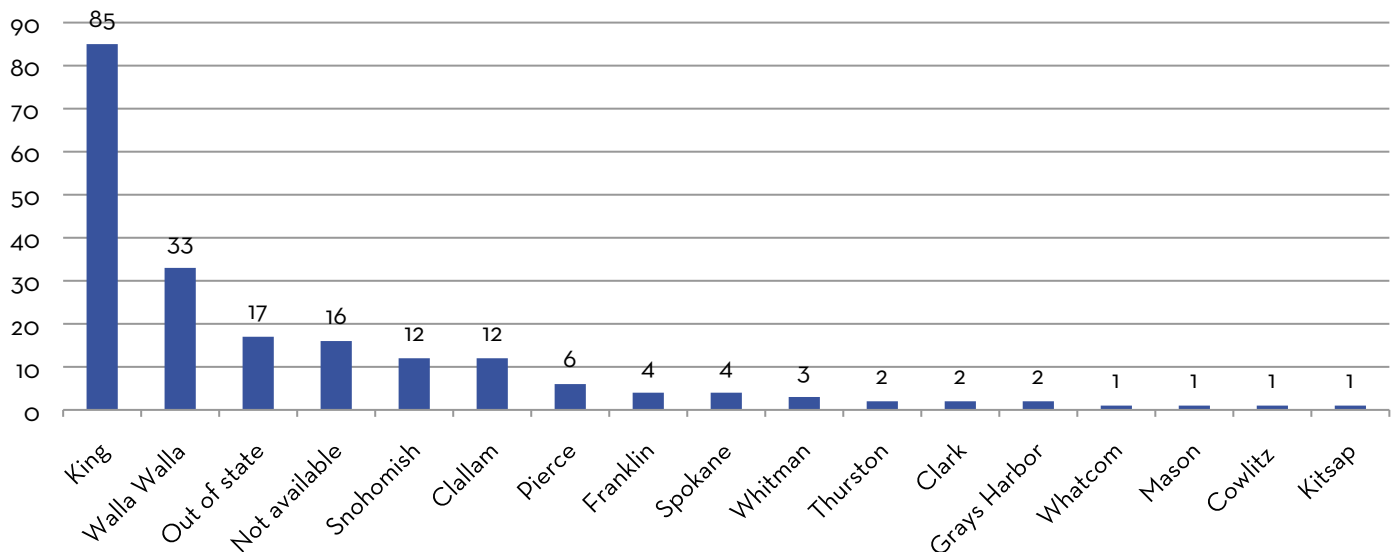
The largest number of complaints took place in Seattle (44), followed by Walla Walla (33), and cases where information was not available (17) or cases from out of state (17). However, provided that prison cases accounted for all of the cases from Walla Walla, prison cases again skewed the data. When prison cases are excluded, narrowing the number of Washington cities to 28, Seattle accounts for the highest number of complaints (43) and 31 percent of all complaints. Next highest location of incident (following cases in which incident location was not available) was out of state (16) and 11 percent of all complaints. In third place, representing 8 percent of all complaints were incidents that occurred in Bellevue (11).

## City of Incident (without prison cases)



## County of Incident

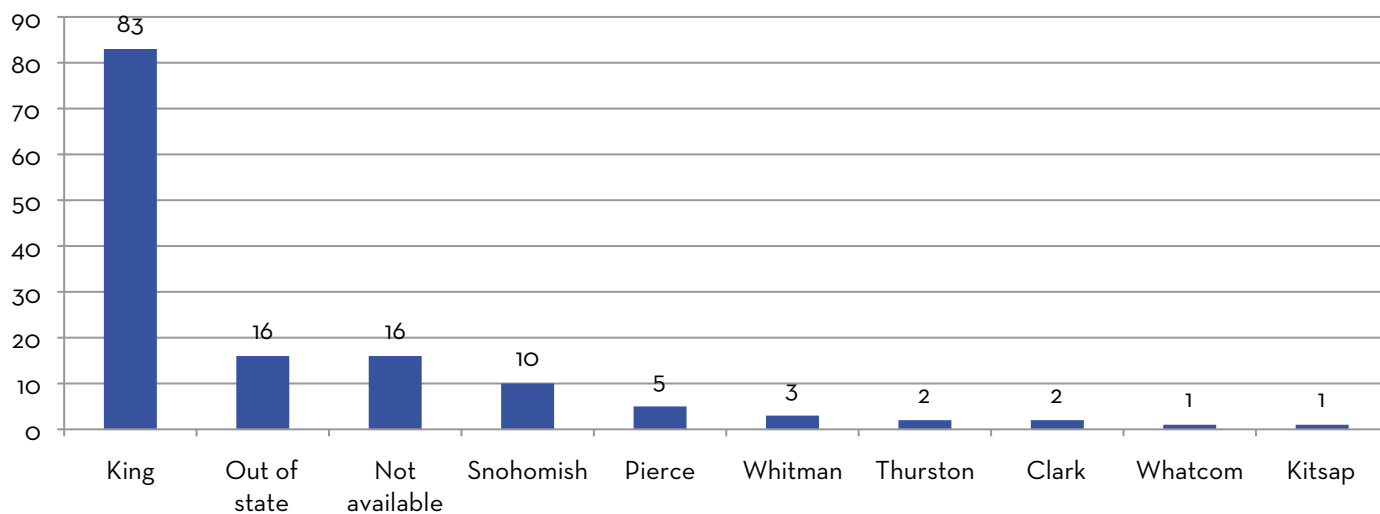
Similar to data of incidents by city, data about the county of the incident is skewed by the large volume of prison cases taking place in specific areas around the state. When including prison cases, CAIR-WA processed cases from 15 different counties within Washington.



The county in which the greatest number of reported incidents occurred was King County (85), representing 42 percent of all cases. The county with the second highest number of reported incidents in 2011 was Walla Walla County (33), representing 16 percent of cases. The third highest in-state county from which incidents were reported was Snohomish County (12), 6 percent of all cases, after cases from out-of-state (8%) and cases

for which location of incident was not available (8%). The data, however, was impacted by removing prison cases.

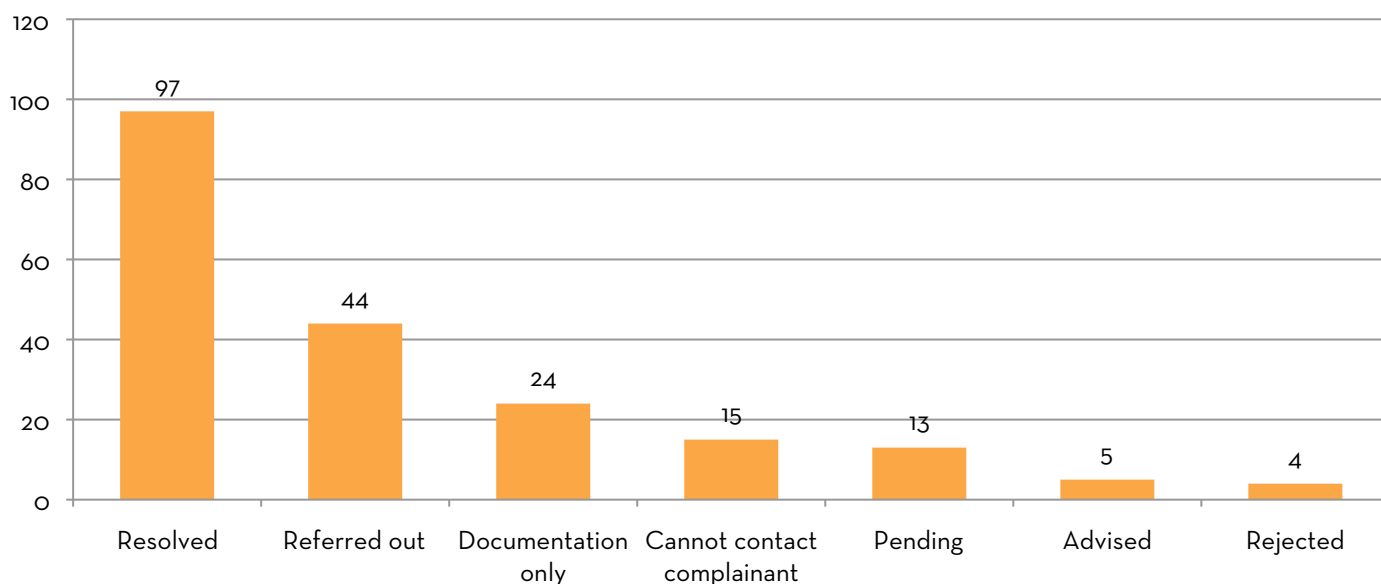
### County of incident (without prison cases)



When excluding prison cases, King County accounted for an even greater percentage of cases (83) with 59 percent of all reported incidents occurring in King County. Following cases which occurred out-of-state or for which location of incident was not available (11 percent each), the county with the second highest number of reported incidents in 2011 was Snohomish (10), accounting for 7 percent of all cases. The county with the third largest number of cases was Pierce County (5) with 4 percent of cases reported in 2011. When prison cases are not included, King County accounts for over half of all reported cases in 2011, with very few cases coming from other areas of the state. Thus, CAIR-WA has increased its outreach efforts around the entire state with the Community Action Training campaign, which also provides greater exposure to CAIR-WA's work and mission to Muslims across the state.

# Outcome

The outcome of cases is the final action CAIR-WA takes on a case, such as advising or referring out a complainant, or the reason for closing the case, such as an inability to contact the complainant or a case being rejected because it falls outside the scope of CAIR-WA's work. Seven different possible outcomes were tracked in 2011.



## Resolved

The most frequent outcome for cases reported in 2011 was resolution (97), accounting for 48 percent of all cases. Cases were considered resolved when the complainant received the accommodations he/she requested, when an organization provided the requested remedies, or when individuals reported that their situation had improved due to CAIR-WA's involvement.

## Referred Out

Referrals were the second most frequent outcome to cases received in 2011 (44), with 22 percent of all cases being referred out. Referrals were provided to attorneys, legal clinics and hotlines, and/or other non-profit organizations that assist individuals with specific types of cases, such as immigration, evictions, or unemployment claims. Complainants were referred out for three primary reasons: at their request, due to the complex nature of the case, or due to the ability of another organization to provide more thorough and knowledgeable services. In all cases of referrals, CAIR-WA attempts to maintain contact with the complainant in the event that they need further assistance.

## Documentation Only

Documentation only is a fairly self-explanatory case outcome – complainants call CAIR-WA to report an issue but do not want CAIR-WA to take any action on the case. Documentation only was the third most

frequent outcome for cases reported in 2011 (24), accounting for 12 percent of all cases. In some cases, complainants did not want CAIR-WA to intervene in their cases for fear of retaliation; in others, individuals either already had an attorney or had already taken the appropriate steps to address their case.

### **Cannot Contact Complainant**

Unfortunately, seven percent of cases in 2011 (15) were closed due to inability to contact the complainant after their initial call or intake. Some individuals could not be reached due to a disconnected or changed number and others simply did not return emails or phone calls from CAIR-WA staff and interns. Though our official procedure is to attempt to contact a complainant three times before considering the case closed due to no contact, CAIR-WA staff and interns often tried to reach complainants five times or more before closing the case.

### **Pending**

Six percent of cases (13) reported in 2011 were still pending at the time this report was finalized. The cases that are still pending were largely reported in late 2011 and are cases on which CAIR-WA is still actively working, or cases in which CAIR-WA is awaiting a response from the offending party. Several CBP cases reported in 2011 are still pending since FOIA requests typically take at least 6 months to receive a response and further steps are taken after the FOIA response is received. Pending cases are those on which CAIR-WA is still investing time and resources, but these cases will not be calculated in future Annual Reports since the cases were reported in 2011.

### **Advised**

Since CAIR-WA does not have a staff attorney, CAIR-WA is unable to provide legal advice to complainants. However, CAIR-WA has advised complainants about their rights in various situations, such as contact with the police or FBI. Five cases, or two percent of all cases reported in 2011, ended with a client being advised about his or her rights.

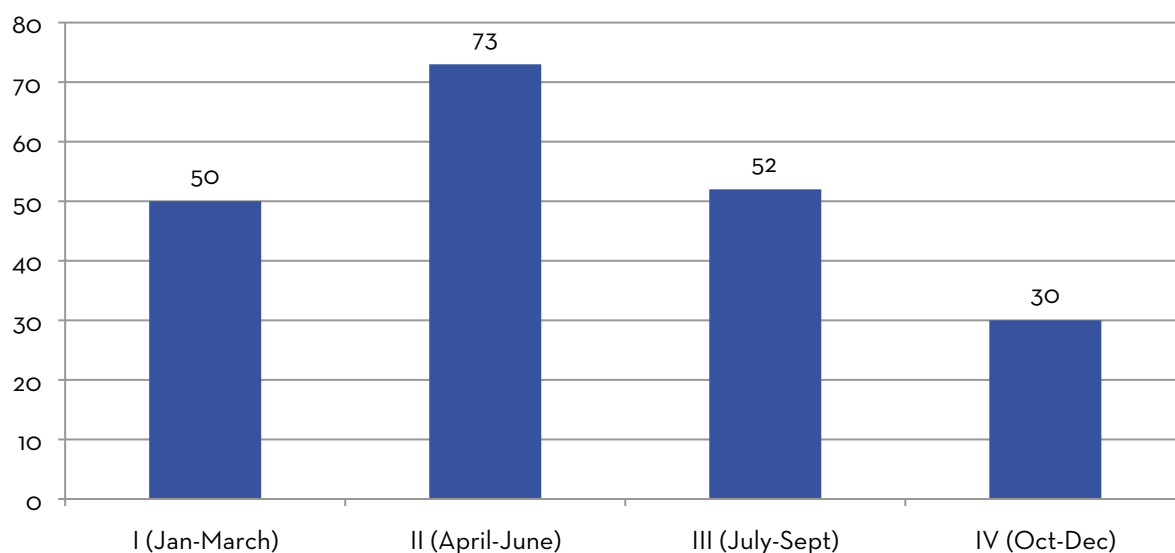
### **Rejected**

Two percent of cases reported in 2011 (4), were rejected by CAIR-WA. Though more than four complainants called to report cases that did not fall within CAIR-WA's scope of Muslim civil rights defense, several of these complainants were referred to other organizations. Rejected cases are those which had no supporting evidence and/or were not within the scope of CAIR-WA's work, and for whom a referral could not be made.



## Quarter reported

To monitor trends of reporting by season, CAIR-WA calculated the percentage of cases reported by quarter in 2011.



The greatest percentage of cases were reported in Quarter II (April-June), accounting for 36 percent of all cases. The second highest quarter of reported cases was Quarter III (July-September) with 25 percent of all cases, followed closely by Quarter I (January-March) with 24 percent of all cases. The quarter with the fewest cases reported was Quarter IV (October-December) with 15 percent of all cases.

## CONCLUSIONS AND RECOMMENDATIONS

The numbers from the 2011 year reveal several very positive trends. First and foremost, the capacity and effectiveness of CAIR-WA's Civil Rights Department has grown exponentially with the addition of a full-time Civil Rights Coordinator. The increase in cases is due in part to increased outreach and Know Your Rights presentations, focused campaigns (such as the campaign which yielded over 60 prison cases in 2011), and CAIR-WA's increased activity out of the office and in the community. Another tremendous success for CAIR-WA was the high number of resolved cases from 2011, accounting for 48 percent of all cases. The second most frequent outcome, referrals, which account for 22 percent of all cases in 2011, is a testament to CAIR-WA's increased outreach among non-profits and law firms across the state of Washington.

While this report highlights CAIR-WA's successes over the 2011 year, it also reveals room for improvement and growth – goals toward which we set our sights for the coming year. In the 2012 year, we aim to improve our Civil Rights Department by increasing outreach among female-specific communities and organizations, mobilizing Community Action Groups to encourage reporting cases, increasing Know Your Rights workshops, particularly among youth and women, and increasing engagement with law enforcement agencies to assist in the adoption of model policies and training

# CAIR-WA'S RECOMMENDATIONS TO AMERICAN MUSLIMS:

Unchallenged, anti-Muslim discrimination will continue to increase. For this first report, we are directing our recommendations to the Muslim community in the United States. While all of society should and must be involved in eradicating all forms of bigotry from our nation, Muslims must be willing to take the lead when it comes to pushing back against Islamophobia.

There are many recommendations below, but the key point is this: Put your faith into action. Do something positive, however small, on a consistent basis. "It should not be one percent of our attention or one percent of our time or one percent of our wealth," said CAIR Executive Director Nihad Awad. "We should be generous, as if we are giving to ourselves."

## 1. Document and report acts of anti-Muslim discrimination

Report incidents of hate to the appropriate law enforcement authorities. Both Human Rights First and the Leadership Conference on Civil and Human Rights note that hate crimes are underreported in the United States. This matches CAIR's experience.

We understand that reporting an incident is often the last thing a person wants to do, but it is the best thing for ensuring justice and protecting others from experiencing similar incidents.

Perpetrators of discrimination cannot be allowed to think their crime carries no consequences for them. The public must see and share the natural revulsion that accompanies hearing and seeing the results of bigotry. Additionally, the more cases CAIR-WA receives, the more strongly we can advocate changes in systems such as laws and policies, in order to decrease the likelihood that the same issue will be faced by another Muslim.

Documentation is important. Take pictures of vandalism; record bigoted speech when you see it.

To report discrimination, call CAIR-WA at (206) 367-4081 e-mail us at [civilrights@wa.cair.com](mailto:civilrights@wa.cair.com) or visit: [cairseattle.org/report-discrimination](http://cairseattle.org/report-discrimination)

## 2. Write a letter to the editor

- To increase your chances of publication, follow these guidelines:
- React quickly to the news of the day, negative coverage or views you support. If possible, have the letter in the hands of an editor on the same day.
- Check online letter submission guidelines for that particular publication.
- Address the letter to the media outlet's opinion editor. Their e-mail contact information may be found on the media outlet's web site.
- Letters can be as short as a just few sentences however limit them to 150 or so words.

- State the purpose of the letter in 25 words or less.
- Pick one main topic and focus only on that one issue.
- Be authoritative. If possible, speak on behalf of a local organization in which you are involved.
- Give background information on the issue or misconception. Cite impartial and objective sources.
- Offer a reasonable and fair solution to the problem you are addressing in your letter.
- Be passionate or even controversial, but avoid rhetoric and defamation.

Also visit: [cairseattle.org/takeaction](http://cairseattle.org/takeaction) and [cairseattle.org/communityaction](http://cairseattle.org/communityaction)

## 3. Ensure the safety and security of Muslim institutions

You can obtain a copy of CAIR's "Muslim Community Safety Kit," which has been developed to better equip you and your community with the knowledge necessary to protect against anti-Muslim bigotry or attacks, and to secure your basic legal rights.

Download your copy of the "Muslim Community Safety Kit" here: [cair.com/ActionCenter/CommunityToolKit.aspx](http://cair.com/ActionCenter/CommunityToolKit.aspx)

# HOW TO SUPPORT US

## SHOW YOUR SUPPORT

Sign up for our mailing list: [cairseattle.org](http://cairseattle.org)  
Respond to action alerts  
Follow us on Facebook: CAIR-Washington State  
Follow us on Twitter: @CAIR\_WA

## FINANCIAL CONTRIBUTIONS

Become a 'Shareholder' of CAIR-WA with any monthly amount [cairseattle.org/dollar-a-day](http://cairseattle.org/dollar-a-day)  
Make a general donation [cairseattle.org/support-us](http://cairseattle.org/support-us)

## GIVE YOUR TIME

Volunteer your talents [cairseattle.org/volunteer-center](http://cairseattle.org/volunteer-center)  
Complete an internship [cairseattle.org/intern-center](http://cairseattle.org/intern-center)

## MAILING ADDRESS

9594 First Avenue NE Suite 272  
Seattle, WA 98115

## OFFICE LOCATION

Seattle's historic International District

## CONTACT US

(206) 367-4081  
[info@cairseattle.org](mailto:info@cairseattle.org)  
[cairseattle.org](http://cairseattle.org)

## REPORT DISCRIMINATION

Online form: [cairseattle.org/report-discrimination](http://cairseattle.org/report-discrimination)  
Call: (206) 367-4081  
Email: [civilrights@wa.cair.com](mailto:civilrights@wa.cair.com)

## READ OUR ONLINE CIVIL RIGHTS DIGEST

[cairseattle.org/civil-rights-digest](http://cairseattle.org/civil-rights-digest)

