

CIVIL RIGHTS

2017 ANNUAL REPORT

“

CAIR'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.

”

ABOUT CAIR-WA

THE COUNCIL ON AMERICAN-ISLAMIC RELATIONS
OF WASHINGTON STATE

CAIR-Washington State (CAIR-WA) is a local chapter of the Council on American-Islamic Relations (CAIR), a non-profit 501(c)(3), grassroots civil rights and advocacy organization. CAIR is America's largest Muslim civil liberties organization, with over 30 regional offices nationwide.

Since its establishment in 1994, CAIR has worked to promote a positive image of Islam and American Muslims. Through media relations, government relations, education and advocacy, CAIR puts forth an American Muslim perspective to ensure the American Muslim voice is represented. In offering this perspective, CAIR seeks to empower American Muslims and encourage their participation in political and social activism.

The Washington State chapter started in 2002, when a group of dedicated volunteers in the Seattle-area saw a need for a unique kind of American Muslim organization—an organization that would work to uphold the civil rights of American Muslims, foster a better understanding of Islam and American Muslims, and help find avenues for American Muslims to participate more fully in every aspect of society.

The CAIR-WA Civil Rights Department works hard every day to challenge anti-Muslim hate, defend the rights of American Muslims, empower American Muslims, and build results-driven relationships with leaders in business, academia, labor, faith, and government.



CAIR-WA CIVIL RIGHTS BASICS

In 2017, CAIR-WA received 438 total complaints from community members. CAIR-WA Civil Rights staff continued to work on an additional 48 cases that were ongoing from 2016. CAIR-WA closed a total of 408 cases in 2017. The number of reports received significantly increased over 2016. In 2016, CAIR-WA received 252 reports from community members. CAIR-WA is grateful for individuals who decide to report claims of discrimination, as well as those who call seeking referral information for other incidents. While we support those who decide to report incidents, CAIR-WA is consistently working to preemptively address religious discrimination by conducting presentations to a wide range of audiences.

CAIR-WA civil rights staff commits to respond to each report within 15 business days. Our average time of first contact was 5.7 days. For 2018, our goal is to continue working towards a 3-business day target.

CAIR-WA IN THE COMMUNITY

Throughout 2017, the CAIR-WA Civil Rights Team presented at 27 different events and reached over 1,200 people. Presentations included Know Your Rights, Islam 101, and Islamophobia 101. Civil Rights Team members presented to both Muslim community members and the general public, including primary, secondary, and university students, major companies, attorneys, and the interfaith community.

CAIR-WA Civil Rights Director Jasmin Samy presented at two prestigious events in 2017, the 2017 TedXUofW Conference and the Access to Justice Conference. Through these conferences, CAIR-WA was able to spread information on challenging Islamophobia to wide audiences. CAIR-WA Civil Rights Team also partnered with various academic programs--including the UW Center for Human Rights, the UW Elementary Teacher Education Program, Washington State Bar Association, and the Seattle University School of Law--to present on Islam, religious accommodations in schools, and challenging Islamophobia.



REPORTS IN 2017

KEY FINDINGS

46.7%
INCREASE

Reports of employment discrimination rose from 10.7% of all cases in 2016 to 15.4% of all cases in 2017.

76%
INCREASE

Reports involving discrimination by a Department of Homeland Security agent or agency rose from 7.9% in 2016 to 13.9% in 2017.

46.3%
OF REPORTS

An individual's ethnicity or national origin was by far the most common triggering factor, with 46.3% of all reports.

69
PEOPLE

In the first 3 weeks after the first Muslim Ban was issued, 69 individuals contacted CAIR-WA with questions or concerns about personal impact of the ban.

TYPE OF ABUSE

23.6%

OF REPORTS WERE RELATED TO THE MUSLIM BAN EXECUTIVE ORDER

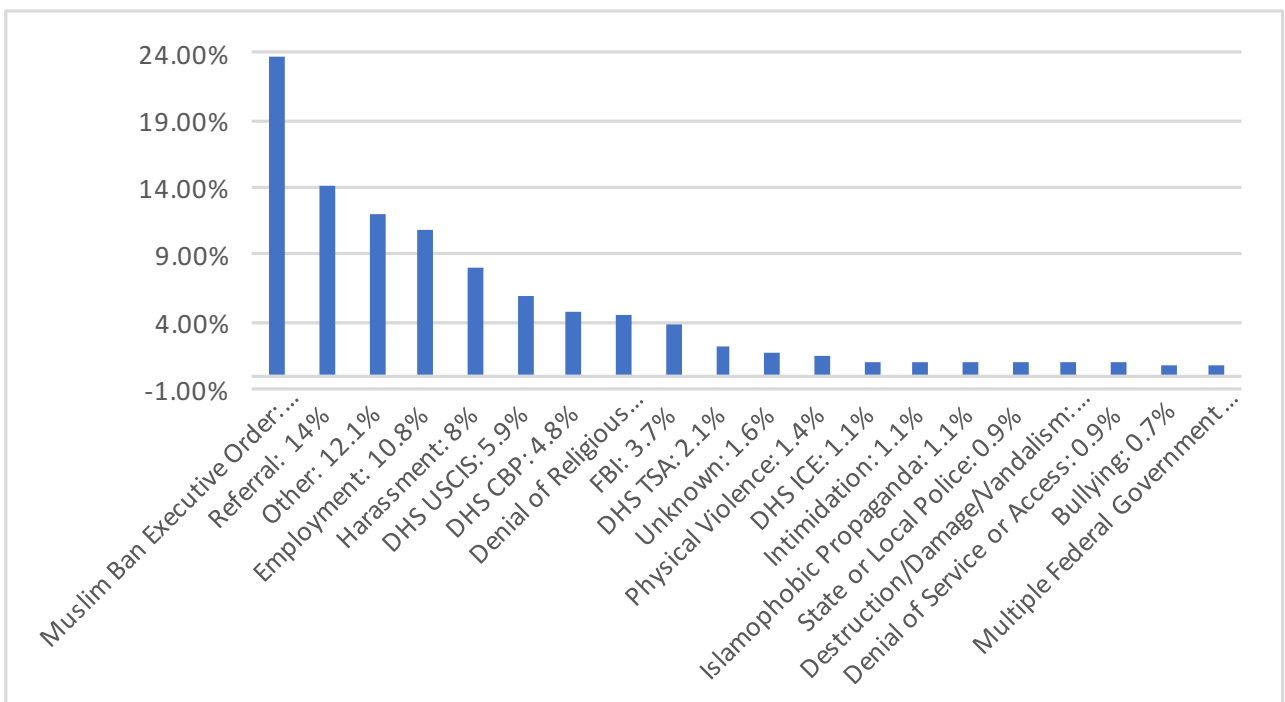
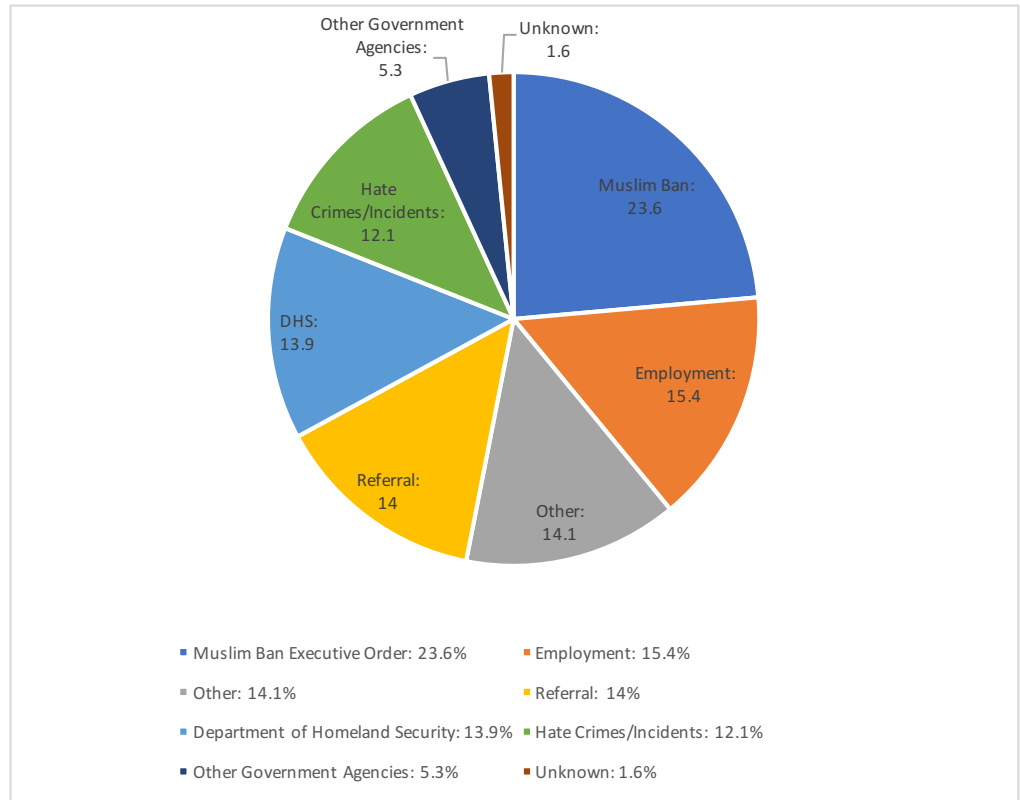
15.4%

OF REPORTS WERE RELATED TO EMPLOYMENT DISCRIMINATION

13.9%

OF REPORTS WERE RELATED TO AN AGENCY WITHIN THE DEPARTMENT OF HOMELAND SECURITY

- The highest category of abuse was the Muslim Ban Executive Order, constituting 23.6% of reports.
- The second highest category of abuse was employment discrimination, comprising 15.4% of reports.
- The third highest category of abuse was related to an agency within the Department of Homeland Security, constituting 13.9% of reports.



ETHNICITY

23.6%

OF REPORTERS WERE MIDDLE EASTERN OR NORTH AFRICAN OR DESCENT

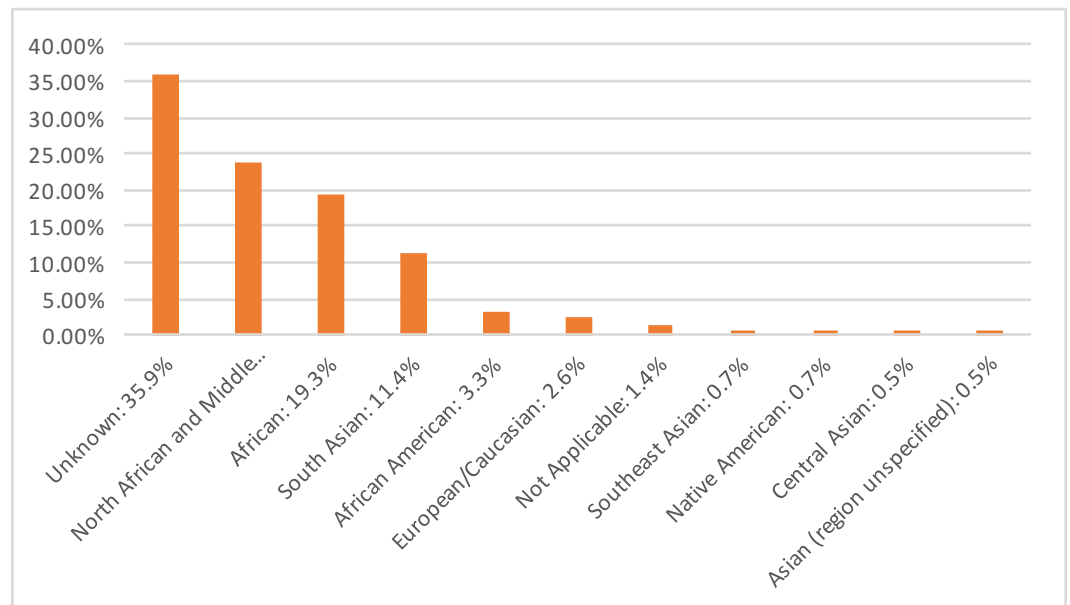
19.3%

OF REPORTERS WERE AFRICAN NATIONALITY OR DESCENT

11.4%

OF REPORTERS WERE SOUTH ASIAN OR DESCENT

- The top ethnicity of individuals reporting incidents to CAIR-WA is Middle Eastern or North African nationality or descent, with 23.8 percent of reporters.
- The second highest ethnicity of individuals reporting incidents to CAIR-WA is African nationality or descent, with 19.3 percent of reporters.
- The third highest ethnicity of individuals reporting incidents to CAIR-WA is South Asian nationality or descent, with 11.4 percent of reporters.
- CAIR-WA was unable to determine ethnicities for 35.9 percent of reports due to an inability to get in contact with the reporter.

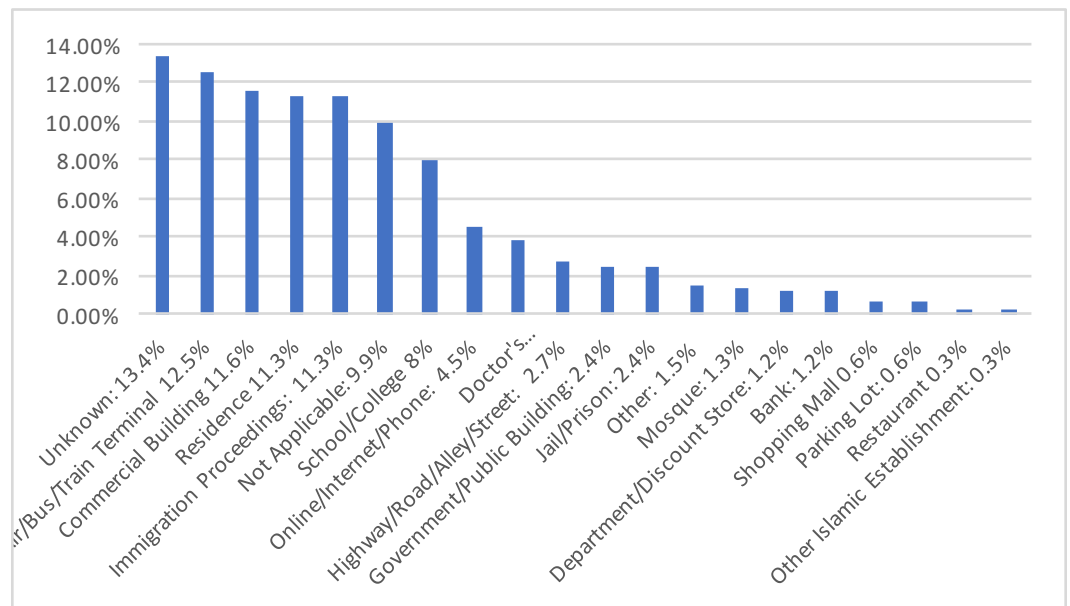


LOCATION

12.5%
OF REPORTERS
HAD INCIDENTS
AT AN AIR, BUS,
OR TRAIN
TERMINAL

61.3%
OF REPORTERS
WERE IN KING
COUNTY WHEN
INCIDENTS
OCCURRED

- CAIR-WA collects data on both the type of location and the physical geographic location are tracked in reports filed with CAIR-WA.
- The **top type location of incidents was an air, bus, or train terminal**. This location constituted 12.5 percent of reports. Incidents occurring at an air, bus, or train terminal include complaints with the Department of Homeland Security, employment, and harassment.
- The **second top type of location was commercial buildings**, with 11.6 percent of reports. Incidents occurring at a commercial building include employment complaints, harassment, and denial of religious accommodations.
- Incidents occurring at an individual’s residence and incidents involving immigration proceedings each constituted 11.3 percent of reports. Incidents occurring at a residence include harassment, intimidation, and FBI visits. Reports involving immigration questions or concerns were categorized as “immigration proceedings,” as there is not a clear type of location for these reports.
- Within Washington state, **King County was the top county in which incidents occurred**, with 61.3 percent of reports to CAIR-WA.
- Snohomish County was the second highest county in which incidents occurred, with 4.1 percent of reports.
- Thurston County was the third highest county in which incidents occurred, with 2.5 percent of reports.
- Additionally, 9.6 percent of reports came from out of state, and 3.5 percent of reports came from outside the United States. CAIR-WA was unable to determine the location in 13.2 percent of reports due to an inability to contact the reporter.



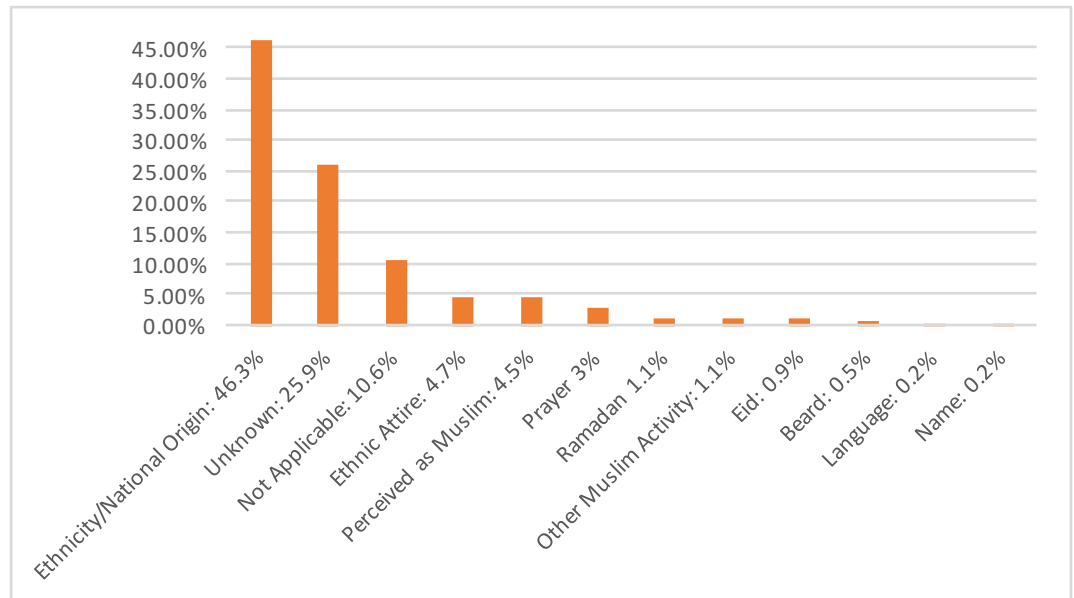
While King County is the most populous county in the state, CAIR-WA intends to increase outreach efforts across the state to ensure community members feel comfortable and confident reporting cases of religious discrimination.

TRIGGERING FACTOR

46.3%
OF REPORTERS
WERE TARGETED
BECAUSE OF
THEIR ETHNICITY
OR NATIONAL
ORIGIN

19.3%
OF REPORTERS
WERE AFRICAN
NATIONALITY OR
DESCENT

- An individual's ethnicity or national origin was the top type of triggering factor for reports received in 2017, with 46.3 percent of reports.
- An individual's ethnic or religious attire was the second highest type of triggering factor, with 4.7 percent of reports.
- An individual being perceived as Muslim was the third highest type of triggering factor, with 4.5 percent of reports.
- Additionally, CAIR-WA was unable to identify a triggering factor for 25.9 percent of cases. A triggering factor was not applicable to 10.6 percent of reports.



THE MUSLIM BAN



THE MUSLIM BAN

The Muslim Ban, in all three versions enacted through two Executive Orders and a presidential proclamation, violates the Constitution and legalizes institutional and individual discrimination. CAIR-WA has seen both types of discrimination in reports received throughout 2017.

In the immediate aftermath of the first Muslim Ban (Executive Order 13769), CAIR-WA was contacted by 69 individuals with questions about how the ban will affect their travel and/or immigration status. The following weeks exposed a heightened anxiety amongst American Muslims to travel in the age of the Muslim Ban. Regardless of US citizenship status or national origin, community members expressed fear of discrimination, delays, or detention.

In response, CAIR-WA became vastly promoted the Airport Lawyer Network (www.airportlawyer.org) at SeaTac International Airport and encouraged all travelers to utilize the resource in the event of excessive delays or detention. In addition, CAIR-

WA hosted four Know Your Rights presentations in the weeks immediately following the first Executive Order, which reached over 500 people in person and via Facebook Live. Throughout the progression of the Muslim Ban, CAIR-WA hosted several other Know Your Rights presentations, so travelers and immigrants are aware of their rights despite the tumultuous legal standing of the Muslim Ban.

In response to the first iteration of the Muslim Ban, CAIR-WA joined the ACLU of Washington as a plaintiff in filing a class-action lawsuit to challenge the Executive Order. In the lawsuit, the ACLU of Washington is representing refugees and asylees who have filed applications to reunite with their families and have cleared final security screenings. Plaintiffs also include Washington residents who legally reside in the United States, but who do not have multiple entry visas. These individuals are unable to visit their families or pursue educational opportunities outside US borders, including conferences and seminars.



THE MUSLIM BAN, IN ALL THREE VERSIONS ENACTED THROUGH TWO EXECUTIVE ORDERS AND A PRESIDENTIAL PROCLAMATION, VIOLATES THE CONSTITUTION AND LEGALIZES INSTITUTIONAL AND INDIVIDUAL DISCRIMINATION.

CAIR-WA JOINS THE ACLU-WA LAWSUIT TO CHALLENGE THE MUSLIM BAN

In March 2017, five individuals and the CAIR-WA joined the ACLU of Washington (ACLU-WA) lawsuit challenging the Trump administration’s Executive Order on Immigration, also known as the Muslim Ban. The ACLU-WA said that the revised Order signed by Donald Trump on March 6, 2017 is still an unconstitutional ban on Muslims. The class-action lawsuit was filed on February 7 in federal court in the Western District of Washington.

On January 27, 2017 the President issued an Executive Order prohibiting entry or re-entry for at least 90 days for all persons of seven predominantly Muslim nations and barring indefinitely the entry of refugees from the designated countries. Relying on the authority of the Order, the State Department that same day summarily revoked all valid non-immigrant and immigrant visas of nationals of

the seven countries. Trump’s Executive Order threw into chaotic uncertainty the lives of tens of thousands of individuals who had been granted valid student and work visas and disrupted the passage to safety for refugees and their families, including women and children who had been victimized by actual terrorists. All had already been subjected to exhaustive and thorough screening by the U.S government. The revised order, targeting six overwhelming Muslim nations, remains unconstitutional. The revised Order has created an unstable, unpredictable, and uncertain situation for all Plaintiffs.

“Cosmetic changes fail to mask the discriminatory intent that pervades the President’s Order. The President promised a Muslim Ban and that’s exactly what the Revised Order is. Our Constitution forbids singling out people who practice a particular religion,” said ACLU of Washington legal director Emily Chiang.



“The Order is bringing misery to the lives of people who have fled war-torn countries, survived brutal conditions in refugee camps, and finally made it to the U.S., some after years of uncertainty and fear. They anxiously wait to be reunited with dearly loved family members who had been cleared for travel prior to the Executive Order and now reasonably fear those family members will never be able to join them here,” said Tana Lin, ACLU-WA cooperating attorney with the firm Keller Rohrbach LLP.

The ACLU-WA is representing refugees and asylees who reside in Washington and have filed applications to reunify with their family members who have completed and cleared their final security screenings. Plaintiffs also include people who are Washington state residents here legally but who do not currently have a multiple entry visa. They are now trapped inside the country, unable to visit families in their home countries or carry out education-related travel for fear they will be unable to return to their lives here.

The suit also represents the CAIR-WA, whose work has been greatly impacted by the Order’s violation of the First Amendment’s establishment of religion

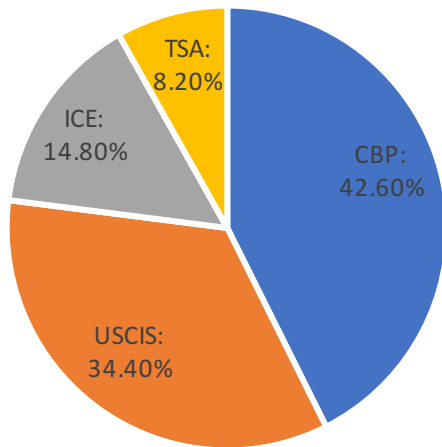
clause, and the Episcopal Diocese of Olympia, whose efforts to fulfill its religious mission of serving refugees have been severely harmed by the ban. The suit says the President’s Executive Order on immigration violates the Constitution as well as federal law.

The ACLU-WA moved for an injunction blocking the government’s enforcement of the most recent version of the Muslim Ban, and this injunction was granted in December 2017. On March 29, 2018, the Ninth Circuit Court of Appeals denied the government’s attempt to dismiss the ACLU-WA’s injunction and sent the case back to the district court. The Trump administration argues that the injunction is no longer relevant because the ban on certain refugees and family members is no longer intact. However, it is also not clear that these refugees and family members are being allowed to enter the United States. Regardless of the outcome of this claim, the ACLU-WA suit still has other claims relevant to the third version of the Muslim Ban.

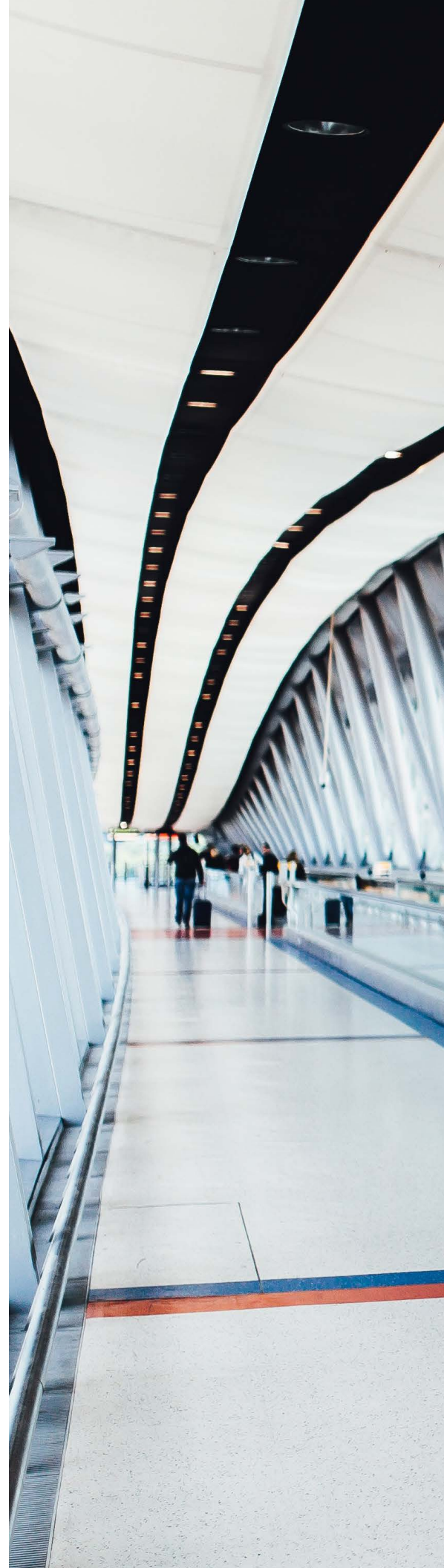
CASE HIGHLIGHTS

DEPARTMENT OF HOMELAND SECURITY

- Due to the unprecedented nature of the Muslim Ban, CAIR-WA categorized complaints and concerns stemming directly from the Executive Order independently from other complaints involving the Department of Homeland Security (DHS). However, CAIR-WA is fully aware that the two types of abuse are fundamentally linked and demonstrate growing systemic discrimination. Incidents that were not explicitly a response to the Muslim Ban but involved DHS discrimination constitute **13.9 percent** of all cases received by CAIR-WA in 2017. Together, with reports under the Muslim Ban, **37.5 percent** of all cases received in 2017 targeted immigrants and travelers.
- In 2016, 7.9 percent of all cases received were categorized as abuse by a DHS agency or agent. The stark increase in reports seen in this category since 2016 reveals the direct repercussions that American Muslims face in the current political climate.



■ DHS CBP: 42.6% ■ DHS USCIS: 34.4% ■ DHS ICE: 14.8% ■ DHS TSA: 8.2%





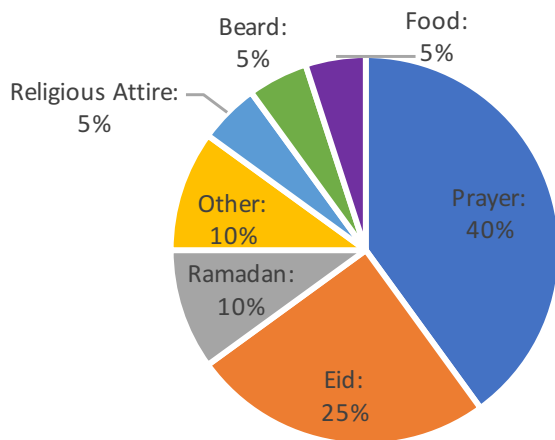
CASE HIGHLIGHTS

CAIR-WA received a report that a woman had been detained in the Northwest Detention Center. The woman had received a tourist visa prior to her travel but was taken to a county jail upon arrival in the United States, then transferred to the Northwest Detention Center. CAIR-WA worked closely with the Northwest Immigrant Rights Project to monitor the case and provide legal assistance.

CAIR-WA received a report that a teenage girl was detained in the Northwest Detention Center. The young girl travelled to the United States to be reunited with her family. CAIR-WA worked closely with the Northwest Immigrant Rights Project to ensure the young girl received legal assistance.

EMPLOYMENT AND DENIALS OF RELIGIOUS ACCOMMODATIONS

- Employment discrimination can take the form of termination or refusal to hire based on religion, denial of religion accommodations, or workplace harassment. CAIR-WA stands to ensure all employees are treated fairly and not singled out because of their faith.
- Throughout 2017, CAIR-WA employed proactive measures to ensure individuals were treated fairly and legally accommodated at work. Efforts included sending letters to **20 major companies** across Washington state prior to Ramadan, explaining the religious significance of the holy month and how employers can reasonably accommodate employees. CAIR-WA was contacted by men requesting information on beard accommodations to take to job interviews to ensure their legal right to reasonable accommodation was protected. Additionally, CAIR-WA offers and pursues trainings with workplaces to increase awareness of Islam and employee rights.
- Still, in 2017, CAIR-WA received reports from employees who were treated unfairly, sometimes to the point of physical assault, because of their religion. Reports of employment discrimination accounted for **15.4 percent** of reports received. In raw numbers, CAIR-WA received **21 more employment cases** in 2017 than in 2016.



■ Prayer: 40% ■ Eid: 25% ■ Ramadan: 10% ■ Other: 10%
 ■ Religious Attire: 5% ■ Beard: 5% ■ Food: 5%





CASE HIGHLIGHTS

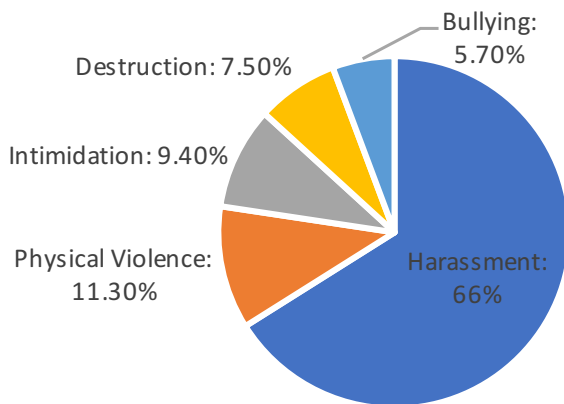
Two American Muslim men were employed by a manufacturing company. The men reported that their employer denied their right to pray at work. In response, CAIR-WA sent a letter to the company explaining the legal right to reasonably accommodate employees. The company responded well and granted the men proper time to pray at work.

Each individual who reported that they were denied Eid vacation was granted the vacation time after CAIR-WA spoke with the employer.

An American Muslim woman was hired for a job in the medical field. During her first week, her employer called her into a meeting and asked pointed and inappropriate questions about her religion. Shortly thereafter, she was fired from her job. CAIR-WA connected the woman with an attorney who assisted with pursuing legal action on her behalf.

HATE CRIMES AND INCIDENTS

- Hate crimes and incidents are recognized as a crime or incident motivated by bias or hate towards a specific community. For the purposes of this report, this category includes instances of bullying, destruction and vandalism, harassment, intimidation, and physical violence in which a person is targeted because of their Muslim faith.
- Hate crimes constituted 12.1 percent of all cases received by CAIR-WA in 2017. In 2016, hate crimes and incidents comprised 30.5 percent of cases received. The decline in this number does not necessarily indicate a drop in overall hate motivated incidents but could instead represent a decline in reporting. Across the country, CAIR National found that in the first half of 2017, anti-Muslim hate crimes increased by 91 percent over the same period from 2016. Additionally, the report found a 24 percent increase in anti-Muslim bias incidents over the first half of 2016.
- Furthermore, to ensure hate crimes and incidents are being reported, CAIR-WA will be increasing our outreach and visibility efforts to ensure the community is informed and comfortable about reporting incidents. CAIR-WA plans to engage in more outreach at mosques across Washington state to increase our presence in all our state's communities.



- Harassment: 66%
- Physical Violence: 11.3%
- Intimidation: 9.4%
- Destruction/Damage/Vandalism: 7.5%
- Bullying: 5.7%





CASE HIGHLIGHTS

INTIMIDATION

In October 2017, students and staff at Kent-Meridian High School found hateful and Islamophobic graffiti in a school bathroom. The graffiti made direct death threats to Muslim students and explicitly referenced slogans from the 2016 Trump presidential campaign. Parents of Muslim students were not immediately informed of the threats, sparking additional concerns for student safety. CAIR-WA obtained counsel to represent the interests of the Muslim students and met directly with school and district representatives to voice concerns and create action plans for increasing student safety and transparency to families.

HARASSMENT

An American Muslim man proudly displayed a yard sign of a woman wearing an American flag patterned hijab in his front yard. A neighbor continuously harassed him for his sign and his religion, and perpetuated false stereotypes about Islam. Together, the man and CAIR-WA contacted the local police department to report the incident and act to ensure the incident was treated with the gravity it deserved. A police officer responded directly to the neighbor's home, which assured the American Muslim man that his concerns were taken seriously by the police department.



HATE CRIMES AND INCIDENTS

POSITIVE CHANGES AT SCHOOLS:

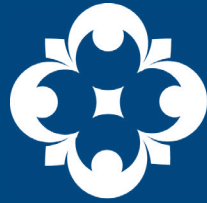
In 2017, 8 percent of reports received by CAIR-WA occurred at a school, college, or university. CAIR-WA strongly believes that addressing and challenging Islamophobia in schools is fundamentally important to challenging Islamophobia throughout society and creating lasting positive changes. CAIR-WA is grateful for the positive feedback and enthusiasm received from these presentations.

- Amongst these highlights are the changes that Rose Hill Middle School has implemented to accommodate Muslim students during Ramadan. The school has adjusted testing calendars to ensure standardized tests and a mandatory mile run assessment occur before Ramadan.
- CAIR-WA applauds districts that have added Eid holidays to their academic calendars. These districts include Seattle Public Schools, Federal Way Public Schools, and Kent School district.

STUDENT SURVEYS

In May 2017, CAIR-WA conducted a pilot survey to observe the effects of Islamophobia and the 2016 presidential campaign on school-aged children.

- The study surveyed 42 students aged 9-18 from four different school districts, a private school, and a university.
- The study found that, after the 2016 presidential election, 52.4 percent of respondents felt more concerned about being bullied at school because of their religion.
- When asked if the respondents felt more concerned for their safety when walking in public, 61.9 percent replied yes.
- Additionally, 64.3 percent felt more concerned for their family's safety in public after the 2016 presidential election.
- In the study, CAIR-WA was pleased to find that 88.1 percent of respondents said they have always felt comfortable and confident declaring their faith in school and in public.
- CAIR-WA plans to launch another survey in 2018 with a wider reach to further assess the impact of Islamophobia in schools.



CAIR
WASHINGTON

REPORT AN INCIDENT

Call CAIR-WA at (206)367-4081, email us at info@cairseattle.org, or fill out our online Incident Report Form at www.cairwa.org

MEDIA INQUIRIES

Contact Sarah Stuteville, our Media and Outreach Director, at [sstuteville@cair.com](mailto:ssstuteville@cair.com)

FINANCIAL CONTRIBUTIONS

Become a “Shareholder” of CAIR-WA with any monthly donation <http://cairwa.org/shareholder>

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