

The Status of Muslim  
Civil Rights  
in the  
United States

2001

*Accommodating Diversity*

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## ISLAMIC TERMS AND CONCEPTS

Allah	The most commonly used term for “God” in Arabic. Allah is not the “Muslim God,” but is the same God worshipped by Christians and Jews.
Adhan	The Muslim call to prayer.
Alcohol avoidance	Islamic teachings prohibit Muslims from consuming, selling or buying alcohol.
Beards	Following the tradition of the Prophet Muhammad, many devout Muslims grow beards.
Eid	A day of festivity—the Muslim holiday.
Hajj	Pilgrimage to Mecca.
Halal	Permissible by Islamic law.
Hijab/Khimar	Modest clothing that Muslim women wear in public. It is generally loose-fitting and includes a head covering.
Iftar	Meal Muslims take at sunset to break their fast.
Imam	A prayer leader.
Kufi	A cap worn by men.
Masjid	The Arabic word for mosque—an Islamic house of worship.
Niqab	A face veil.
Qur'an	Islam’s scripture.
Ramadan	The Islamic lunar month of fasting.
Riba	Usury, used to refer to the conventional interest based lending.
Salat	Prayer. Islam mandates structured prayers five times a day. Muslims are also required to attend a weekly congregational prayer.
Suhoor	Pre-dawn meal Muslims take in Ramadan.

## EXECUTIVE SUMMARY

This year's report records a 15 percent increase in the number of complaints over the previous year. The first edition of this publication, the 1996 report, underscored the fact that American Muslims encounter intolerance in their daily life. The 1997 report documented a dramatic rise in the number of complaints received by CAIR's national and regional offices. The 1998 edition noted another rise in the number of complaints and showed that anti-Muslim incidents followed patterns of denial of basic human and constitutional rights. The 1999 report was marked by a decline in hijab related incidents. Last year's report highlighted a substantial increase in reported incidents, perhaps reflecting a growing tendency on the part of Muslims to report their experiences. As this report demonstrates, this tendency is becoming increasingly pronounced.

In the majority of cases received by CAIR last year, Muslims complained about the lack of accommodation in the workplace and schools. Hijab related complaints were among the most numerous. While the numbers of the various types of incidents have fluctuated in the past few years, the patterns of experiences remain unchanged. In the workplace Muslims were often pressured to compromise their faith. The treatment of the religious requirements of Muslim students within the public schools varied from one district to another. However, it generally lacked attention to the students' needs.

While there has been increased awareness about the issues involved, employers and schools continue to deal with them on a case-by-case basis. Even in places where there were established procedures to accommodate religious practices, the enforcement of such regulations was usually subjected to personal preferences of employers or to their economic and administrative needs. With personnel changes, Muslim women, children, and assembly line workers found themselves struggling to reintroduce the issues of religious accommodation. In professional occupations, Muslim employees often complained about job promotion. Muslim college students often complained that their freedom of speech had been violated and that Islam was misrepresented in textbooks chosen by schools and instructors.

Other notable developments affecting Muslim civil liberties in the past five years included:

- the passage of laws regulating halal food labeling by the states of New Jersey, Illinois and Minnesota. Recognizing halal food as a consumer product, the laws generally placed penalty on businesses misusing the label.
- the continuing American Muslim struggle to repeal secret evidence, which is widely criticized as a non-constitutional clause of the 1996 anti-terrorism law. The provision was used almost exclusively against Muslims.

## **INTRODUCTION**

This annual report presents findings about discrimination faced by Muslim citizens and residents in the United States. The first section of this document gives a brief picture of the findings. The discussion also attempts to place complaints by Muslims in the past five years in perspective. It also describes briefly the major legal developments affecting Muslim civil rights. The second section offers a description of the complaints filed with CAIR from members of the Muslim community. The log classifies complaints by date and place of incident. While many of the claims allegedly occurred at the workplace, incidents were filed from the various domains of life including schools, government agencies, airports, mosques, police, prisons, courts, and public accommodation facilities.

## FINDINGS

An increasing number of Muslim community members reported claims of mistreatment. As shown in Table 1, this year's report contains 366 complaints, a 15 percent increase over the previous year. Part of this increase may reflect a growing tendency among American Muslims to report their experiences. It should be pointed out, however, that incidents reported to CAIR may not represent the full scope of bias encountered by American Muslims, simply because many people do not report their experiences.

Table (1)  
Number of Incidents by Year

Year	Number of Discrimination Complaints
1996	80
1997	240
1998	284
1999	285
2000	322
2001	366

Of the complaints recorded in the 2001 report, 75 percent came from states with significant Muslim population, including California, New York, Illinois, Pennsylvania, Virginia, Maryland, New Jersey, Michigan, Ohio, Florida, Texas, Georgia, as well as the District of Columbia. Muslim community members in thirty other states reported the balance of the cases.

### Places of Incident

As in previous years, the encounters with bias took place in all institutional settings of life—primarily where most ordinary people spend much of their time—at work or in school (See Table 2). While workplace complaints increased from 42 percent in 2000 to 48 percent in 2001, incidents in schools increased from 13 percent to 15 percent. Reports from Muslim students included a substantial number of complaints about the unfair treatment of Islam and Muslims in instructional materials. They also included cases of college students who were physically attacked and those who had their posters, expressing opinions on the Middle East conflict, torn down.

Table (2)  
Percentage of Complaints by Place of Occurrence, From 1999 to 2001

<b>Place of incident</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>
Workplace	47	42	48
Schools	8	13	15
Prisons	17	13	9
Public Accommodation	10	8	9
Government Agencies	5	7	6
Police	3	4	4
Courts	2	3	1
Airports	3	3	2
Mosques	2	2	1
Military	0.7	0.3	1
Other	1	3	2

**Types of Complaints**

Denial of religious accommodation comprised 37 percent of the complaints, an increase from 31 percent in the previous year (See Table 3). In 1999, this type of complaint accounted for almost half the incidents reported to CAIR. Notwithstanding the fluctuation in the number of reports, Muslim concern about religious accommodation appears in most incidents.

Table (3)  
Types of Incidents by Percentage, From 1999 to 2001

<b>Incident Type</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>
Denial of religious accommodation	49	31	37
Verbal abuse	10	9	8
Job termination	6	12	13
Denial of employment	6	5	7
Unreasonable suspicion/singling out/search/questioning/arrest	5	4	4
Denial of or threatening to deny promotion	3	2	4
Unfair employment practice	3	2.5	3
Denial of service/access to public facility	3	5	5
Physical assault/shooting	2.5	5	3
Passenger profiling	2	1	2
Unequal treatment	2	4	8
FBI harassment	2	1	2
Violation of place of worship	1.5	2	1
Removing children from home without a valid reason	0	1.5	-
Other mistreatment	9.5	12.5	-
Unfair business practice	-	-	1
Threatened with violence	-	-	1
Freedom of speech violation	-	-	1

New types of individual complaints were registered this year. These included complaints from Muslim business owners regarding unfair practices that cost them a loss of business. They also included complaints from individuals whose employers offered them pension plans but refused their request to invest their funds in halal business ventures, which do not violate teachings of the Islamic faith. Generally, these principles require that investors share in profit and loss, receive no interest, and that they refrain from investing in businesses such as liquor, pork, casinos, pornography, gambling, and interest-based financial institutions.

Last year's incidents also included a hate crime attack at a mosque in Memphis, Tennessee, in June of last year. The attacker shot at worshipers inside the mosque, wounding one person and causing damage to the mosque's property. Other types of abuse have remained relatively stable, with the exception of the category of unequal treatment, which doubled from 4 percent last year to 8 percent this year.

As shown in Table 4, complaints involving specific religious practices increased from two-thirds last year to three-fourths of the total this year. Hijab related complaints decreased from 28 percent in 2000 to 23 percent in 2001. Prayer related complaints remained relatively stable at 17 percent this year. Four incidents reported last year were connected to conversion to Islam. In one case, a high school student was questioned by school officials about her conversion, and was then dismissed from school after she wore hijab. The superintendent of the school district later intervened to allow her back to school. In the three other cases, coworkers and supervisors harassed or terminated the converts from work. Also, beard related incidents rose from 5 percent last year to 8 percent this year.

Table (4)

## Muslim Features Triggering Discrimination Incidents, From 1999 to 2001

Muslim Feature	1999	2000	2001
Prayer	27	19	18
Hijab/scarf	25	28	23
Beard	8	5	8
Ramadan	2	0.3	2
Eid/religious holiday	1.5	3	4
Halal food	3.4	2.6	2
Kufi	1	1	1
Male-female contact	1	1	2
Muslim name	1	3	-
Niqab	1	2	1
Qur'an and other religious literature	1	2	1
Religious instruction	1	1	1
Alcohol avoidance	0.7	0	-
Hajj	0.3	0	1
Islamic burial	0.3	0	-
Religious objection to unnecessary	0.3	0	-
Religious objection to a music class	0	0.3	1
Anti-Muslim stereotypes	-	-	2
Imam/attended Muslim activity	-	-	2
Conversion	-	-	1
Ethnic feature	25.5	32	25
Other	-	-	4

*A Five Year View*

During the past five years the largest number of workplace discrimination complaints has come from women who wear *hijab*, and whose accommodation implies no financial cost. Although in many cases the discriminatory treatment is overt and can conceivably be challenged in court, most of the victims cannot afford the high cost of seeking legal counsel, let alone sue large corporations. In many cases, Muslim women denied their First Amendment right to wear *hijab* look for other jobs or relax some the religious requirements to fit the demands of employers. Similarly, Muslim men often shave the beard or take off the *kufi* they wear for religious reasons in order to keep their jobs.

Some Muslims employees have successfully used the Equal Employment Opportunity Commission to settle complaints about job discrimination, others have taken their employers to court. In a number of cases the courts have affirmed the right of Muslims to religious practices. On October 4, 1999, the Supreme Court decided to reject the appeal of lower court ruling in favor of bearded Muslim police officers against the Newark Police Department's no beard policy, which handed the American Muslim community perhaps the most significant legal victory in recent years. The earlier ruling, issued by the United States Court of Appeals for the Third Circuit Court *Fraternal Order of Police v. City of Newark* (App. No. 97-5542) stated:

Because the Department makes exemptions from its policy for secular reasons and has not offered any substantial justification for refusing to provide similar treatment for officers who are required to wear beards for religious reasons, we conclude that the Department's policy violates the First Amendment.

The ruling encouraged Muslims to call for greater religious tolerance toward Islamic religious practices.

Still, many practicing Muslim employees often face the choice between job and religion, as anti-discrimination laws are not self-enforcing. Despite the growing religious pluralism in the workplace, personnel policies in corporations lack appreciation for religious accommodation requirements of employees. Companies usually opt for dealing with worker's rights on a case by case basis, many firms resist the consideration of modifying corporate codes in favor of increased religious accommodation.

Evidence shows that economic factors sometimes come into play in favor of Muslim workers. Corporations with large number of Muslim employees and/or customers do offer accommodations. For example, Sylvest Farms Inc., a chicken

plant in Atlanta, Georgia offered in 2000 to bring an imam to the work site, so that workers do not have to leave the factory for Friday Prayer. Muslims in professional occupations are the least likely to complain about a lack of religious accommodation, because their work environment allows them much more freedom of movement than that of assembly-line workers. Thus, the actual experience of Muslims shows various patterns of treatment, mainly dependent upon the personal attitudes of their bosses, the work environment, and the Muslim workers' economic value to their employers.

In the public education system, local school boards formulate their own policies. Some districts have acknowledged the growing Muslim student population and decided to institute various accommodations. For example, school districts close on Eid in Paterson, New Jersey and Dearborn, Michigan, where Muslims represent a large segment of the student body. In most other school districts, however, the Muslim student population is tiny, so is its influence on school policy. Mandatory exams may be scheduled on Muslim holidays, imposing on children a choice between school and religious observance. Also, instructional material is frequently marred with misrepresentations of Islam and Muslims.

Some change, however, is taking place in certain areas of religious accommodation. The State of New Jersey had passed the Halal Food Protection Act in 2000. Minnesota and Illinois followed suit in 2001, enacting their own laws regulating the halal food industry. These laws identified halal food as a consumer commodity that has been subject to commercial abuse (Some retailers have placed halal food labels on

meat items to attract Muslim customers). The Illinois act, which has the most accommodating language, specifically defines the term halal as food

prepared under and maintained in strict compliance with the laws and customs of the Islamic religion, including but not limited to those laws and customs of zabiha/zabeeha (slaughtered according to appropriate Islamic code), and as expressed by reliable recognized Islamic entities and scholars.

The Act also makes it a misdemeanor for any person to make any oral or written statements that directly or indirectly tends to deceive or otherwise lead a reasonable individual to believe that non-halal food or food products is halal.

In the area of immigrant rights, the Muslim community has been at the forefront of fighting secret evidence, a clause in the 1996 anti-terrorism legislation that allows the Federal Government to proceed with deportation of non-citizens on the basis of classified information. Almost all secret evidence detainees have been Muslim. Since American Muslim community groups joined a broad coalition to mount a legislative challenge to secret evidence, the U.S. government has released the detainees. In October 2000, H.R. 2121 passed the House Judiciary Committee, but the bill died as Congress adjourned. The effort to repeal secret evidence, however, continues.

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## WORKPLACE

### Denied Religious Accommodation

- 3/16/00: Piemco Inc. - Lima, OH  
A worker reported being forced to shave his beard despite informing the company that he wore it for religious and medical reasons.
- 3/16/00: United States Postal Service - Bethesda, MD  
A postal employee requested time off for Friday Prayer but was denied. The employee went to the mosque anyway. His supervisor wrote him a letter of warning.
- 3/20/00: McDonald's - Tampa, FL  
A man applied for a job, but was told he could not wear his beard.
- 3/20/00: Hertz - Nashville, TN  
A dozen employees received verbal warning for taking time off for Eid. They had informed their employer about the religious holiday a week in advance.
- 4/4/00: State of North Carolina - Charlotte, NC  
A detention officer reported he received objections to his decision to wear a beard for religious reasons.
- 4/22/00: United Parcel Service - Hinsdale, IL  
An employee complained he was denied the right to wear a beard while working as a driver.
- 5/1/00: Home Depot - Rochester, NY  
A manager reportedly started scheduling the shift of a worker on Friday to conflict with the prayer duty. The worker never had such a problem before.
- 5/4/00: FedEx - Laurel, MD  
An employee complained he was not allowed to wear a beard on religious grounds.
- 5/10/00: Sims Security - St. Paul, MN  
A Muslim employee said he was asked not to wear a beard.
- 5/12/00: UPS - Falls Church, VA  
An employee complained his supervisors did not let him go to Friday Prayer.
- 5/16/00: Baltimore International College of Culinary Arts - Baltimore, MD  
A culinary arts student complained that he was told he would need to cook and taste pork to pass a class before graduation.
- 5/16/00: Grafton Correctional Institution - Grafton, OH  
A correctional officer complained he was not allowed time to pray at the work site.
- 5/18/00: Andronicus Deli - Berkeley, CA  
An employee reported his employer refused his proposal to accommodate his religious beard. The proposal suggested the man would cover it with a beard net.
- 5/26/00: IBM Global Services - Chicago, IL  
An employee reported she was threatened with dismissal for wearing hijab.
- 5/29/00: Advantek - Minnetonka, MN  
Thirty Muslim employees walked off the job because they were having problems praying. Their immediate managers harassed them by writing anyone up who tried to pray on the job and even fired some.

- 6/7/00: CSA Security - Holmes, CA  
A security officer on assignment in Kuwait was told he could not keep his beard. A manager later introduced himself to new recruits, including the officer, calling Muslim women "ninjas" and Muslim men "rag heads." Later the officer was told he could not go to a mosque or even pray during breaks.
- 6/16/00: Columbus Public Schools - Columbus, OH  
A school bus driver was denied a permanent position because he wished to attend the weekly Friday Prayer at the mosque. The man had offered to give up his lunch break and stated that the prayer did not conflict with his driving schedule.
- 6/28/00: SMART - Detroit, MI  
A public transportation driver reported he was denied scheduling work hours around Friday Prayer time. He eventually left for another job.
- 7/17/00: Doctor's office - Denton, TX  
A doctor said he was initially informed that he could not go to the mosque on Friday. The doctor refused, but agreed to work out an extended lunch break arrangement.
- 7/26/00: The Neurology Center - Silver Spring, MD  
A supervisor reportedly became uncomfortable when an employee began wearing hijab. He started asking her questions about her head covering, then asked her to change its color.
- 7/26/00: Chesterbrook Academy - Kingston, VA  
A teacher quit her job after failing to win an exemption from wearing a swimsuit while monitoring children in a swimming pool. The school, however, insisted that the supervisor in charge was not sure that the basis for the request was religion. The teacher did not wear full hijab but believed that wearing a swimsuit in a public facility violated her religious convictions about modest clothing.
- 7/31/00: Oklahoma Military Department - Tulsa, OK  
A manager was denied time off for Friday Prayer. His supervisor reportedly stated that approving the request "may set a detrimental precedence [sic]."
- 8/1/00: Salvation Army, VA  
An employee claimed his manager took down Islamic materials hanging on his office door.
- 8/4/00: Star Mark - Sioux Falls, SD  
An employee reported he was refused time off for Friday Prayer on grounds that it would cause undue hardship to the company. He has attended Friday prayers for the last three years, until a new supervisor and human resource manager arrived on the scene. He has filed a complaint with the Sioux Falls Human Rights Commission.
- 8/8/00: Pizza Hut - Baton Rouge, LA  
A man filed a complaint with the EEOC charging his employer with religious discrimination, because the company did not allow him break time to pray.
- 8/8/00: South Brunswick High School - South Brunswick, NJ  
A teacher reported he requested to have his schedule arranged so he could attend Friday Prayer, but the school would not accommodate him.
- 8/9/00: State of Minnesota - Minneapolis, MN  
A state employee said her employer violated her first amendment right by using its power to deduct 4 percent from her paycheck to go to an interest-bearing retirement fund. The woman believes her money was invested in *riba*, violating her religious belief.

- 8/14/00: UPS - Atlanta, GA  
A worker reported he was told that he could not wear a beard, although the company allowed the wearing of jeans, earrings and sneakers.
- 8/23/00: Atlanta Public Schools - Atlanta, GA  
A teacher complained he was denied religious accommodation to attend Friday Prayer. Initially he was told that there was no policy to address his request. Later, however, the superintendent's office agreed to reconsider the issue.
- 9/6/00: Argonne National Laboratory - Idaho Falls, ID  
A Muslim woman was denied the use of company space to offer her prayer during her afternoon break. A manager reportedly told her the company was not obligated to grant such a request.
- 9/21/00: Eglin Air Force Base Hospital - Crestview, FL  
A woman said her supervisors sent her home because she refused to remove her headscarf. The woman had worked three years before she started to wear hijab. Later she was allowed to return back to work with a long sleeved shirt under the company's uniform.
- 9/21/00: Sprint Corporation - Kansas City, MO  
A man reported being allowed time off for Friday Prayer every week for the last six months. A new supervisor, however, told him he could no longer go to the mosque.
- 9/28/00: Randalls#66 - Houston, TX  
A job applicant was reportedly told that her hijab might be against company policy. An official with the retail store's headquarters later sent a letter stating the woman would be welcome with her hijab.
- 9/28/00: Burns International Security- Portland, OR  
A man who worked for the company for eleven years was denied access to the work premises when he showed up at work wearing a beard. Later the company allowed him to wear it.
- 9/30/00: Wal-Mart - Pompano Beach, FL  
An employee claimed that for the past two years he was not allowed a sufficient amount of time to break his fast during Ramadan. Instead, he was criticized for observing the fast.
- 10/1/00: NY Department of Corrections - Albany, NY  
A correctional officer was denied a request to wear a beard for religious reasons. Following pressure from civic groups, including CAIR-New York, the man was allowed to observe the religious practice. However, no policy change in the department's policy has been approved.
- 10/17/00: Augusta State University - Augusta, GA  
Following complaints, a man received a memo stating that his supervisor would make sure that no profanity was used at work and that his request to reschedule his work hours to attend Friday Prayer would be respected.
- 10/18/00: Voice Stream Wireless - Wichita, KS  
An employee was told that she could not go for Friday Prayer during her lunch break. Instead, she was told she could first have her lunch at work, then take unpaid time for the prayer.
- 10/31/00: Taylor County Correctional Institute - Gainesville, FL  
A physician complained he was denied a supervisory position because he refused to shave his beard.
- 10/31/00: FedEx - Suisun City, CA  
A courier was not allowed to keep his religious beard because it violated a company code.

- 10/31/00: IRS - Doraville, GA  
An employee said she was told she could no longer wear her headscarf, because of repeated thefts. The woman had been working for three years and stated that other employees still wore coats, purses and even wigs. She believes she was singled out because of her religiously-inspired garb.
- 11/1/00: Gate Gourmet - Dulles Airport, DC  
An employee wore loose-fitting garb during her three-month probation period. She was reportedly required to wear short sleeves and pants, but believed the attire violated her faith.
- 11/8/00: Veterans Administration Hospital - Austin, TX  
An employee requested two hours off on Fridays and offered to make up the time. Although his immediate supervisor approved the proposal, it was reportedly denied by other heads.
- 11/9/00: MCI - Arlington, VA  
An employee said he was told that he would have to use his sick leave time for Friday Prayer. When he complained to management about it, he was fired a few weeks later. The reason for termination, however, was an unauthorized sale. His immediate supervisor reportedly did not want to fire him, but had to enforce the decision.
- 11/21/00: Solectron - Atlanta, GA  
Several Muslim workers complained they were not allowed to get time off for Friday Prayer.
- 12/1/00: California Department of Corrections - Imperial, CA  
A new employee said his supervisor did not allow him to wear a beard.
- 12/11/00: Department of Corrections - Galesburg, IL  
A new administration rescinded a decision allowing the medical director to attend Friday Prayer outside the facility. The doctor had been offered this accommodation for the past four years.
- 12/13/00: Taylor Employment Resources - Mankato, MN  
Three workers were fired reportedly because they prayed at work.
- 12/14/00: Robinsons-May - Mission Viejo, CA  
An employee claimed that after she had been offered a job, a human resource manager told her she could not work with her scarf on. The employee responded that she was wearing it for religious reasons. When the CAIR Southern California Chapter put a call to the employer, the employee was called back to resume her work.
- 12/18/00: Department of Corrections - Bakersfield, CA  
A correctional officer complained about an order from the warden to shave his beard.
- 12/21/00: US Postal Service - Macon, GA  
An employee said he was denied rescheduling of his work hours during Ramadan to accommodate his observance of the fast. He claimed that he was harassed about his faith for the past two years.
- 1/2/01: Ford Motor Company - St. Louis, MO  
A worker reported receiving a reprimand after he went to the mosque for Friday Prayer.
- 1/3/01: White Plains Public Schools - White Plains, NY  
A teacher said she was not allowed time off to perform Hajj.
- 1/3/01: Metallized Carbon Corp. - White Plains, NY  
A supervisor reportedly denied an employee's request to attend Friday Prayer at the mosque.
- 1/23/01: Sylvest Farms - Atlanta, GA  
Thirty-one workers walked off their jobs because of the harassing behavior they received regarding their prayers. Water was thrown in the area they prayed, and they were not allowed

to pray at times. They were finally assembled together and told they could either leave or stay without praying. The workers have filed EEOC complaints of discrimination.

1/30/01: Precision Systems Inc. - Annandale, VA

An employee said she was not permitted to wear hijab at work. Her boss believed Hijab was not professional attire. The woman said other employees wore jeans and T-shirts.

1/31/01: Securatex LTD. - Indianapolis, IN

After initial resistance, two security officers were allowed to wear beards for religious reasons.

2/6/01: Merrill Lynch - Oakbrook, IL

After an employee requested time off for Friday Prayer, his supervisor reportedly started giving him extra work every time he needed to go to the prayer.

2/12/01: Georgetown Retirement Community Center - Washington, DC

An employee was given Fridays off as part of his work schedule. He was then told he might be replaced if he failed to work overtime on Fridays. The two parties agreed that he would report to work when called, but be given an extended lunch hour to attend Friday Prayers.

2/16/01: TWA - New York, NY

A flight attendant reported harassment for wearing a headscarf while going to work. For fear of losing her job, the woman decided to take the scarf off before boarding. However, upon spotting the woman with the scarf, a captain scolded the woman stating that, "the passengers might think you will hijack the airplane."

2/19/01: FedEx - Fairfield, CA

A deliveryman who moved to another company location, was told by the supervisor he could not wear a beard. He was accommodated in the previous location where he worked for two years.

2/22/01: Jewish Vocational Service - Boston, MA

A chef trainee reported he was told there was no place for him in this publicly-funded training program after he came back from Friday Prayer. His instructor ignored a letter the employee presented from an Islamic scholar showing that he needed accommodation to fulfill the weekly prayer obligation.

2/26/01: Stark County Community Action Agency - Canton, OH

After initial disapproval, an employee was reportedly allowed to take three hours to celebrate Eid.

3/1/01: Passaic County Sheriff's Dept. - Paterson, NJ

An officer reported that he was not allowed to wear a beard because it was against the uniform.

3/2/01: York International - Wichita, KS

Management reportedly allowed Muslim employees to take off a day for Eid. When an employee did, his immediate supervisor became angry and refused to allow him to go for Friday Prayer.

3/15/01: Celestica - Rochester, MN

An employee reported that he asked to have Eid off two weeks in advance, but his request was denied.

## Denied Job

- 3/15/00: Guidant - Santa Clara, CA  
On a security officer's first day at work, a manager reportedly told her she needed to remove her scarf or leave the job.
- 4/11/00: William Beaumont Hospital - Troy, MI  
A woman reported being denied a volunteer position because she wore hijab. Her interest in the position was well received until she went to the hospital and was seen in person.
- 4/17/00: Prudential Securities - Chicago, IL  
A woman reported going through three job interviews successfully. In the fourth interview, however, she was asked about her family and country of origin. The interviewer told her she was qualified but he "had some issues." She was not hired.
- 5/26/00: Stern's Department Store - Paramus, NJ  
A woman claimed she was denied a job for wearing Hijab. She had received an invitation to work during the winter break. When she reported to work, she was informed she would not be hired before removing her headscarf.
- 5/26/00: Southwestern Bell - Kansas City, MO  
A supervisor reportedly withdrew a job offer to a technician when the applicant asked to schedule his Friday work hours to accommodate his weekly prayer obligation.
- 6/23/00: Marriott Hotel - Washington, DC  
A man reported he was denied a lifeguard position because he wanted to keep the beard he wore for religious reasons.
- 7/5/00: American Airlines - Chicago, IL  
A job applicant said she was denied a passenger service agent position despite being promised that her head scarf would not be an issue. She underwent training, and received a formal offer, contingent upon successful completion of a drug test and medical examination. However, when she went to the job site at O'Hare Airport, she was informed that she could not get the job unless she removed her headscarf.
- 7/13/00: Wackenhut Corrections Corporation - San Diego, CA  
A woman said she was offered a job, but when she was asked to remove her hijab, she refused and was denied the position.
- 7/20/00: LaPorte Hospital - LaPorte, IN  
A doctor said when he called and said he would not be shaking hands with members of the opposite gender when he arrived for the job interview, the arrangement for his trip was cancelled.
- 7/31/00: Pennsylvania Department of Corrections - Philadelphia, PA  
A trainee reported she was hired in March in the prison and went to training in May. She requested a single room so she would not disturb a roommate when she woke up for the early morning prayer. She was given a small room with no windows. When the trainee learned that there were other rooms available, she asked to change her room. The housing official became angry and reported her to the training supervisor. She was later terminated.
- 8/4/00: B&T Security & Safety Systems Inc. - Malden, MA  
A woman said the new owner of the company asked her to take off her hijab in order to keep her job.

- 8/23/00: Mesa City - Mesa, AZ  
An applicant was denied an entry-level position because "he did not have a public contact." The man filed with the EEOC claiming he was fully qualified for the job and was discriminated against because of his Libyan and Muslim background.
- 8/30/00: Burns International Security - Herndon, VA  
A woman reported she was denied a job after completing three days of training. She was told she would not be hired unless she removed her hijab.
- 9/5/00: General Foam Plastics Corporation - Norfolk, VA  
A supervisor interviewing people waiting in line looked at an applicant with kufi and told him that there were no job openings. The man reported that when he went back in line and took off his kufi, he was offered a job.
- 9/16/00: U.S Department of State - Washington, DC  
An American citizen of Iranian origin applied for a job. He was asked to complete a security clearance packet, which he did. He never heard from the department and believes he was being discriminated against because of his ethnicity and religion.
- 9/19/00: CIGNA Insurance - Jersey City, NJ  
A woman was asked to come back for an interview after she complained about religious discrimination in the job application process.
- 9/19/00: United Airlines - Baltimore, MD  
A woman reported her two attempts to get a front desk position failed. She was told she would not be allowed to wear hijab on the job.
- 10/12/00: Deep Meadow Correctional Center - State Farm, VA  
A man was offered a job as a correctional officer subject to shaving off his beard. He believed the condition violated his freedom of religion, but the employer would not budge.
- 10/25/00: University of Texas - Brownsville, TX  
A math instructor reported he was hired to teach a course. After the semester, the school hired a less qualified candidate to teach the math course. He sued claiming discrimination on the basis of religion and ethnicity.
- 11/16/00: Farmland Industries Lawrence Nitrogen Plant - Lawrence, KS  
All employees who were laid off were called back except five. One was a Muslim man who had more experience than the re-hired workers. He believes the reason was an argument he had with a supervisor about an Islamic issue when he was employed.
- 12/8/00: Memphis City Schools - Memphis, TN  
A computer technician was interviewed for a job and was told that he qualified, and all his references were contacted. He, however, was not offered the job and believes he was discriminated against because of his ethnic background. The school district denied that he was asked about his ethnicity, despite his claim to the contrary.
- 12/15/00: Merial - Duluth, GA  
A trainee was not offered a job due to what a supervisor described as a conflict of personalities. The customer service trainee complained she was ostracized since she joined the company. Other employees would not sit next to her; some would talk down to her. On a work lunch, the only item offered was pork, although supervisors knew she could not eat it for religious reasons.
- 2/28/01: ORKIN - Baltimore, MD  
A man claimed he was denied a job for refusing to shave his beard.

## Fired

- 3/15/00: Nutramax - Edgewood, MD  
An employee reported that his request for time off to go to Hajj was denied. His employment was terminated when he decided to go anyway. He believes the company's lack of clear religious accommodation policy was the reason behind his experience. He claimed that he was previously denied time off to attend Friday Prayer. The company's vice president once told him, "Muslims have always been a problem to Christians."
- 3/15/00: Safeway - Rosslyn, VA  
An Arab employee was fired after eight years of work. Another Arab employee was accused of giving an Arab customer an unauthorized discount. She claimed the two employees experienced discrimination because of their ethnicity.
- 3/15/00: Northfields Research & Development - Chicago, IL  
An employee's three-month assignment was reportedly cancelled. She heard negative comments about Arabs before being terminated.
- 3/16/00: Lucent Technologies - New York, NY  
A week after an employee requested time off for Friday Prayer, he was fired.
- 3/17/00: FedEx - Atlanta, GA  
A courier was allegedly asked to shave his beard, placed on unpaid leave when he refused, and was eventually fired.
- 3/21/00: Laz Parking - Bridgeport, CT  
An employee requested time off for Eid two weeks in advance. He was reportedly fired upon returning to work after the holiday.
- 3/22/00: Burger King - Arlington, VA  
After three weeks at work, a manager asked a worker to take off her hijab. She was allegedly terminated when she refused.
- 3/29/00: University of Texas - Austin, TX  
An instructor reported he was laid off after sixteen years of employment. Students supporting her reinstatement claimed that their instructor, who filed a suit against the school, was targeted because of her religious views.
- 4/3/00: Doctor's office - Germantown, MD  
An employee reported receiving many compliments about her work. Immediately after she started wearing her hijab, her employer, a doctor, started shouting at her and complaining. One week later the doctor gave her \$100 and told her he would call her if they needed her help.
- 4/14/00: Travel 2000 - Boston, MA  
An employee was allegedly subjected to repeated sexual comments and gestures by his supervisor. Fearing the actions might escalate, he complained. He was fired and has filed a suit against the company.
- 4/17/00: Bowne - Washington, DC  
An employee claimed when she recently converted to Islam and started wearing hijab, she was fired.
- 4/22/00: City of Chicago Dept. of Revenue - Chicago, IL  
An employee was allegedly terminated after he requested Friday Prayer accommodation.
- 4/26/00: McFrank & Williams - New York, NY  
An employee reported he was allowed to pray at work. Five days later he was terminated.

- 4/29/00: National Auto Finance - Jacksonville, FL  
A sales representative reported that his supervisor constantly called him “ f--ing Indian,” and “f--- Muslims.” The man was later fired.
- 5/9/00: Riverside Health Systems - Wichita, KS  
A food services manager claimed he was repeatedly harassed about his accent, national origin, and religion. A co-worker made remarks about the dislike of Arab culture and the way Arab men mistreated women. Another co-worker said she was distressed that her sister wore hijab. When he filed a complaint with the Kansas Human Rights Commission, he was fired.
- 5/22/00: ECI Telecom Ltd. - Ft. Lauderdale, FL  
A man was refused an extra hour off for Friday Prayer. Later he was terminated when he became sick from the strong chemical fumes in the factory. Supervisors told him he could not be reassigned to a different position, but later the company announced job openings.
- 6/1/00: Mellon Bank - Pittsburgh, PA  
A woman reported being terminated when she came to work with a head covering. A dress policy that forbade hats and caps was cited as a reason.
- 6/8/00: Lufthansa - Riverdale, GA  
A man claimed he was fired because he would not stop praying at work and attending Friday Prayer at the mosque.
- 6/19/00: Double Tree Hotel - Washington, DC  
A man was fired over a computer glitch. He denied responsibility for the problem and claimed he was discriminated against on account of national origin (Indian).
- 6/22/00: The Western Group - St. Louis, MO  
A construction worker was allegedly laid off when he refused to shave his beard.
- 6/27/00: Commerce Funding Corporation - Vienna, VA  
A receivables administrator reported he was notified that his company was downsizing. Later he was the only employee laid off from his group of four. He claimed that he was the most qualified in his group, as he worked on more projects. He reported that he was fired after arguments surrounding his requests for a Ramadan schedule accommodation.
- 7/13/00: Motorola - Elgin, IL  
Workers claimed they were fired after they left work to attend Friday Prayer.
- 7/18/00: Hertz - Atlanta, GA  
Twelve women were reportedly fired after a policy forbidding loose-fitting clothing was implemented. The women also complained that supervisors often referred to them as "trash people" and "cockroaches." One time, while they were eating lunch, they were called "goats" and "animals." They were also not allowed to take a water break before 1:30 p.m., even though their shift started at 6:30 a.m. Following public pressure, the women were offered their jobs back.
- 7/28/00: North Carolina State University - Raleigh, NC  
An employee said he requested accommodation for Friday Prayer, but was denied. Shortly afterwards he was fired.
- 8/15/00: Mall Chrysler Plymouth - Mapleshade, NJ  
An employee was praying at work when the owner of the store came in and called him. When he didn't answer, the owner came over and shook him by his arm. The employee told the owner not to disturb him or disrespect him. Later the owner called him into his office and told him that this was not a place for prayer and shortly afterwards fired the man.

- 8/24/00: Tempe Police Department - Tempe, AZ  
An applicant to a traffic enforcement aide position claimed he was terminated because of his religion and national origin. The police chief said the college graduate, who obtained a bachelor's degree from an Arab university, had poor English writing skills. The man submitted two dozen samples of police paper work with his handwriting to show that his skill level met the requirement of his position. An investigation by the police chief indicated that the department did not have any testing procedure to determine written communication skills.
- 8/29/00: Brooks Brothers - Jersey City, NJ  
A man of Moroccan origin was allegedly fired without any warning from his boss. He was working as a salesman and during the two years of employment was subjected to harassment. He reported being called "camel-boy" and claimed he was denied time to observe Ramadan prayers. His boss told him, "This isn't f----- Morocco-there is no religion here!"
- 9/12/00: Contec - Seatac, WA  
A manager reportedly shook his head in a sign of disapproval of an employee's decision to wear hijab after she converted to Islam. A week later the shipping and receiving employee was laid off. She did not fight the mistreatment because she found another job elsewhere.
- 9/18/00: Burns International Security - Chicago, IL  
A woman applied for a security position. When she showed up at work in her headscarf, she was asked to remove it. When she refused, she was fired. She filed a discrimination charge with the EEOC.
- 9/27/00: The Madison Hotel - Washington, DC  
A woman said she was offered a job subject to removing her hijab. She nevertheless reported to work with her hijab on and was fired on the spot.
- 10/1/00: Kelly Temp. Services and Webasto Sunroofs - Detroit, MI  
After three months of temporary employment, fifty-three men doing light assembly work were let go. Before the termination, their employer attempted to administer an English test, which they took prior to their employment. Some of them walked off the job feeling the test was just a ruse to fire them. Those who took the test were fired, although some of them passed it. The men claimed that they were discriminated against on account of their Islamic religion and Arab ethnicity.
- 10/1/00: Pinkerton Security Agency - Ann Arbor, MI  
A woman who started wearing hijab after accepting a job complained that she was harassed before she was fired. Her boss reportedly said he would not have hired her had she come to the interview with the headscarf.
- 11/9/00: Trenton Police Department - Philadelphia, PA  
Two police officers filed a discrimination lawsuit charging they were refused a request to wear a beard in violation of Title VII of the Civil Rights Act of 1964. They also claimed that because they insisted on observing the religious practice, they were given undesirable assignments, denied over-time work opportunities, and eventually terminated.
- 11/15/00: Photo Milling - Los Angeles, CA  
An employee reported that on many occasions coworkers made fun of her scarf and religion. One worker accused her of "saying bad things about Christianity," which she denied. Later she had a quarrel with one employee and left one hour early after she got the manager's approval. Later in the day, her boss called her at home and told her that she was fired.
- 11/20/00: NVF Company - Wilmington, DE  
A man was allegedly fired after he repeatedly requested permission to attend Friday Prayer.

- 12/23/00: Central Property Services - Pittsburgh, PA  
A cleaner was reportedly fired when he refused to take off his kufi.
- 1/4/01: Commercial Transit Services - Alexandria, VA  
A mover who called work to tell his boss he was taking the day off for Eid was fired.
- 1/17/01: Freemont Medical Group - Freemont, CA  
A new employee with a headscarf was told at the end of her first day she could not work at the office anymore. The office manager told her that the doctor believed that by hiring her, there would be a conflict of interest. He claimed that he had treated one of her family members and he didn't have a positive experience with them.
- 2/14/01: The Kevric Company - Silver Spring, MD  
When a health information specialist tried to discuss with his supervisor ways to accommodate his Friday Prayer practice, the supervisor allegedly told him "it would not work" and refused to discuss it any further. After two days of work, the employee received a letter of termination.
- 3/6/01: Austin Grill - Springfield, VA  
A restaurant manager claimed his immediate boss agreed to give him a day off for Eid, but asked him to reconfirm it with higher management. The man became sick on the day of Eid and called the company's regional office and left a message that he was not able to come to work anyway. The regional manager, who had arranged a management meeting, fired the man and stated, "I don't care for any religion, you should be in the management meeting."

### Forced to Quit

- 5/11/00: EMJ Corporation - Memphis, TN  
An employee reported his supervisor constantly cursed at him. He complained several times to a higher official to no avail, so he quit.
- 8/24/00: Beatrice Cheese - Allentown, PA  
A woman claimed that on her first day at work, she was told to remove her hijab. She refused and quit the job.
- 9/6/00: Osco Drug - Chicago, IL  
A woman of Moroccan origin applied for a technician pharmacist job. She was hired but was required to get a license. In the meantime she was asked to work as a cashier. Later another supervisor asked her to clean the floors and windows. She was also ordered to go home and wait for her work schedule. When she finally got her license, she was reportedly told her English was not good enough to work in the pharmacy.
- 10/13/00: Burns International Security - Minneapolis, MN  
A security officer was repeatedly reprimanded for wearing a beard, even though he informed his supervisors that he wore it for religious reasons. Eventually he quit.
- 12/1/00: Mobil - Westchester, PA  
A manager allegedly harassed an employee about her faith. When he told her to go pray in the bathroom, she quit.
- 2/5/01: Kozmo.com - Washington, DC  
Twenty-four couriers believe they were forced to leave their jobs after learning that their employer might introduce alcohol and pornographic materials into the business. The employees asked for a severance package for their role in helping the company grow .

### Threatened with Dismissal

7/18/00: UCLA - Los Angeles, CA

An employee reported she received a warning from her supervisor because she "discussed religion at work." There was no work policy regarding religious discussion. The woman only explained the reasons why she was not eating during Ramadan.

### Denied Promotion

5/11/00: Miami Dade Community College - Miami, FL

An inventory employee worked for ten years without getting a raise, though everyone else did. He believes he was discriminated against because of his Islamic religion and Egyptian national origin.

5/16/00: Ameritech - Chicago, IL

An employee claimed he was not promoted and was threatened of losing his job after he refused to shake hands with females at work.

6/2/00: American Dental Health Services - Ypsilanti, MI

A dentist claimed he was denied a promotion. When the company started restructuring following bankruptcy, he was asked to relocate as a condition of keeping his job. He believes that a person with less seniority should be asked to move and that he was placed in this situation because of his cultural background.

8/4/00: Getronics - Manchester, NH

A man reported he was hired with five others on a temporary basis, but was informed that he would be hired permanently once there was an opening. When he asked to take Friday off, he was transferred to another department. When the job opening arose, the company hired all the temporary employees except him. Upon inquiring, he was informed it was just a mistake.

8/6/00: Getronics - Macon, IL

An employee claimed his work environment became hostile after he asked for time off for Friday Prayer. Later, he was denied a raise.

8/7/00: Marcom Technologies - Drexel Hill, PA

An employee said she was not given a raise for quite some time. She found out that other employees received raises and believes she was excluded because of her faith.

9/11/00: IKON Office Solutions - Norcross, GA

An employee reported he was the technician of the year for three straight years, enjoying an extended lunch hour accommodation that allowed him to attend Friday Prayer in the mosque. However, one day upon his return from Friday Prayer, he was told that he missed an important test that would affect promotion decisions. He was not told about the test time, but said the general manager developed an antagonistic attitude towards him ever since.

11/14/00: Barnes & Noble - Fairfax, VA

Two bookstore employees claimed they were denied promotions and were mocked because of their accents.

12/20/00: Quest Diagnostics - Jersey City, NJ

A man reported receiving a formal written warning for praying at his workstation. His complaint against the company, however, was focused on the lack of promotion. He claimed his supervisor hired a person with fewer qualifications than him to a manager's position and that he was never given an interview for the job despite his interest.

1/18/01: Computer Associates, - Princeton, NJ

An engineer said he started receiving remarks that he was not a "team player" when a new manager took over. One time she accused him of misbehaving with another female employee. This employee was of Filipino origin and consistently harassed the complainant about "Muslims killing Christians in her country." He eventually was graded very poorly. In the previous year, he received a raise of over 15 percent plus a special bonus.

2/20/01: Patent and Trademark Office - Lorton, VA

A patent examiner with a specialization in molecular biology and genetic engineering applications charged that despite his excellent performance record, his new supervisor was holding up his promotion. He was not given a clear reason for the denial. He believes his supervisor was discriminating against him because he was an American Muslim of Arab origin.

### Demoted

6/1/00: Rock Creek Manor - Washington, DC

An employee reported he was suspended and demoted for wearing traditional Muslim attire. He filed a discrimination charge with the EEOC.

8/8/00: Howard University - Washington, DC

A professor reported she was being demoted and the dean of her school wanted to get rid of her because of her cultural heritage, her involvement in the Muslim community, and her age.

### Given Inequitable Pay

4/13/00: ABC Imaging - Mt. Ranier, MD

A supervisor of drivers reported that he did not receive a raise, although he was moved to a higher level job. In the application process this African-American employee was asked to show a green card and was told, "At least you speak pretty good English."

4/21/00: Goodwin House - Arlington, VA

An employee applied and was hired with Hijab on. Later she was asked to take her hijab off as a condition of her continued employment. She took it off because she needed the job. When she asked for work hours equal to what other employees were allowed, her request was denied.

8/24/00: Seattle's Best Coffee - Boston, MA

A worker claimed he was harassed about his religion and national origin during two years of dedicated work. He also claimed his employer exploited the fact that he lacked legal work authorization and forced him to work many hours for which he was not paid. When he was diagnosed with cancer and could not work lengthy hours, he was fired.

### Given Inequitable Work

1/9/01: Baltimore Sun - Baltimore, MD

A mother who wears a head cover said her family lost a contract to deliver newspapers because of bias. The distributor reportedly told the woman and her children "Nobody likes you here." The family had worked for three years in the business. Still, the distributor gave preference to new carriers in routes and workload. When the mother complained that her daughter was unfairly assigned less papers to distribute, he replied that they all could leave.

## Subjected to Unfair Employment Practice

6/5/00: University of Missouri - Columbia, MO

A doctor received good evaluations from everyone except his immediate supervisor, who caused him to be placed on probation on a false pretext. The supervisor allegedly treated him for an illness but reported him absent without an excuse. The complainant believes the supervisor wanted to see only doctors from his own ethnic background promoted.

12/1/00: Patuxent Institution - Jessup, MD

A man was hired with his beard as a correctional officer in 1992 and went through training. When a new warden and director took charge, he was reportedly told to shave his beard to a one-inch length. He didn't comply, claiming religious reasons. He was transferred to a halfway house, which meant he could no longer work overtime, nor would he be considered for promotion.

2/1/01: Essex County Prosecutor's Office - Newark, NJ

A civil servant said she received a favorable final classification determination, giving her the title of office supervisor. Her employer finally paid her lost wages, but blocked her official placement in the position she was entitled to. The civil servant was asked to take a test, which the determination had waived on grounds that she had passed it. The woman alleged that she was subjected to discriminatory treatment because she is African American and Muslim.

## Treated Unequally

4/5/00: Atkins Technical Inc. - Gainesville, FL

An employee reported harassment by her training manager. She was injured on the job and believes the company was trying to stop her from getting workman's compensation.

12/21/00: Accountants Inc. - Seattle, WA

A woman claimed she was suspended from work for two days without pay for putting Ramadan greeting cards in her co-workers' mail boxes.

1/19/01: Supervisor - Arlington, VA

An employee's prayer rug was allegedly placed on the trash during a move in the company. He said all his other belongings were moved appropriately. He said his supervisor became uncomfortable when the employee accepted Islam.

1/23/01: School Superintendent's Office - Long Island, NY

A teacher claimed he was terminated and his name was placed on the school board's "ineligible list" so that he would not be hired to teach. The reason for the determination was a charge that he used corporal punishment in class. A letter from the deputy superintendent stated there was an investigation, but the teacher said he was never given a hearing. He claims the principal of his school is prejudiced against him.

## Harassed Sexually

9/18/00: Best Buy - Baltimore, MD

A woman in hijab was sexually harassed by her supervisor who came behind her, placed his erected private part on her leg and said, "This is for you." She filed a complaint about the incident the same day. The next day he grabbed her hand and pulled her toward him. The company hesitated to take action against him at first, but under pressure fired him.

### Assaulted Physically

11/22/00: Barwood Cab Company - Kensington, MD

A Muslim employee complained that her new supervisor was very rude to her. When she talked to fellow employees about the meaning of hijab, her supervisor pulled up the back of her scarf.

### Treated with Hostility

4/25/00: Spectrum Astro - Gilbert, AZ

A foreign-born man reported coworkers made hostile remarks against "foreigners coming to take American jobs."

8/11/00: Whole Foods Market - Campbell, CA

A deli worker was forced to resign from her job when her efforts to deal with hostility by co-workers failed and she became ill. She said she was treated with contempt and ridicule since her employment a year ago. A co-worker told her, "Do you wear baggy pants so you can ride camels?" During Ramadan she was refused time to break her fast. She was also denied a request to practice her daily prayer during break time.

3/13/01: D.C. Department of Corrections - Washington, DC

In an EEOC complaint, a clerical assistant charged that her supervisor began harassing her after she converted to Islam. She also charged the supervisor did not allow her to take breaks for prayers.

### Treated with Suspicion

12/7/00: Los Angeles Public Library - Los Angeles, CA

A woman said her supervisor agreed to accommodate her on Eid, but the regional manager wanted her to provide proof that she was Muslim.

### Abused Verbally

3/15/00: Electrical Equipment Company - Richmond, VA

An employee claimed he received constant harassment that began when he requested permission to pray on the job.

4/3/00: World Travel Partners - Orlando, FL

An employee said the CEO called him a "towel head." After reporting the incident to the human resource department, the CEO apologized.

4/11/00: Cleveland Police Department - Cleveland, OH

A police officer complained of anti-Muslim harassment by fellow officers.

4/21/00: Marriot Camel Pack Inn - Phoenix, AR

An employee claimed his manager became hostile after learning the employee prayed at work. The manager harassed him and said he was "crazy worshipping black stones."

5/15/00: Old Country Buffet - Peoria, IL

A Muslim worker reported a confrontation with another employee. The coworker asked him if he was into that "Muslim s--t." He also said, "F--- Muhammad."

5/19/00: OSF St. Francis Medical Center - Peoria, IL

A woman reported receiving a hostile letter from her colleagues asking her to remove her "hood"—a reference to her headscarf.

- 7/5/00: Chicago Transit Authority - Chicago, IL  
An employee complained that his supervisor told him Friday Prayer was "a bunch of religious bull----." The man eventually filed a discrimination charge with the EEOC.
- 9/5/00: Botanicals International - Long Beach, CA  
A man complained about constant harassment by a supervisor, who called him "Arabic camel" and "terrorist threat." The man says he reported his experience to his superiors but received no response.
- 9/29/00: Hamilton County Juvenile Court - Cincinnati, OH  
An employee reported receiving harassing jokes about Islam. He was the only Muslim in the office.
- 10/20/00: United Airlines - Hayward, CA  
An employee claimed his supervisor told him he "looked like a terrorist, a rag head."
- 11/2/00: Techna Graphics - Washington, DC  
A new employee reported asking his supervisor for permission to use a back room for prayer. The supervisor told him that he was dishonest because the employee did not tell him that he would need to pray when he was hired.
- 11/27/00: Pinkerton Security - Ann Arbor, MI  
A Muslim woman reported wearing her white headscarf along with the company's uniform. Her supervisor harassed her about the headwear. The Muslim woman became so sick that day that she had to go to the hospital.

## SCHOOLS

3/15/00: Kalaniana'ole School - Kalaniana'ole, HI

A mother said her two children were being picked on by other students. The mother requested to send information to the school to educate the staff about Islam but the request was never addressed. Cafeteria staff harassed the children about food. Other students threw footballs at them and kicked them sometimes. The teachers did not do anything.

3/23/00: Walt Whitman High School - Derwood, MD

A teacher was threatened that her accelerated class would be taken away and that she would possibly not be able to return the next year. The faculty continued to harass her about unfounded allegations about her Lebanese husband threatening a principal.

3/23/00: Baltimore County Public Schools - Baltimore, MD

A teacher asked the school district to allow her to take time off for Eid. The school district stated that Eid was not on its calendar.

4/4/00: Herndon High School - Herndon, VA

A father claimed his children were penalized because their school would not close on Muslim holidays as on Christian occasions.

4/14/00: West Windsor - Plainsboro High School - Princeton Junction, NJ

A Muslim teacher, who was denied tenure, believes he suffered discrimination because of his defense of the rights of Muslim students to practice their faith.

4/24/00: Fairfax County Public Schools - Falls Church, VA

A father of three children complained his kids were forced to take music lessons despite their family's religious objections.

4/28/00: Velma Hamilton Middle School - Madison, WI

A mother complained that teachers were mistreating her son, throwing his project in the trash and reducing his grades. He was allegedly subjected to racist remarks, like "Probably he is a terrorist or a Turk!"

5/1/00: Lawrence North High School - Indianapolis, IN

A Muslim said his teacher was denied the right to attend Friday Prayer.

5/23/00: University of North Texas - Denton, TX

A student said she was expelled from class when she reported derogatory remarks about her faith by her instructor to the cultural diversity office on campus.

5/24/00: Mississippi State University - Mississippi, MS

A graduate student believes bias was behind the unfavorable review she received in her Ph.D. comprehensive exams. The acting director of her program asked her about her religion. When she told him she was Muslim, he responded, "So you are not Christian!" On another occasion he remarked that women were mistreated in Muslim countries and suggested that the student, "clean up her own backyard first!" Upon appeal to the University, however, the student lost, but the school did not respond to charges of bias.

5/25/00: Angleton High School - Angleton, TX

A graduating senior said his track and field coach told him that he would not be allowed on the track team with his beard. The student responded that his beard was for religious reasons and showed the coach a letter from the local Islamic center explaining its religious significance. The athletic director, however, insisted on enforcing the policy. Later the student lost interest in the team.

5/27/00: Cambridge Academy - Ocala, FL

A math tutor was allegedly terminated from his job and escorted out of the building after he came back from Friday Prayer, although his supervisor allowed him to take an extended lunch hour. The staff had a history of making offensive comments about Muslims. One teacher never spoke with him after knowing he was Muslim. Another once told him she knew of places in Saudi Arabia where people could go to get drunk.

5/30/00: Benjamin Banneker Charter School - Cambridge, MA

Parents requested that the school avoid holding a graduation ceremony in a place with religious imagery and icons of a particular faith. Initially, the request was ignored and the school was going ahead with plans to hold the ceremony in the altar of a church. With mounting pressure from parents, however, the school changed the place.

7/16/00: ATA Flight Academy - Orlando, FL

Three pilot students were allegedly told that they needed to shave their beards in order to stay enrolled in the school.

7/24/00: Wilkes Barre Area Schools - Wilkes Barre, PA

A teacher claimed he was denied a request to take time off on Eid, but was made to sit through a day of "Christian religious liturgy and Christian carols."

8/7/00: Hollin Meadows Elementary School - Alexandria, VA

After initial resistance, a father succeeded in obtaining a religious exemption from music classes for his son.

8/10/00: High school - Anaheim, CA

A father was reportedly denied a request that his son be allowed to leave school after the fourth period on Fridays for prayer in the mosque.

8/14/00: Texas Tech University - Lubbock, TX

A tenured Iranian-born engineering professor claimed some of his colleagues were biased against all foreign-born faculty and students. One said he would not hire a candidate whose name he could not pronounce. Another wrote a letter attempting to deny a request by the complainant to obtain explosive materials for his research. The letter read in part, "I have very strong reservations about Texas Tech University providing him with any legal cover to gain access to explosive materials and detonating devices." The research proposal had been approved and the professor received a grant to conduct it.

8/29/00: Parkside Middle School - Westlake, OH

A sixth-grade social science teacher remarked, "Muhammad spread Islam by force" and "Islam was spread by sword," which made a Muslim student feel very uncomfortable. A complaint by his parents resulted in a letter by the principal stating that the teacher prepared his materials using some published books.

9/1/00: Lynbrook High School - Lynbrook, NY

A ninth grader believed it would violate her faith to exercise with boys in the gym class. The school reportedly would allow her to take an aerobics class instead, but only if that was based on a medical reason.

9/21/00: Laurel Regional High School - Laurel, MD

Two male students allegedly harassed a female student. They said they wanted to see her naked with nothing but her hijab on.

9/21/00: Harvard University - Boston, MA

The Harvard Crimson reported a student was attacked on September 19, 2000, after leaving the Islamic prayer room on campus. He was grabbed from behind by two men, who punched him and knocked him to the ground injuring his head and continued to kick him.

- 9/22/00: Farmingdale High School - Farmingdale, NY  
A student in a class was making a lot of noise. The teacher turned to him and said, "Bryan, you're making so much noise you sound like a bunch of Arabs praying, ne-ne-ne-ne-." A Muslim student in the class was offended and reported it to her mother.
- 9/28/00: Thomas Jefferson Middle School - Edison, NJ  
Two teachers allegedly approached a student and told her to take off her headscarf. When she told them it was for religious reasons, a teacher said the school rules did not allow it and she should go to the bathroom to remove it. The student went to the bathroom and cried. Later the mother called the principal, who first compared the scarf to gang bandanas. Upon the insistence of the mother, he told her to write a letter explaining the reasons for wearing the scarf, so he could allow it on religious grounds.
- 9/28/00: Birmingham Community School - Birmingham, AL  
An educator applied for the position of community school coordinator but was denied. In the job interview she was questioned extensively about her religious beliefs. The EEOC found in her favor and the woman filed suit against the Birmingham Board of Education.
- 10/15/00: Overlea High School - Baltimore, MD  
A student reported harassment about wearing hijab to school. She was told that she could not wear it and was threatened with detention if she did.
- 10/15/00: Moline High School - Moline, IL  
A student who converted to Islam and wore hijab was called a "terrorist" by schoolmates. School officials questioned her about her religious conversion, then dismissed her from school. The superintendent office later said she would be allowed to wear hijab.
- 10/16/00: Fairfax County Public Schools - Falls Church, VA  
Students have been asked to stop holding Friday Prayer in school, which they were allowed last year. The principal claimed the disruption from the students leaving class was too much.
- 10/31/00: Sayreville Middle School - Sayreville, NJ  
A Muslim mother tried to get her child out of music class. The principal asked her for proof that the request was based on religious belief. The latest request was a letter from an imam.
- 10/31/00: University of Maryland - College Park, MD  
Flyers about the Middle East conflict posted by members of the Muslim Students Association were reportedly removed. Despite the apparent violation of freedom of speech, the school administration refused to issue a general statement condemning the act.
- 11/4/00: Absegami High School - Absecon, NJ  
A mother asked if her son could pray in a room at the school so he would not miss his prayer time while practicing wrestling. Her request was denied.
- 11/5/00: Independence High School - Glendale, AZ  
A student recently converted to Islam and asked her principal if she could wear her hijab. After she explained to him what it was, he said that she could not wear it and threatened to send her home if she did.
- 11/6/00: Kerr High School - Houston, TX  
Thirty students had problems praying at school. The principal threatened them with suspension if they prayed during lunch period. She suggested that they pray before or after school hours, which does not accommodate the Muslim noon prayer.

- 11/8/00: University of Michigan - Ann Arbor, MI  
An employee at the campus library poured glue in the shoe of a student who was praying in the library. In another incident at the same location, a banner advertising Islam awareness week by MSA on campus was destroyed.
- 11/9/00: John Jay High School - Brooklyn, NY  
Students were reportedly sent to the principal's office following a dispute in class. The principal asked a student about his national origin. Upon learning it was Yemeni, he asked the student if he was involved in the bombing of the USS Cole.
- 11/15/00: Montgomery County Public Schools - Rockville, MD  
A school counselor reported that two school students weren't being excused from a music class, although they asked for the exemption on religious grounds.
- 11/15/00: Hayward College of Cosmetology - Hayward, CA  
A school director reportedly told a cosmetology student to take off her headscarf or leave the school. The student started observing Hijab after her enrollment in the program. The director maintained that she had signed a contract that did not allow her to wear anything over her head.
- 11/20/00: Highline Community School - Aurora, CO  
A teacher started an organization called STOP (Slavery That Oppresses People). It primarily focused on slavery in Sudan. But the program created an anti-Muslim environment. One Muslim student was told during a class, "Who cares about you, you're Muslim!" Another student was hit and called "a slave-owner," and told "Muslims are dirty."
- 11/29/00: Samuel W. Tucker Elementary School - Alexandria, VA  
A student was reportedly being forced to take music classes against her beliefs.
- 11/30/00: Newspaper Editor - Atlanta, GA  
Two students who worked for the university newspaper were not allowed to write about the clashes in the Middle East, because one of them used to be a member of the Muslim Student Association.
- 12/5/00: Franklin Heights High School - Columbus, OH  
Four students were reportedly denied permission to pray during school hours.
- 12/10/00: Conant Elementary - Bloomfield Hills, MI  
Two Jewish students approached a student and asked him if he was Palestinian. When he replied that he was Palestinian and Syrian, the boys said, "That's even worse, we're going to take all you guys down." A week later, the same two boys approached him. One pretended to shoot him dead, then held him up by the shoulders and said, "Hey everybody, I have a 95 number dead Palestinian here and it comes with a watch. Who wants it?"
- 12/18/00: Fairfax County Public Schools - Falls Church, VA  
A parent reported experiencing resistance from the fine arts director when the parent attempted to opt his child out of music class on religious grounds.
- 12/18/00: Oliver Dorn School - Bridgeview, IL  
A parent was concerned that her five-year old son was being forced to sit in a Christmas play, songs, movie, and art activities. The principal reportedly called and said she was the only parent objecting to this, although there were many Muslim kids in school.

12/29/00: Brentwood High School - Brentwood, NY

A student reported she was denied a request to alter her co-ed gym class to accommodate her religious beliefs. The student requested a same-gender exercise room, so she could benefit the fullest from the physical activity and did not have to feel restrained in the presence of male students. When the student refused to participate in the co-ed activities, she received a failing grade and the school warned that she would not receive her diploma if she did not pass.

1/15/01: University School of Milwaukee - River Hills, WI

A student was challenged a book used in his class for its inaccurate representation of Islam. The book, which was written by a pro-Israel activist, claimed that the prophet of Islam ordered Muslims in his last sermon to fight all people until they profess a belief in one god.

1/16/01: Garfield Senior High School - Prince William, VA

A tenth-grade student wearing headwear for religious reasons was questioned as to whether she was Muslim. The principal, who called the student to his office, said her bandana was not "real Islamic dress". The principal showed the student pictures of veiled women from a book on ethnic dresses saying they represented the ways Muslim women dressed. Later the principal and the school district offered an apology and said the student would be allowed to wear the headscarf.

1/16/01: Elementary School - Montgomery, AL

A parent reported her third grade child said her teacher had the class repeat a Christian prayer. The mother spoke to the teacher, who apologized and said she did not know that there were non-Christians in the class.

1/19/01: Goodwin Junior High School - Montgomery, AL

A history teacher discussing Muslim culture told a class that Muslims ate with their right hand because they used the left hand to clean after relieving themselves. The teacher shared the information in a mocking way, using gestures mimicking the act of cleaning one's behind. Students in response looked at the only Muslim student in the class with disgust. After that, classmates harassed the student who became very distressed and lost interest in the history class. When he was about to fail the class, his parents moved him and his other brother to another school.

1/19/01: Cedar Park High School - Cedar Park, TX

A female student who made the track team was told to wear shorts instead of pants. She said that her faith did not allow her to expose her legs. Eventually she was allowed to wear tight pants.

2/9/01: Emerson College - Boston, MA

A professor fought a decision to terminate him after three years of employment. He claimed the judgment was not based on professional criteria and that he was discriminated against because he is a Muslim Arab-American.

2/14/01: University of Houston - Houston, TX

The Muslim Student Association made a down payment to buy property near campus. Afterwards the school notified the student group that the school had plans to buy the lot. The group believes the administration intended only to preclude the building of a mosque on the land.

2/16/01: Los Angeles Unified School District - Los Angeles, CA

A parent reported that his pre-school children were neither served halal food, nor allowed to bring in food to the school. The parent stated that before August 2000, the school district used to offer a non-pork alternative.

2/20/01: Eastern Michigan Univ. - Ypsilanti, MI

A student complained his English professor made mocking remarks about the Islamic faith, then began picking on the student personally. The student's attempt to go to the department head and the student advisor failed to stop the professor. He asked for a transfer from the class, but was denied. When the student stopped attending the class, the student advisor tried to get him to sign a medical release form indicating that he was medically unable to carry a full load of classes.

2/24/01: Tucson High School - Tucson, AZ

A student reported on behalf of seven schoolmates that they were refused a ten-minute break from class, a proposal they submitted to accommodate their noon prayer.

## GOVERNMENT AGENCIES

4/4/00: FBI - Urbana, IL

A man said an agent with the FBI contacted him saying he wanted to talk to the man about someone, but did not explain what the matter was.

4/8/00: Illinois Secretary of State - Chicago, IL

A citizen was allegedly told to shut up when he questioned a clerk's decision to fail him in a driver's license test. When he complained to her manager, he was unfairly accused of threatening the employee. He believes he was mistreated because of his ethnic and religious background.

4/18/00: New Jersey Public Assistance - Vineland, NJ

An applicant for public assistance was denied help allegedly because of her religious head wear.

5/25/00: FBI - Pittsburgh, PA

A founder of a local Islamic association reported that an FBI agent called him and said he wanted to talk about an organization and an individual, but offered no explanation about the nature of his concern.

5/26/00: FBI - Beaver Creek, OH

A woman reported receiving a call from the FBI. An agent said he wanted to meet with her husband to show him a picture. The woman believes her husband was singled out because of his Arab heritage.

5/26/00: Frederick County Board of County Commissioners - Frederick, MD

The Islamic Society of Frederick was denied water and sewer access lines, which in effect killed a plan to build a mosque serving 200 families. County commissioners argued that the plan was not consistent with the growth plans of the county. The same county commissioners had approved a baseball camp using five times as much water as projected in the mosque plan. The planning board had unanimously approved the mosque. The community charged the board's decision with discrimination.

5/30/00: United States Postal Service - Detroit, MI

A prospective employee was told that mail carriers could not wear headscarves. The woman said she accepted a mail handler job, a lower level occupation, because she needed the work to support her family.

6/1/00: INS - Sacramento, CA

A woman claimed an INS official denied her a work permit because she wore hijab and refused to show her right ear in a photo. This despite INS regulations exempting women with religious garb from such a requirement.

6/20/00: Park Police - Washington, DC

After filing a complaint against an officer, a vendor was attacked by another officer who ripped off her head covering when she refused to obey one of the officer's commands.

6/21/00: INS - Philadelphia, PA

The INS detained an American citizen at the airport. His bags were searched, he was questioned about his accent, family and ancestry, and charged with having a fake passport. He was released three hours later. He continued to experience problems upon his return from a trip, although Senator Biden wrote on his behalf to the INS. His lawyer filed to obtain his FBI file under the Freedom of Information Act, but has not received a response.

- 7/2/00: Office of the Secretary of State - Chicago, IL  
A clerk allegedly ridiculed a woman with niqab applying for a driver's license. He exclaimed, "Are you crazy! Do you have a problem in your mind!"
- 7/13/00: United States Postal Service - St. Paul, MN  
An employee was fired because she refused to remove her headscarf.
- 7/31/00: Secret Service - NH  
A volunteer imam of Algerian origin was reportedly approached by the Secret Service. Agents told him they had received a letter about him, but that there was no problem and there would be no follow up. They would not tell him what the letter was about, who sent it, or why that required them to pay him a visit.
- 9/1/00: DMV - Detroit, MI  
A woman complained that she was refused an application for a driver's license because she would not agree to remove her hijab before taking a photo.
- 9/5/00: FBI - Montgomery, AL  
A husband and wife reported they were detained and some of their belongings seized in connection with the search for Imam Jamil Al-Amin. The wife alleged that she was told her hijab would be removed by force if she did not remove it voluntarily. The couple was released the next day but did not receive many of their items back. They did not receive their car back for almost a month, although they were not charged with anything. The couple believes nothing they did warranted the treatment they received except their lawful association with the imam.
- 9/26/00: FBI - Washington, DC  
A man claimed that FBI agents followed him and made surprise visits to his house. They asked his friends questions about his "terrorist activities."
- 10/25/00: Michigan Drivers License Department - Detroit, MI  
A Muslim woman was told that she needed to get a driver's license without her veil or her license would be taken away.
- 11/13/00: FBI - Kansas City, MO  
A community leader was allegedly approached by FBI agents who asked to meet with him and discuss some issues. He did not know why they singled him out.
- 1/29/01: Northbrook Post Office - Northbrook, IL  
A mail carrier of Arab heritage reported harassment by coworkers, who called him "camel jockey," "smell like a camel," and "turban head." He claimed his supervisors were aware of the harassment and witnessed some of it, but failed to take action to stop it. After one verbal altercation with one of his abusers, he was suspended for "conduct unbecoming of a postal employee."
- 2/15/01: INS - Oklahoma City, OK  
A man claimed he was denied the right to have a relationship with his daughter not just because he was a foreign born immigrant, but because he was perceived, as a Muslim male, to be undeserving of the equal protection of the law. While married, his ex-wife began a relationship with her ex-boyfriend, who threatened to have the KKK and "friends at the INS" get him. The woman accused him of beating her without any proof that any incident had ever taken place. However, a judge believed her and issued a protective order against him. When he attempted to deliver gifts to his unborn child, he was arrested for violating the restraining order and put in jail, where he suffered severe anemia. After six months, he agreed to be deported. He found out that his ex-wife gave his

newborn daughter her maiden name, although DNA evidence proved he fathered the girl. A judge told him visitation rights could not be considered before his residency status was cleared up. The man has appealed to the immigration board.

2/20/01: US Customs - Washington, DC

A Muslim clergyman complained that every time he came back into the country from an overseas trip, he was subjected to intense searches. The last time his laptop and cell phone were confiscated and held for three months before he received a letter from customs about them. The U.S. citizen wrote to the custom's commissioner affirming his belief he was subjected to discrimination because of misinformation about Islam and prejudice against Muslims.

3/12/01: Post Net - Bear, DE

A woman with hijab was denied a passport application. "No hat" policy was cited as a reason by the passport agency.

## AIRPORTS

3/17/00: Continental Airlines - Newark, NJ

A passenger claimed he was treated rudely by a stewardess when he complained that the airline did not serve him a halal meal despite its availability online.

4/5/00: American Airlines - London, England

A meat inspector from Springdale, Arkansas, was reportedly stopped on his way back home from an overseas trip. Agents took his passport and asked many detailed questions about his travel. Later he received his passport and was allowed to board the plane. All other passengers were allowed to pass within a few minutes.

5/12/00: JFK Airport - New York, NY

A woman was taken away to be finger printed and photographed upon her arrival from Cairo. Agents did not explain to her why she was singled out.

5/27/00: U.S. Airways - Winston-Salem, NC

A woman wearing a headscarf traveling with her husband claimed they were singled out. Their baggage was tagged with green "positive bag match" tickets. The woman was a federal employee and her husband was going for a function at Duke University.

6/20/00: American Airlines - De Gaulle Airport, Paris

A female American citizen of Pakistani origin was travelling to Miami and was asked to show her passport and ticket in Paris. After showing both, she was pulled aside and harassed. Airline agents told her she did not have a ticket to go to Miami, despite the fact that she did. One officer asked her why she went to Saudi Arabia three years ago. At one point the officer said, "Don't you understand English? We said to sit down." She was allowed to board the plane just before it departed.

6/22/00: Vanguard Airlines - Kansas City, MO

A Muslim man alleged that every time he flew with his wife, their bags got an orange security tag and they were subjected to a search. He believes it is because his wife wears hijab.

9/15/00: US Customs at JFK Airport - Queens, NY

A correspondent for the Islamic Post in Pakistan reported he was detained by custom agents because of some unknown information that came up on the screen when he checked in. He was held for two hours, escorted by guards and treated like a criminal suspect. At the end, they gave him his passport and told him he was free to leave without giving him an explanation.

12/18/00: Cincinnati Airport - Cincinnati, OH

A passenger complained his wife, who wears hijab, and he, who wears a beard, were singled out by a security supervisor. The passengers' luggage was manually inspected after passing through the x-ray belt. When the traveler asked the security officer if he found anything suspicious, the agent answered, "No." When the passenger asked why his luggage was singled out, the agent said he was executing an order from his supervisor.

1/5/01: JFK Airport - New York, NY

On return from a vacation in Spain, a Muslim couple was reportedly singled out and searched. A female identifying herself as a USDA officer came to the couple and asked them if they agreed to participate in a survey. They agreed, but then found out that the survey was nothing but a luggage search.

## MOSQUES

6/7/00: Southside Chicago Muslim Community- Chicago, IL

Local residents protested when news broke out that a nearby church building would be converted to a mosque.

6/21/00: Masjid al-Noor - Memphis, TN

A man living next door to the mosque approached a Muslim as he was entering the mosque for the morning prayer. He asked the man if the truck in front of the mosque was his. When the Muslim responded affirmatively, the man told him he had a package for him. He went into his house and came back with a shotgun, shot the man in the leg and chased him into the mosque. He began firing into the mosque. Then he went back home, reloaded and began firing again. He went into the house to reload again. When he came back the police arrested him.

7/19/00: Al-Falah Mosque - Detroit, MI

A mosque was given a citation by the police for disturbing the peace. The charge followed a complaint from one neighbor who did not approve of the adhan over loudspeakers in the neighborhood.

12/29/00: Makki Masjid - Chicago, IL

Muslim community leaders believe the police did not take the possibility of an arson attack seriously in a fire that damaged the mosque on December 11, 2000. No progress in the investigation was ever reported. The local fire department had ruled out accident as a cause of the fire.

2/22/01: Masjid As-Sabur - Las Vegas, NV

Police officers entered the mosque to look for someone. They disregarded the imam's request that they take their shoes off before entering the prayer hall.

## POLICE

5/2/00: Chandler Police Department - Queen Creek, AR

Three boys, an African-American, an Asian, and a Middle Easterner, were arrested after playing cops and robbers outside of Ecotech Agricultural Charter School. The school was attended by many Muslim children and run by a minority administration in a predominantly white neighborhood. Police officers arrived on the scene with guns drawn, identified the guns used by the boys as plastic but still handcuffed the boys. Some white residents had opposed the establishment of the school in the neighborhood.

5/2/00: 18th District Police Department - Philadelphia, PA

A mother was reportedly accused by a neighbor of stealing and dumping trash. The police arrived and arrested her without questioning her.

5/12/00: The Wankegan Police Department Gang Unit - Wankegan, IL

A woman was told by a police officer to remove her hijab in public so she could be searched. Later the police department met with community representatives to discuss sensitivity issues.

5/16/00: New Jersey State Trooper - Moorestown, NJ

The Internal Affairs Department with the New Jersey State Police reported that an allegation of discrimination by a Muslim motorist was corroborated by additional evidence against the charged officer. The motorist was involved in an accident with a truck when the police officer arrived at the scene. As the injured man went in an ambulance for medical attention, he told the trooper what happened and asked him to get the tag number of the truck. Instead, the police officer filed a report stating that the man just veered off the road and hit a rail guard. The truck, according to the officer's report, had stopped only to help.

5/26/00: FBI - North Bergen, NJ

A man complained that two FBI agents came to his house without warning, asked him about his legal status and for personal photos.

8/7/00: 2nd District Police Station - Washington, DC

A man pulled on a pedestrian's head scarf and asked her, "What is that s--- on your head." She reported the incident to the police and identified the attacker. A detective told the woman the district attorney would not prosecute the case, because he believed she was not sure of the identity of the person who attacked her. At the time when the woman went to the police station to identify the man's picture, she pointed at one picture saying, "I think that is the man right there."

8/8/00: Baltimore City Police Department - Baltimore, MD

A police officer reported that his supervisors told him his beard could not be accommodated.

8/21/00: Jackson Police Department - Jackson, MS

A storeowner reported he caught a woman shoplifting and called the police. The officer who arrived at the scene examined the woman's purse and found the stolen merchandise. Instead of arresting her, he ordered her to give it back to the owner. When the owner questioned the officer's failure to arrest the woman, the officer began assaulting the owner and told him "Don't tell me how to do my job."

8/21/00: Prince William County Police Department - Manassas, VA

A woman complained that police officers responding to a dispute with her husband acted inappropriately when they asked her to take off her hijab and said, "You are in America now!"

9/20/00: PG Police Department - Fort Washington, MD

A couple with no criminal record was arrested and charged with kidnapping following a report to the police from a man with a criminal history. The police stormed the house and held all family members, including children, at gunpoint. The couple, who practice Islam and are known for working with youth, said the family knew their accuser as a troubled neighborhood youth and that he was attempting to rob their home when they caught him.

12/15/00: Fairfax County Police Department - Fairfax, VA

A customer claimed he was roughed up by off-duty police officers at Best Buy on suspicion he was shoplifting. He provided hospital records and photographs documenting the pain that resulted from the incident. The man believes his dark complexion, not his behavior, triggered the incident.

1/3/01: NOVA Police Department - Alexandria, VA

A dispatcher applied for a position as a police officer and was subjected to a background check. FBI agents from the domestic terrorism unit came to his job to question him about playing paintball on the weekend with other Muslims. The FBI found no problems, but the dispatcher was terminated. He believes his experience may have been triggered by prejudice; his boss had asked him not to pray inside the building of the police department.

## PRISONS

- 8/27/99: Pinckneyville Correctional Center - Pinckneyville, IL  
An inmate complained that the facility's chaplain was angered by the fact that inmates filed a civil complaint dealing with the question of whether Friday sermons should be pre-approved. The chaplain allegedly stopped Friday Prayer service and Muslim study groups.
- 3/15/00: South Woods State Prison - Willingboro, NJ  
A correctional officer complained he was not allowed to keep his beard for religious reasons, even though a new policy allowed beards for medical reasons.
- 3/18/00: Attica Correctional Facility - Attica, NY  
Correctional officers reportedly forced a visitor to take off her niqab as she was exiting the prison.
- 3/21/00: Federal Correction Institute - Memphis, TN  
Muslim inmates complained they were not allowed to take time off from their duties to observe their religious holidays. Inmates of other faiths were offered such accommodation.
- 3/29/00: Virginia Department of Corrections - Richmond, VA  
A Muslim inmate said the penal institution refused to recognize both Eid holidays.
- 4/12/00: Fishkill Correctional Facility - Beacon, NY  
A mother claimed that her son, who recently converted to Islam, was denied medical treatment.
- 4/12/00: Anoyelloes Correctional Facility - New Orleans, LA  
Several inmates filed a lawsuit when they were denied a request for Ramadan meals. In retaliation, the inmates were transferred to a different location.
- 4/23/00: Federal Prison Camp - Alderson, WV  
A female inmate complained about frisking by male officers who touched her breasts, buttocks and crotch. She tried to complain and report these acts to higher officers, but nothing was done to stop the wrong acts.
- 4/24/00: Federal Prison I - Phoenix, AZ  
An inmate complained that no chaplain was hired to serve Muslim inmates, who were not allowed to pray together.
- 4/27/00: Prison - Woodstock, NY  
Muslim inmates complained that their facility did not provide them with an imam, nor would it facilitate the work of outside volunteers who wished to offer religious study classes.
- 4/28/00: North Carolina Department of Corrections - Salisbury, NC  
An inmate reported continuous harassment for wearing a kufi, even though he was permitted by the prison chaplain. The man said he was taunted with words such as "genie cap" and "s--- on your head".
- 5/5/00: Holmes Correctional Institute - Bonifay, FL  
A visitor reported she was told to remove her hijab pin before going through the metal detector. Then she was told to remove the hijab completely for further search.
- 5/8/00: County Jail - Atlanta, GA  
A Muslim female prisoner claimed that her scarf was taken off in front of other male guards and she was mistreated.

- 5/10/00: Holmes Correctional Institution - Orlando, FL  
A visitor claimed the prison warden and a chaplain told her to remove her hijab or leave.
- 5/11/00: Tennessee Colony Prison - Tennessee Colony, TX  
Several inmates filed a lawsuit because they were not allowed to wear a beard.
- 5/15/00: Mecklenburg Correctional Center - Boydton, VA  
Two women were instructed to remove their hijab in order to be searched by guards before visiting prisoners.
- 5/31/00: Arizona Dept. of Corrections - Florence, AZ  
An inmate reported that he was not allowed to wear a beard or kufi.
- 6/1/00: Fort Knox Correctional Center - Fort Knox, KY  
Muslim inmates were continuously denied time for Islamic studies and used the prison chapel for their religious needs.
- 6/2/00: Philadelphia Prison - Philadelphia, PA  
Prison guards reportedly refused to release religious literature that came for Muslim inmates.
- 6/8/00: Muscogee County Jail - Columbus, GA  
A Muslim woman was forced to remove her hijab when she visited her brother in prison, although she explained that she was wearing it for religious reasons.
- 8/13/00: Texas Department of Criminal Justice - Austin, TX  
A representative of Muslim inmates complained that they were not provided with adequate space to hold their daily prayers.
- 9/4/00: Metropolitan Correctional Center - New York, NY  
The wife of a prisoner on trial in connection with the bombing of U.S. embassies in Africa claimed her husband was not allowed to join the prayer service in the facility, or talk to anyone. The woman, who did not dispute the gravity of the charges against her husband, asserted that convicted inmates on death row were treated much more humanely than her husband.
- 9/4/00: Federal Correctional Institution - Memphis, TN  
Inmates reported they were not allowed to celebrate the religious holidays of Eid al-Fitr and Eid al-Adha.
- 9/12/00: CA Institution for Women - Corona, CA  
An inmate complained that although her current place of imprisonment permitted hijab, the institution she was to be transferred to did not allow hijab except during prayer time.
- 9/25/00: Prince William-Manassas Regional Adult Detention Center - Manassas, VA  
An inmate complained that unlike inmates of other faith groups, Muslims were asked to submit a request slip before they could attend prayer services.
- 10/29/00: Central Florida Reception Center - Chattahoochee, FL  
A witness reported he saw an officer cursing a man while praying in detention.
- 1/24/01: CA Institution for Women - Corona, CA  
A female inmate complained that she was not allowed to wear hijab.
- 1/26/01: Everglades Correctional Institution - Miami, FL  
A correctional officer reportedly harassed Muslim inmates while they prayed. He allegedly said, "I'm tired of you people bit----- all the time." During an evening prayer, he turned the radio as loud as possible.

2/9/01: Federal Bureau of Prisons - Fircrest, WA

After a year of filing complaints, an inmate in a halfway house barely received any response. His requests for non-pork food were ignored.

2/14/01: Lincoln Park Work Release - Tacoma, WA

An inmate in a halfway house was allegedly denied a request for non-pork food.

2/22/01: Prince William- Manassas Regional Adult Detention Center - Manassas, VA

An inmate reported that correctional officers looked at him "funny" when he asked that only male officers search him.

2/25/01: Illinois Department of Correction - Galesburg, IL

An inmate claimed Muslims were denied the ability to celebrate Eid, while others were permitted to observe their holidays.

3/1/01: ECI - Westover, MD

After reading a poem during Black History Month activity, an inmate's belongings were allegedly searched and his religious materials seized. An officer interviewed him later and asked him if he was Sunni Muslim and questioned him about the message he was presenting in the program.

## PUBLIC ACCOMMODATION

7/21/00: JC Penney - Chicago, IL

A customer and his mother, well respected members of their local community, were accused of shoplifting, detained and physically and emotionally injured. The mother was wearing hijab.

8/2/00: Barnes & Noble - St. Louis, MO

A customer seeking to buy a book on Islam was disappointed at first when he could not find any in the bookstore. He said he was deeply offended when he eventually found some books in the "Religious Fiction Section." When he brought this to the attention of the store's district manager, the section sign was changed to "Religion" and each shelf with Islamic books was labeled "Islamic Studies."

3/29/00: IHOP Restaurant - Santa Clara, CA

Customers who ordered a vegetarian omelet discovered that their breakfast was laced with ham. This despite assurances from the waitress that the omelet would be completely vegetarian.

4/17/00: J.C. Penney - Bear, DE

A pregnant woman in hijab claimed she was stopped and accused of shoplifting, but security officers did not find any stolen items when they searched her. The shaken woman became so distressed, she fell unconscious and woke up three hours later in a hospital.

4/27/00: Pizza Hut - Monmouth Junction, NJ

Students of a Muslim school went to eat pizza with their teachers. When they arrived, employees started yelling at them telling them to go home. The students believe they were mistreated because of their religion.

5/3/00: DMV - Pittsburgh, PA

The DMV sent out a message to all branches to ensure that women with hijab were accommodated. This followed an incident with a woman who was told that she had to remove her headscarf before she could be served.

5/3/00: Arlington Farmers Market - Arlington, TX

A customer claimed she was discriminated against while shopping. Although she was a regular customer, an employee told her to leave because she was covering her face.

5/9/00: Sanrio Surprises - Charlotte, NC

A Muslim female customer in a headscarf, with her kids, and her husband, were reportedly kicked out of the store and told by the assistant manager, "I do not like your looks in the store."

5/9/00: Tampa General Hospital - Tampa, FL

A patient was allegedly harassed verbally by a nurse, who made offending comments about the patient and his culture.

5/22/00: Forrest General Hospital - Hattiesburg, MS

A patient reported that her request to be attended by female doctors was granted. However, she woke up in the last day to find a male doctor talking to her.

5/22/00: Retro Rad - Los Angeles, CA

A family leaving the store was stopped by security guards who accused two young members of the family of shoplifting. The guards said the storeowner saw the girls with hijab steal items and put them in their purses, while in fact they were not carrying purses. A police officer arrived at the scene and stopped the harassment. The officer told

family members that the manager said, "I think that I saw someone take something from the shelf, but I am not sure."

5/25/00: Giant - Arlington, VA

When a customer began to rush to the bus stop, a store employee reportedly chased her down and accused her of shoplifting. The woman was embarrassed, then demanded and received an apology from the store.

5/27/00: Oklahoma County Health Dept. - Oklahoma City, OK

A man dressed in a turban and long robe went to the health department for a blood test with his wife. The nurse was very probing about him, and his religion, and wanted to know his real name, although he told her that he was Mubarak Shakir. Once he was done, the nurse took him to a room with a no disturb sign, instead of taking him to the waiting room, and left him there for forty-five minutes before she told him he was free to go.

6/14/00: Bank of America - Temple Terrace, FL

A woman went to the bank and when a male representative of the bank offered his hand, she explained that as a Muslim she did not shake hands with men, but she was pleased to meet him. From then on the man's attitude changed towards her and he informed her that "Jesus Christ is my personal savior, I do not know what you Muslims believe!" When the woman said she would rather go get served in another branch, he yelled that she ruined her chances of getting any help.

6/15/00: Dublin Park - Madison, AL

A lifeguard approached a woman sitting in a swimming pool monitoring her children and told her that she could not be there with hijab. The management later apologized to the woman and said their employee just did not know she was covered for religious reasons.

7/6/00: Hinsdale Hospital - Aurora, IL

A man reported that his wife and mother were verbally abused by a nurse, who exclaimed rudely, "So why are you covering your head? It's so hot!"

7/7/00: Burger King - Ashland, VA

A customer was told the restaurant was closed when he ordered food. As he pulled off, he noticed another car behind him was being served. He believes he was denied service because of his ethnic features.

7/10/00: Dollar Tree - Sterling Heights, MI

A store manager moving boxes allegedly became hostile when a customer with hijab and her children accidentally walked in his path. He told the family to clear the aisle using a sarcastic tone. Later the mother told her children to stay away from the boxes because the manager might become angry. The manager immediately accused the woman of not being an American. He stated, "If you were, you wouldn't have said that." When the customer responded she was an American, he became agitated and ordered her to leave the store. She filed a complaint with the Better Business Bureau, the police and the national office of the store.

7/11/00: Park Dental Clinic - Lynnwood, WA

A dentist reportedly refused to treat a patient at all unless she removed her headscarf. CAIR wrote letters to the American Dental Association and the Health Department of the State of Washington, but no response was received.

7/12/00: Wal-Mart - San Angelo, TX

A customer reported that a store employee refused to accept the return of merchandise without any reason. When the customer reported the incident to the district office, the store manager called her and apologized. Later, when the woman attempted to retrieve her lost wallet, the customer service representative treated her with suspicion, asking her about the

kind of bills she had in the wallet and how they were folded. The customer who wears hijab reported that her town has only two Muslim families.

8/1/00: Red Lobster - Colorado Springs, CO

Three women wearing hijab believe they were made to feel unwelcome in the restaurant. They waited fifteen minutes just to be served drinks. An hour passed before anyone took their order. They talked to the manager, and she apologized. They were then informed that the restaurant was out of the appetizer they had ordered. By this time, people who had come in after them finished their dinner and left. They talked to the manager again and finally got their lukewarm meals. When they asked the manager why it took so long, she did not respond.

8/7/00: Skateaway - Richmond, VA

A customer claimed she was not allowed to skate unless she removed her headscarf. The facility manager would not return calls to discuss the incident. The customer was very disappointed, especially considering that other skaters wore hats.

8/7/00: Olympian Village Resort - Lake George, NY

A vacationing family was told by a motel owner that the females had to put on bathing suits before they were allowed to bathe in the lake. When members of the family cited religious reasons for their clothing, he asked them to leave and stated that he would rather sacrifice one guest than all guests.

8/9/00: TWA - St. Louis, MO

Passengers reported they had reserved their tickets with Muslim meals, which they were not served during the flight. When they complained, the crew offered them a choice of vegetarian or kosher.

8/13/00: Aldi's - Chicago, IL

A shopper wearing niqab was reportedly told that she could not shop in the store unless she removed her face cover. She was told that it was a store policy.

8/14/00: Meijers - Cincinnati, OH

A shopper wearing hijab went into the store but did not buy anything. Security officers approached her while she was leaving and accused her of shoplifting. They detained and searched her but found nothing. They did not apologize for their unfounded suspicion.

9/13/00: Sprint Corporation - McLean, VA

Three customers were asked to be seated before they could be served. They waited for about a half an hour, but no one came to serve them until it was time to close the store. They had to walk away without being served. They believe they were mistreated because they wore hijab.

9/29/00: Giant Foods - Fairfax, VA

A customer reported that while she was in a lane with her daughter, they heard two cashiers talk fairly loud saying, "Muslim women who wear veils are bit----."

11/13/00: Hyatt Hotel - Chicago, IL

A tourist stopped to take pictures near this downtown hotel. The next day the relative who was driving him around was pulled over by a police officer without any traffic violation. Then a special agent questioned him about the pictures he took the day before.

12/4/00: Amtrak - Manhattan, NY

A Muslim woman who wanted to get on a ride ahead of her scheduled trip was allowed but verbally abused by the conductor of the train.

12/6/00: Dollar Tree - Columbia, SC

A woman in niqab reported she was overcharged for the items she purchased. When she brought the matter to the attention of the cashier, he made her wait for over an hour just to fill out a voucher for the mistake they made. The manager was extremely rude.

12/26/00: America On Line - Vienna, VA

An America On Line (AOL) customer complained that several other AOL clients harassed Muslims in AOL chat rooms. Several customers reported the harassment to AOL management, to no avail.

1/1/01: J.C. Penney - Sterling, VA

A customer tried to return a product, but the cashier gave her a hard time. Then a man began to follow the customer, as if she was trying to steal something. When she approached him, he refused to give his name saying that he was an undercover security guard. When the customer, who wears hijab, complained about the degrading behavior she experienced, she received a \$25 gift card. The woman refused to accept this token offer and has considered litigation.

2/19/01: Fun Company - Falls Church, VA

A woman's child fell off of a loosely screwed-in bench and cut himself. The mother went to the manager and asked her to call an ambulance. The manager said that the mother could transport the boy in her own car. When the mother tried to use the pay phone, the manager refused and called security to take the mother and her son out of the store. The mother used a different pay phone to call an ambulance that arrived in minutes. The boy was treated on the spot. The mother went back to the business and asked the manager for her name, which she refused to disclose. The mother believes she was mistreated because of her hijab and intends to sue.

## COURTS

5/31/00: Family Court - Monsey, NY

A Sudanese Muslim immigrant in a custody struggle with his Christian ex-wife claimed he was treated unfairly. His court-appointed lawyer did not act on his behalf nor examine the evidence in the case.

7/13/00: Cook County Sheriff's Department - Boling Brook, IL

A defendant in litigation wore his kufi into the courtroom, but the bailiff ordered him to remove it. He told the bailiff it was for religious reasons, but the bailiff insisted upon his demand. Another bailiff apologized for the actions of her fellow officer.

12/20/00: Supreme Court of Ohio - Columbus, OH

A man involved in a custody dispute with his ex-wife complained that the court appointed guardian ad litem in the case said, "Arab men don't treat their women right." He reported that she called him a liar and required bodyguards whenever he visited his daughter, although the court did not stipulate such a condition. Ohio Attorney General Betty Montgomery referred the complaint of ethical misconduct to the head of the Disciplinary Counsel of the Supreme Court of Ohio, who denied a request to investigate the charge. In a letter to CAIR he implied that his office lacked the authority to deal with the charge.

## OTHER

### Extremist Threats

8/8/00: KKK - Stamford, CT

A resident reportedly received a threatening phone call from the KKK, which she reported to the police.

10/31/00: JDL - Olmstead, IL

The Jewish Defense League reportedly threatened to kill a man and his daughter for painting anti-Jewish murals on the wall of his car wash business. A sergeant with the North Olmstead Police Department said the complaint was legitimate and that he was waiting on wiretap material to document and pursue the case. The man admitted to having anti-Israeli views, but believes he has the right to express them without fearing ethnic and religious intimidation.

1/24/01: Four unknown men - Blacksburg, VA

A mother with hijab said she was suddenly attacked while driving her car home with her infant. A car with four white men drove recklessly beside the woman's car. The men shouted insults, called her "f----- Arab," one of them smashed her car with a baseball bat. The woman filed a police report about the incident.

### Housing

4/4/00: Crosspointe Swim and Racquet, Inc.- Fairfax Station, VA

Two residents of a housing unit were the only ones who were forced to cut down shrubs and trees and remove structures adjacent to homes. Other residents who installed structures on common property were not asked to remove them.

4/6/00: Ramou Home Corporation - Brooklyn, NY

A tenant reported he had sewage problems in his apartment, but the landlord refused to fix it. The landlord allegedly made derogatory remarks about the Muslim man's religion, telling him to "drown in the sh---".

7/24/00: Palms Apartment - Raleigh, NC

A Muslim tenant was not allowed in the swimming pool because her clothes were allegedly taking up chemicals from the pool. She reported it to the health board who called on the apartment and investigated the outrageous excuse. The following day the tenant received a notice for eviction from the landlord. The tenant had three late payments past but the last one was seven months before the notice was given. She believes the notice was a way to retaliate against her complaint.

9/25/00: Rockville Housing Enterprises - Rockville, MD

A woman with niqab was treated with disgust. A staff member in the housing development looked her up and down and spoke with her rudely. When she complained of discriminatory treatment, an officer dismissed her complaint as a reflection of "a baggage of what had happened to her in the past."

10/13/00: FoxMoor Apartments - Parma Heights, OH

A family reported harassment by a maintenance crewmember. He called them "Muslim as-----".

## Business

6/5/00: Fleet Bank - Woonsocket, RI

An African-American woman wearing a headscarf was told to bring in her passport and credit card before she could open a checking account.

10/1/00: Falls Church Episcopal Church – Falls Church, VA

A restaurant owner claimed he and his business became the subject of harassment and threats after the shopping center where he serves Kurdish dishes changed ownership. Some people would open the door and yell at his customers to scare them away. The man said he invested his life savings to improve the property. The new owner, the church across the street, expressed desire for him to leave before the end of the rental agreement that he signed with the previous property owner. The church, however, would not offer him any compensation for the loss he would incur.

10/12/00: Dulles Airport - Vienna, VA

An officer made disparaging remarks to a Muslim cab driver saying he was going to clean up all the filth out of the airport- referring to immigrant Muslim cab drivers. He also told the Muslim man, "Who is your god! What is his name!"

1/29/01: Florida Hospital - Orlando, FL

A cleaning business owner charged that due to her religious attire, she was refused a request to be listed as a service provider. Doctors used the list in order to find cleaning services.

## U.S. Military

3/30/00: US Army - APO, AE, Overseas

A soldier reported he was on punishment detail with his entire regiment. He was on guard duty and informed his sergeant that he had to offer his evening prayer. The sergeant refused to allow him to leave. When he left his post and prayed, he received disciplinary action.

4/24/00: U.S Army - Ft. Benning, GA

A Muslim soldier claimed he was forced to attend Easter services.

## Foreign Entity in the United States

11/23/00: Jamaican Embassy - Washington, DC

Three women were denied visas because they refused to take their picture without hijab.