

**Subject:** CAIR Concern

**From:** WeCAIR Coalition <muslimmetoo@gmail.com>

**Date:** 8/15/23, 22:24

**To:** "response@ocgov.com" <response@ocgov.com>

Attention: This email originated from outside the County of Orange. Use caution when opening attachments or links.

RE: <https://voiceofoc.org/2023/08/despite-representing-a-large-amount-of-oc-muslims-supervisor-do-rejects-recognition/> <[Hello,](https://urldefense.com/v3/__https://voiceofoc.org/2023/08/despite-representing-a-large-amount-of-oc-muslims-supervisor-do-rejects-recognition/__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcBvuhOrI$></a>></p></div><div data-bbox=)

We are concerned about your partnership and promotion of the Council on American-Islamic Relations (CAIR), an organization that has a history of anti-union, anti-LGBTQ, and anti-women discriminatory action.

As former board members, employees, and supporters of CAIR we strongly believe in countering bigotry and empowering American Muslims. We also believe in accountability and advocating for justice. Many of us have been directly harmed by CAIR leaders and endured cover ups and retaliation- as well as attempts to buy our silence. For years, we have asked CAIR to lift the NDAs and create an independent panel to investigate these issues, but they have not done that.

We are asking you to stand in solidarity with victims of abuse and discrimination and not be complicit in the promotion of an organization that has engaged in- and gotten away with- egregious civil rights violations.

CAIR lies to its own donors and the public at large about its fundraising practices, and engages in elaborate schemes to attempt to keep those practices hidden. Rather than using the money it raises from both foreign and domestic sources to advocate on behalf of Muslims, it uses vast sums to threaten to file lawsuits - or to actually file them - against women who have worked for CAIR, hoping to keep them quiet. It discriminates against Shia Muslims, Christians and Jews. It suppresses and retaliates against CAIR employees who try to unionize. It misleads victims of discrimination whom it claims to be representing. It forces employees to sign oppressive non-disclosure agreements in order to keep them silent about what they saw, and what they experienced, at CAIR. It pays people in exchange for their silence.

THWARTING EMPLOYEES' EFFORTS TO UNIONIZE

A National Public Radio investigation reported that CAIR "thwart[ed] employees' efforts to unionize in the national office in 2016."

SEE: Civil Rights Org CAIR Accused of Ignoring Alleged Misconduct (NPR)

[https://urldefense.com/v3/\\_\\_https://www.npr.org/2021/04/15/984572867/muslim-civil-rights-leader-accused-of-harassment-misconduct\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcGVRwdEA\\$> https://www.npr.org/2021/04/15/984572867/muslim-civil-rights-leader-accused-of-harassment-misconduct](https://urldefense.com/v3/__https://www.npr.org/2021/04/15/984572867/muslim-civil-rights-leader-accused-of-harassment-misconduct__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcGVRwdEA$> https://www.npr.org/2021/04/15/984572867/muslim-civil-rights-leader-accused-of-harassment-misconduct)

SEIU Local 500 wrote: "Disappointed that a civil rights group like #CAIR is trying to stop it's employees from even voting on having a union"

SEE: SEIU Local 500

[https://urldefense.com/v3/\\_\\_https://twitter.com/SEIULocal500/status/854425715026087937?s=20\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDciCaHPwI\\$> https://twitter.com/SEIULocal500/status/854425715026087937?s=20](https://urldefense.com/v3/__https://twitter.com/SEIULocal500/status/854425715026087937?s=20__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDciCaHPwI$> https://twitter.com/SEIULocal500/status/854425715026087937?s=20)

"CAIR's attorney literally argued that requiring the organization to engage in collective bargaining with its employees would "compromise [its] constitutional free exercise of religion." The Board decided in favor of the employees and scheduled a vote to determine if they wanted to unionize (National Labor Relations Board, Case 05-RC-186732). But the vote never took place; the seven union organizers were gone by then."

SEE: Troubles at CAIR

[https://urldefense.com/v3/\\_\\_https://wecair.net/2021/05/04/troubles-at-cair/\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDckE0GSSk\\$> https://wecair.net/2021/05/04/troubles-at-cair/](https://urldefense.com/v3/__https://wecair.net/2021/05/04/troubles-at-cair/__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDckE0GSSk$> https://wecair.net/2021/05/04/troubles-at-cair/)

ORGANIZING ANTI-LGBTQ ORGANIZING

CAIR has used this same "free exercise of religion" argument they used for union busting to promote anti-LGBTQ hysteria across the country, jeopardizing the safety and wellbeing of LGBTQ students. CAIR's anti-LGBTQ protests have include hate groups like Moms for Liberty and people

yelling things like "Shame on You!"

CAIR refers to itself as a "civil rights" organization but leads anti-LGBTQ protests, supports the removal of Pride flags, seeks to ban LGBTQ books, organizes petitions, and engages in fearmongering.

CAIR's Zainab Chaudry stated on camera that she is one of the organizers of an anti-LGBTQ protest. CAIR has also issued several press releases and community statements about it. CAIR National even sent a fundraising email on 6-27-23 seeking to raise money from their anti-LGBTQ campaign.

"I'm one of the organizers" says CAIR Spokeswoman Zainab Chaudry as an angry crowd yells "Save our children!" at a rally.

[https://urldefense.com/v3/\\_\\_https://twitter.com/FordFischer/status/1666195811904937998\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcP-t5Q20\\$> https://twitter.com/FordFischer/status/1666195811904937998](https://urldefense.com/v3/__https://twitter.com/FordFischer/status/1666195811904937998__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcP-t5Q20$> https://twitter.com/FordFischer/status/1666195811904937998)

In another protest organized by CAIR, an angry crowd yelled, "Shame on you!"

SEE: [https://urldefense.com/v3/\\_\\_https://twitter.com/FordFischer/status/1673895108490534912\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcVD1n2JU\\$> https://twitter.com/FordFischer/status/1673895108490534912](https://urldefense.com/v3/__https://twitter.com/FordFischer/status/1673895108490534912__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcVD1n2JU$> https://twitter.com/FordFischer/status/1673895108490534912)

CAIR-Michigan Dawud Walid's recent anti-LGBTQ work, including supporting the removal of a Pride flag:

[https://urldefense.com/v3/\\_\\_https://abcnews.go.com/US/wireStory/detroit-area-city-bans-lgbtq-pride-flags-public-100071907\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcTiwmYqM\\$> https://abcnews.go.com/US/wireStory/detroit-area-city-bans-lgbtq-pride-flags-public-100071907](https://urldefense.com/v3/__https://abcnews.go.com/US/wireStory/detroit-area-city-bans-lgbtq-pride-flags-public-100071907__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcTiwmYqM$> https://abcnews.go.com/US/wireStory/detroit-area-city-bans-lgbtq-pride-flags-public-100071907)

Petition: Navigating Differences: Clarifying Sexual and Gender Ethics in Islam

[https://urldefense.com/v3/\\_\\_https://navigatingdifferences.com/clarifying-sexual-and-gender-ethics-in-islam/\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcCuC--w8\\$> https://navigatingdifferences.com/clarifying-sexual-and-gender-ethics-in-islam/](https://urldefense.com/v3/__https://navigatingdifferences.com/clarifying-sexual-and-gender-ethics-in-islam/_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcCuC--w8$> https://navigatingdifferences.com/clarifying-sexual-and-gender-ethics-in-islam/)

SEE ALSO: We Muslims Used to Be the Culture War Scapegoats. Why Are Some of Us Joining the L.G.B.T.Q. Pile-On? (NY Times)

[https://urldefense.com/v3/\\_\\_https://www.nytimes.com/2023/06/23/opinion/lgbtq-muslims.html\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcFt4DrzU\\$> https://www.nytimes.com/2023/06/23/opinion/lgbtq-muslims.html](https://urldefense.com/v3/__https://www.nytimes.com/2023/06/23/opinion/lgbtq-muslims.html__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcFt4DrzU$> https://www.nytimes.com/2023/06/23/opinion/lgbtq-muslims.html)

SEXUAL ABUSE, GENDER DISCRIMINATION, & SEXUAL HARASSMENT AT CAIR

The Council on American-Islamic Relations (CAIR) has established, and it promotes and protects, a culture in which sexual harassment, gender discrimination, and retaliation against those who raise concerns about such conduct is widespread.

Numerous CAIR staff, board members and female community members have been victims of the cover up of systemic sexual harassment, exploitation and discrimination by senior representatives of CAIR.

In 2021, National Public Radio (NPR) "interviewed 18 former employees at the national office and several prominent chapters.

SEE: Civil Rights Org CAIR Accused of Ignoring Alleged Misconduct (NPR)

[https://urldefense.com/v3/\\_\\_https://www.npr.org/2021/04/15/984572867/muslim-civil-rights-leader-accused-of-harassment-misconduct\\_\\_;!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcGVRwdEA\\$> https://www.npr.org/2021/04/15/984572867/muslim-civil-rights-leader-accused-of-harassment-misconduct](https://urldefense.com/v3/__https://www.npr.org/2021/04/15/984572867/muslim-civil-rights-leader-accused-of-harassment-misconduct__;!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcGVRwdEA$> https://www.npr.org/2021/04/15/984572867/muslim-civil-rights-leader-accused-of-harassment-misconduct)

In a December 16, 2021 article, the Washington Post highlighted the "particularly turbulent time for CAIR, which is facing multiple lawsuits and public allegations from former employees who accuse national leaders of being slow or reluctant to investigate allegations of sexual and other misconduct in the workplace."

SEE: [https://urldefense.com/v3/\\_\\_https://www.washingtonpost.com/religion/2021/12/16/muslim-leader-spying-hate-group/\\_\\_;!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcU541eRY\\$> https://www.washingtonpost.com/religion/2021/12/16/muslim-leader-spying-hate-group/](https://urldefense.com/v3/__https://www.washingtonpost.com/religion/2021/12/16/muslim-leader-spying-hate-group/__;!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcU541eRY$> https://www.washingtonpost.com/religion/2021/12/16/muslim-leader-spying-hate-group/)

The abuse of its legal powers makes CAIR more pernicious than many Muslim organizations. This has allowed it for years to intimidate, suppress criticism and coerce women in particular to sign NDA's to cover up misconduct - all financed by funneling zakat-eligible money from unsuspecting donors.

SEE ALSO: CAIR-National is misleading Muslims on Zakat

[https://urldefense.com/v3/\\_\\_https://ehsan.substack.com/p/cair-national-is-misleading-muslims\\_\\_;!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDciFmc2nY\\$> https://ehsan.substack.com/p/cair-national-is-misleading-muslims](https://urldefense.com/v3/__https://ehsan.substack.com/p/cair-national-is-misleading-muslims__;!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDciFmc2nY$> https://ehsan.substack.com/p/cair-national-is-misleading-muslims)

## LACK OF ACCOUNTABILITY

The experiences of dozens of women relay harrowing accounts of being sexually exploited and harassed, and of suffering workplace discrimination and then targeted and vilified for seeking accountability. Yet, CAIR refuses to conduct an impartial and formal investigation. Not a single CAIR chapter has publicly asked for the investigation. Victims still seek justice and accountability at CAIR.

Several CAIR perpetrators have been “cleared” by their friends at CAIR without anyone even speaking to the women alleging sexual abuse, gender discrimination, sexual harassment. Some men continue to be employed in leadership positions at CAIR.

SEE: Women's Coalition Demands CAIR's Civil Rights Leader Nihad Awad Resign After NPR Exposes his Failure to Address Pervasive Sexual Harassment, Discrimination and Gender Bias

[https://urldefense.com/v3/\\_\\_https://docdro.id/LYNVH4n\\_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcGYxh20M\\$> https://docdro.id/LYNVH4n](https://urldefense.com/v3/__https://docdro.id/LYNVH4n_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcGYxh20M$>https://docdro.id/LYNVH4n)

Efforts have emerged by many different individuals to document and report on issues of sexual abuse, gender discrimination, and sexual harassment at CAIR, including:

- \* WeCAIR Coalition: <https://twitter.com/WeCAIRCoalition> [https://urldefense.com/v3/\\_\\_https://twitter.com/WeCAIRCoalition\\_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcIw4boco\\$>](https://urldefense.com/v3/__https://twitter.com/WeCAIRCoalition_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcIw4boco$>)
- \* Pattern of Misconduct: [https://urldefense.com/v3/\\_\\_https://cairawad.com/misconduct\\_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcsTuHVZw\\$> https://cairawad.com/misconduct](https://urldefense.com/v3/__https://cairawad.com/misconduct_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcsTuHVZw$>https://cairawad.com/misconduct)
- \* CAIR Victims Forum Instagram: [https://urldefense.com/v3/\\_\\_https://www.instagram.com/cairvictimsforum\\_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcxuCi0kg\\$> https://www.instagram.com/cairvictimsforum](https://urldefense.com/v3/__https://www.instagram.com/cairvictimsforum_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcxuCi0kg$>https://www.instagram.com/cairvictimsforum)
- \* CAIR Complaints: <https://toddbuchanan57.wordpress.com> [https://urldefense.com/v3/\\_\\_https://toddbuchanan57.wordpress.com/\\_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcTwxh1yo\\$>](https://urldefense.com/v3/__https://toddbuchanan57.wordpress.com/_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcTwxh1yo$>)
- \* WeCAIR: [https://urldefense.com/v3/\\_\\_http://www.wecair.net/\\_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcd30uVVQ\\$> www.wecair.net](https://urldefense.com/v3/__http://www.wecair.net/_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcd30uVVQ$>www.wecair.net)
- \* Reform CAIR: [https://urldefense.com/v3/\\_\\_http://www.reformcair.com/\\_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-](https://urldefense.com/v3/__http://www.reformcair.com/_!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-)

[X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcTXc7JR0\\$> www.reformcair.com](http://www.reformcair.com)  
 \* WeCAIRMeToo: [## SEXUAL EXPLOITATION AND VIOLENCE BY CAIR LEADERS](https://urldefense.com/v3/__https://twitter.com/WeCAIRMeToo__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcDEdCx8c$> https://twitter.com/WeCAIRMeToo</a></p>
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In January 2021, CAIR-Florida's Executive Director Hassan Shibly resigned after issues of sexual harassment, domestic violence, sexual exploitation, and sexual violence came to light.

SEE: Tampa Muslim civil rights leader accused of abuse, harassment

[The allegations, as](https://urldefense.com/v3/__https://www.tampabay.com/news/florida/2021/04/16/tampa-muslim-civil-rights-leader-accused-of-abuse-harassment__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDc4K47318$> https://www.tampabay.com/news/florida/2021/04/16/tampa-muslim-civil-rights-leader-accused-of-abuse-harassment/</a></p>
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SEE: [Several women have come forward alleging "secret marriages." One woman told NPR that Shibly "tricked her into a secret religious marriage behind his wife's back, and that he'd preyed on her recent conversion to Islam and her desire to deepen her faith. After she posted a picture of herself without a headscarf on social media, she said, he cut off her ponytail in her sleep. When she refused sex, he told her she had to because she was his wife."](https://urldefense.com/v3/__https://www.tampabay.com/news/florida/2021/04/16/tampa-muslim-civil-rights-leader-accused-of-abuse-harassment__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDc4K47318$> https://www.tampabay.com/news/florida/2021/04/16/tampa-muslim-civil-rights-leader-accused-of-abuse-harassment/</a></p>
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SEE: [A community leader reported: "I have multiple friends \[Hassan Shibly's\] tried to engage in secret marriages to \(all while still being legally married to the woman accusing him of domestic violence\). He's traveled to conferences and pressured women to come into hotel rooms with him. And when he has been told no or even confronted, he gets aggressive and will try to gaslight](https://urldefense.com/v3/__https://www.tampabay.com/news/florida/2021/04/16/tampa-muslim-civil-rights-leader-accused-of-abuse-harassment__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDc4K47318$> https://www.tampabay.com/news/florida/2021/04/16/tampa-muslim-civil-rights-leader-accused-of-abuse-harassment/</a></p>
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people into thinking nothing happened. There's times he's flown cross country in attempts to confront people over his aggressions."

SEE: [https://urldefense.com/v3/\\_\\_https://twitter.com/WeCAIRMeToo/status/1483483541870686208/photo/1\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDc95rFgu4\\$> https://twitter.com/WeCAIRMeToo/status/1483483541870686208/photo/1](https://urldefense.com/v3/__https://twitter.com/WeCAIRMeToo/status/1483483541870686208/photo/1__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDc95rFgu4$> https://twitter.com/WeCAIRMeToo/status/1483483541870686208/photo/1)

One of Shibly's secret wives told NPR: "He stole my self-worth...I just don't want him [CAIR leader] breaking another person so bad that they have no self-worth and contemplate suicide daily because of his lies and manipulation."

CAIR National and CAIR-Florida knew about at least one allegation of sexual misconduct involving CAIR-Florida Executive Director Hassan Shibly as far back as 2016, because the woman herself contacted CAIR. However, CAIR blocked the victim on social media, retaliated against employees seeking to conduct a formal investigation, and closed the complaint without even speaking to the victim.

Had CAIR properly investigated the 2016 complaint, they would have uncovered Shibly's multiple secret marriages, sexual harassment, sexual exploitation, and domestic abuse issues. Instead, a top CAIR leader (and fundraiser) continued to exploit and abuse multiple women as CAIR leaders looked the other way.

On December 28, 2020, Shibly's legal wife asked the court for a domestic violence injunction.

SEE: Hassan Shibly: Prominent Muslim-American Figure Accused Of Domestic Abuse (Morocco World News)

[https://urldefense.com/v3/\\_\\_https://www.moroccoworldnews.com/2021/01/333783/hassan-shibly-prominent-muslim-american-figure-accused-of-domestic-abuse/\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDc6NXwbqo\\$> https://www.moroccoworldnews.com/2021/01/333783/hassan-shibly-prominent-muslim-american-figure-accused-of-domestic-abuse/](https://urldefense.com/v3/__https://www.moroccoworldnews.com/2021/01/333783/hassan-shibly-prominent-muslim-american-figure-accused-of-domestic-abuse/__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDc6NXwbqo$> https://www.moroccoworldnews.com/2021/01/333783/hassan-shibly-prominent-muslim-american-figure-accused-of-domestic-abuse/)

SEE ALSO: CAIR-Florida's Executive Director Resigns After Wife Sues For Domestic Violence Injunction

[https://urldefense.com/v3/\\_\\_https://www.wmfe.org/cair-floridas-executive-director-resigns-after-wife-sues-for-domestic-violence-injunction/173386\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcPRYKV-8\\$> https://www.wmfe.org/cair-floridas-executive-director-resigns-after-wife-sues-for-domestic-violence-injunction/173386](https://urldefense.com/v3/__https://www.wmfe.org/cair-floridas-executive-director-resigns-after-wife-sues-for-domestic-violence-injunction/173386__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcPRYKV-8$> https://www.wmfe.org/cair-floridas-executive-director-resigns-after-wife-sues-for-domestic-violence-injunction/173386)

In January 2021, Shibly was allowed to leave CAIR quietly, amidst praise from other CAIR leaders. He told [https://urldefense.com/v3/\\_\\_https://www.npr.org/2021/04/15/984572867/muslim-civil-rights-leader-accused-of-harassment-misconduct\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-](https://urldefense.com/v3/__https://www.npr.org/2021/04/15/984572867/muslim-civil-rights-leader-accused-of-harassment-misconduct__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-)

[X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcGVRwdEA\\$>](#) NPR that it was his decision and he could have “absolutely” remained in his position.

SEE: CAIR-Florida shows “gratitude” to Hassan Shibly

[<https://urldefense.com/v3/\\_\\_https://twitter.com/WeCAIRMeToo/status/1676347470186704896/photo/1\\_\\_;!KL1yqyOaGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDccuecTG4\\$>](#) <https://twitter.com/WeCAIRMeToo/status/1676347470186704896/photo/1>

Despite his departure, there are still many questions. How many secret wives did Hassan Shibly have while he was the executive director of CAIR-Florida? Did Shibly’s frequent travel and speaking engagements for CAIR and CAIR-Florida put unsuspecting women at risk? Who at CAIR knew what?

Hassan Shibly is not the only CAIR director with problems abusing and discriminating against women. There are multiple open complaints involving against CAIR leaders including sexual harassment, sexual exploitation (including an intern), and domestic violence.

#### GENDER DISCRIMINATION LAWSUITS

Holding a national organization accountable- that has innumerable attorneys on staff and board, millions of dollars at its disposal, and whole lot of experience filing lawsuits- is a nearly impossible feat for any individual. However, a few women have courageously filed discrimination lawsuits against CAIR.

On April 24, 2019, an employment discrimination lawsuit was filed against CAIR-California. The lawsuit alleges official organizational policies that discriminate against women, as well as a pattern of long-tolerated abuse.

SEE: Case 37-2019-000021331-CU-MC-CTL, [<https://urldefense.com/v3/\\_\\_http://courtindex.sdcourt.ca.gov/CISPublic/enter\\_\\_;!KL1yqyOaGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcRsjT1CM\\$>](#) <http://courtindex.sdcourt.ca.gov/CISPublic/enter>

[<https://urldefense.com/v3/\\_\\_https://www.docdroid.net/FjATdM9/onlinedocument-pdf\\_\\_;!KL1yqyOaGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcJaTr0DQ\\$>](#) <https://www.docdroid.net/FjATdM9/onlinedocument-pdf>

On January 8, 2021, a second employment discrimination lawsuit was filed against CAIR-California



alleging gender discrimination.

SEE: Case 37-2021-00000977-CU-WT-CTL, [\[## CAIR RETALIATION\]\(https://urldefense.com/v3/\_\_https://www.docdroid.net/p33vw0S/37-2021-00000977-cu-wt-ctl-roa-8-02-09-21-amended-complaint-1614327037967-pdf\_\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcEGf\_R2I\$> https://www.docdroid.net/p33vw0S/37-2021-00000977-cu-wt-ctl-roa-8-02-09-21-amended-complaint-1614327037967-pdf</a></p>
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In May 2021, a few weeks after the NPR investigative piece was published, CAIR sued a former employee turned whistleblower. It is the type of lawsuit meant to silence people and punish them for talking about sexual abuse and harassment in the workplace.

A September 2021 news article reported that the whistleblower resigned from CAIR in 2018 and has since "accused its leadership of participating in or attempting to cover up sexual misconduct, discrimination and financial improprieties." It further reported that the whistleblower "...went into detail about the 'sexual harassment, gender discrimination, corruption and mismanagement' at CAIR.

SEE: CAIR lawsuit offers revelations into organization's inner workings

[In response to CAIR's lawsuit, the whistleblower filed a 75-page document detailing evidence about CAIR's practices: about sexual harassment and discrimination, about the indulgence of sexual misconduct by several prominent CAIR leaders, about deeply inappropriate conduct toward women by CAIR's top officials, about coercive non-disclosure agreements, and about the "shell game" that CAIR plays to mislead the Muslim community and the public about its operations.](https://urldefense.com/v3/__https://www.axios.com/cair-lawsuit-muslim-board-b33a27b6-cb55-483c-809c-1a0f909ae172.html__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDc-LH73vI$> https://www.axios.com/cair-lawsuit-muslim-board-b33a27b6-cb55-483c-809c-1a0f909ae172.html</a></p>
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SEE: [9 of 12](https://urldefense.com/v3/__https://wecair.net/2021/06/16/in-response-to-defamation-lawsuit-whistleblower-exposes-cair-leaders-attempt-to-cover-up-sexual-harassment-corruption/__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcyVexY7I$> https://wecair.net/2021/06/16/in-response-to-defamation-lawsuit-whistleblower-exposes-cair-leaders-attempt-to-cover-up-sexual-harassment-corruption/</a></p>
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CAIR spends donors' money trying to prevent the public from ever seeing the evidence that shows it for what it is. CAIR tried desperately to block public disclosure of virtually every piece of evidence pertinent to its pattern of condoning and indulging sexual exploitation, sexual harassment, sexual discrimination, retaliation against those who have asserted civil rights violations, and dishonesty.

SEE: CAIR asks a federal court to block the disclosure of incriminating evidence

[https://urldefense.com/v3/\\_\\_https://wecairblog.files.wordpress.com/2021/09/2021-08-25-ecf-25-kerbaugh-letter-to-court-regarding-proposed-protective-order-language.pdf\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcmIYYrzM\\$> https://wecairblog.files.wordpress.com/2021/09/2021-08-25-ecf-25-kerbaugh-letter-to-court-regarding-proposed-protective-order-language.pdf](https://urldefense.com/v3/__https://wecairblog.files.wordpress.com/2021/09/2021-08-25-ecf-25-kerbaugh-letter-to-court-regarding-proposed-protective-order-language.pdf__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDcmIYYrzM$> https://wecairblog.files.wordpress.com/2021/09/2021-08-25-ecf-25-kerbaugh-letter-to-court-regarding-proposed-protective-order-language.pdf)

Faced with the prospect of having to turn over evidence and have its leaders placed under oath, CAIR capitulated. On January 7, 2021, CAIR notified the Court that it had decided to withdraw its lawsuit in its entirety, with prejudice, barred from ever bringing it again and unsuccessful in its attempt to silence victims and whistleblowers. Its dismissal of its lawsuit is a de facto admission that what the whistleblowers, and many others, have said about CAIR is not false at all. It is the truth.

SEE: Council on American-Islamic Relations Drops Suit Against Former Board Member Who Spoke Out On Sexual Harassment, Discrimination and Retaliation

[https://urldefense.com/v3/\\_\\_https://www.prnewswire.com/news-releases/saul-ewing-arnstein--lehr-llp-council-on-american-islamic-relations-drops-suit-against-former-board-member-who-spoke-out-on-sexual-harassment-discrimination-and-retaliation-301457683.html\\_\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDc6EdW65Y\\$> https://www.prnewswire.com/news-releases/saul-ewing-arnstein--lehr-llp-council-on-american-islamic-relations-drops-suit-against-former-board-member-who-spoke-out-on-sexual-harassment-discrimination-and-retaliation-301457683.html](https://urldefense.com/v3/__https://www.prnewswire.com/news-releases/saul-ewing-arnstein--lehr-llp-council-on-american-islamic-relations-drops-suit-against-former-board-member-who-spoke-out-on-sexual-harassment-discrimination-and-retaliation-301457683.html__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTW2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDc6EdW65Y$> https://www.prnewswire.com/news-releases/saul-ewing-arnstein--lehr-llp-council-on-american-islamic-relations-drops-suit-against-former-board-member-who-spoke-out-on-sexual-harassment-discrimination-and-retaliation-301457683.html)

## RELIGIOUS DISCRIMINATION AT CAIR

CAIR discriminates against Shia Muslims, Christians and Jews. Some examples include:

- Removal of CAIR-Dallas executive director, who alleged she was terminated by CAIR-National due to her Christian faith.
- Resignation of the CAIR-New York Legal Director who disseminated a memorandum to a CAIR listserve following his resignation, and has shared his experiences with anti-Semitism at CAIR.
- The lawsuit filed by a CAIR-Dallas Board Member which detailed the religious discrimination she witnessed as a board member.
- The lawsuit filed by a CAIR-California Staff Attorney, which detailed the religious discrimination she experienced as a non-Muslim at CAIR.

- The lawsuit filed by CAIR-California Advocacy & Policy Coordinator, which detailed the religious discrimination she experienced at CAIR.
- At least two formal complaints concerning anti-Shia discrimination at CAIR National submitted by two different CAIR employees.

On November 27, 2021, CAIR leader Zahra Billoo blamed America's Jewish groups, including civil rights organizations, student groups, nonprofits, and synagogues for Islamophobia, police brutality, among other issues- referring to them as "enemies." In her divisive speech, she criticized Muslim-Jewish interfaith partnerships and friendships:

- "We also need to pay attention...to the ones that say let's just break bread together."
- "They are not your friends."
- "Oh, you get along because you're all in Girl Scouts together?"
- 

In accordance with their culture of refusing to hold CAIR leaders accountable, Billoo remains in her executive director position.

On October 19, CAIR's Washington office was forced to cancel a forum after half of the candidates withdrew from the event. One candidate wrote: "The Council on American-Islamic Relations (CAIR) has numerous allegations against them for workplace harassment, union busting, and gender discrimination. I make it a priority to fight for safe workplaces and I pass that expectation on to the organizations that I seek an endorsement from as well. I have decided...to withdraw myself from the CAIR candidate forum and I will not be seeking an endorsement from their organization. I look forward to continuing to fight for American Islamic representation in SeaTac and hope that those affected by the alleged abuses at CAIR are provided the space to be heard."

SEE: CAIR-Washington forum falls apart after SeaTac, Tukwila candidates withdraw

[<https://urldefense.com/v3/\\_https://seatacblog.com/2021/10/19/cair-washington-forum-falls-apart-after-seatac-tukwila-candidates-withdraw/\\_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDco3XmwSk\\$> https://seatacblog.com/2021/10/19/cair-washington-forum-falls-apart-after-seatac-tukwila-candidates-withdraw/](https://urldefense.com/v3/_https://seatacblog.com/2021/10/19/cair-washington-forum-falls-apart-after-seatac-tukwila-candidates-withdraw/_;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWLH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDco3XmwSk$> https://seatacblog.com/2021/10/19/cair-washington-forum-falls-apart-after-seatac-tukwila-candidates-withdraw/)

DEMAND FOR INVESTIGATION AT CAIR

CAIR has refused to create an impartial panel to investigate the issues of abuse, discrimination, and violence inside its organization. Until it investigates these serious issues, CAIR is not a suitable partner on civil rights. Until it does that, CAIR cannot genuinely claim to protect civil rights, fight bigotry, empower Muslim-Americans and advocate for justice. Until it does that, many Muslim-Americans will face a "double whammy" - abuse and discrimination perpetuated by

others, and by their own religious and civil rights leaders.

And until it does that, CAIR is not a legitimate voice on civil rights and American Muslims, not a credible media source, and not a trustworthy community partner.

WeCAIR, Coalition for Accountability & Islah-Reform, is a coalition of former CAIR employees, board members, and community members who have been victimized by CAIR leaders. We provide support to women who have had their civil rights violated by an organization that claims to protect those rights. We are seeking accountability and hope to bring some much-needed change and reform inside CAIR.

Sincerely,

Hena Ahmed

WeCAIR

[12 of 12](https://urldefense.com/v3/__http://wecair.net/__;!!KL1yqy0aGX2drUI!jRez9fD8u-rGPma910QQTw2fBe-X9sj2FWlH4GfGRUSURpshhJP9jbdzt8aKW84th950LW2dwmDceMC_Xf8$>wecair.net</a></p></div><div data-bbox=)