



Council on American-Islamic Relations

Washington State Chapter

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December 11, 2009

Dr. xxx
Superintendent
xxx School District
xxxx
xxxx
Washington xxxx

Via U.S. Mail, e-mail, and facsimile: xxxxxx

Dear Dr. xxx:

I hope this letter reaches you in the best of health and spirits.

It is our unfortunate duty to report an allegation of religious discrimination by employees of the Xxxx School District against a member of the American Muslim community.

Mr. Xxxx Xxxx, a member of the American Muslim community and an employee of the Xxxx School District, has informed us that he has been denied reasonable religious accommodation and has experienced harassment, mistreatment and unsubstantiated discipline while at work.

According to Mr. Xxxx, during the month of Ramadan, he requested ample time at sunset to break his fast with a meal, and to pray. Mr. Xxxx has reported to us that he was not allowed to perform these religious duties. Mr. Xxxx has also reported to us that he was threatened by a supervisor with disciplinary actions if Mr. Xxxx were to pray in the workplace. Additionally, Mr. Xxxx expressed concern that his recent performance reviews include unsubstantiated negative remarks.

Mr. Xxxx has informed us that these events have brought acute mental suffering as he has been in fear of being unfairly terminated since these incidents began. He has not been able to pray openly while at work and the continued scrutiny and harassment is increasingly painful to bear.

Muslims believe that they must perform Friday prayers in congregation in a mosque. Muslims also believe that during the month of Ramadan, they must break their fast at sunset, and that this should not be done earlier than that time neither should it be delayed. Ramadan is the ninth month on the Islamic Lunar calendar. This year Ramadan was approximately from August, 21, 2009 to approximately September 19, 2009 on the Gregorian calendar.

Title VII of the Civil Rights Act of 1964 protects an employee from religious discrimination and gives the employer an affirmative obligation to maintain a work environment free of harassment, intimidation, and insult. After an employee notifies the employer of her/his need for a religious accommodation, the employer must accommodate the individual's religious practice unless it causes them undue hardship.

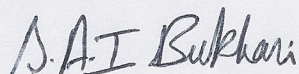
The Council on American-Islamic Relations has reviewed the facts of this case and determined that the Xxxx School District may have discriminated against Mr. Xxxx. We respectfully request the following of the Xxxx School District:

1. Initiate an investigation into the alleged incidents
2. Issue a written apology to Mr. Xxxx for any mistreatment
3. Compensate Mr. Xxxx for any harassment and mistreatment, disparate treatment, and emotional damages.
4. Ensure that no retaliation occurs against Mr. Xxxx, against any other employee or against any witnesses.
5. Allow Mr. Xxxx ample time to pray congregational Friday prayers at his mosque
6. Provide Mr. Xxxx with reasonable accommodations including performing his daily prayers while at work
7. Clarify Xxxx School District's policy on religious accommodation, and educate all employees on this policy
8. Institute CAIR's Workplace Sensitivity and Diversity Training for all employees of the Xxxx School District.

CAIR is a national civil rights organization whose mission is to defend the civil and religious rights of Muslims in America. CAIR frequently conducts training sessions for local and federal law enforcement agencies, Fortune 500 corporations, educators, and a variety of other organizations across the nation. These interactive training sessions vary from one to three or more hours in length depending on the needs of the trainees.

Please do not hesitate to reach me via e-mail at abukhari@cair.com or phone at 206.367.4081 at any time. I look forward to your positive reply.

Sincerely,



S. Arsalan Bukhari
Executive Director

Cc:
Washington State Human Rights Commission
Xxx xxxx Office of Civil Rights
Equal Employment Opportunity Commission
American Civil Liberties Union of Washington state
Christine Gregoire, Governor, State of Washington
Xxx xxxx, Mayor, City of Xxxx
Mr. Xxxx Xxxx