

AIRPORTS & BORDERS

U.S. Citizens have an absolute right to enter the United States. Officers can question you about your immigration status to determine whether you are a U.S. citizen and can enter the country. You are not required to answer other questions.

Visa-holders *must* answer questions as officers at the border or airport can grant or deny your visa even if your visa is legitimate.

Legal Permanent Residents/Green Card Holders probably should answer the questions. If the questions become too obtrusive, you should complain.

Bag/Belonging Searches: Screeners can search any person or item without suspicion. Officers *cannot* do invasive searches, such as strip searches, without reasonable suspicion.



PRAYER

Prayer is a form of free speech and is protected by the Constitution. It may be subject to restrictions:

Prayer is generally allowed in a "Public Forum" such as a public street, park, or city square. Restrictions must be narrow and not intended to suppress an individual's viewpoint or religious identity.

Prayer in a "Non Public Forum" such as an airport, courthouse, or jail is generally subject to reasonable restrictions which are not intended to suppress an individual's viewpoint or religious identity.

In the Workplace, most employers must allow you to pray unless they can demonstrate undue hardship. An employer may offer you flexible work breaks, voluntary shift swaps, transfers, and changes in job assignments to accommodate your request to pray.

EMPLOYMENT

Title VII of the Civil Rights Act protects most workers from employment discrimination based on race, color, religion, sex, national origin, or protected activity including reporting discrimination. Islam is an accepted "religion" under Title VII. Workers are protected from discrimination for attending worship service, prayer, wearing religious garb or symbols, displaying religious objects, adhering to dietary rules, or other forms of religious expression or refraining from certain activities.

If you are a victim of employment discrimination, file a charge of discrimination with the Equal Employment Opportunity Commission within 180 days of the act.



If Approached
by Law
Enforcement
Agents (JTTF,
FBI, Police,
CBP, ICE):

1. Ask the agent for his/her card or get his/her name, agency, and telephone number.
2. Do not agree to an interview without consulting with an ACLU, CAIR, or private attorney. You have a constitutional right to remain silent and not answer his/her questions. Have your attorney contact him/her directly.

Interviews are voluntary. If you agree to the interview, you should have an attorney present.



American Civil Liberties Union of Southern California

WOMEN'S KNOW YOUR RIGHTS PROJECT



LIBERTY | JUSTICE | EQUALITY

1313 W. 8th Street
Los Angeles, CA 90017
T: 213.977.9500
F: 213.977.5297

This brochure is not a substitute for legal advice

Generally, you have an absolute right to wear a headscarf or hijab:

AIRPORTS

Officers of the same gender must do the secondary screening. If you are required to remove your hijab, you must be provided with a private room or location. Additional screening cannot be based on ethnic or religious profiling.

PUBLIC SCHOOLS

Schools must allow women to wear hijab unless there is a reasonable health or safety concern.

EMPLOYMENT

Title VII of the Civil Rights Act prevents discrimination in hiring, firing, or employment on the basis of religious practice or observance. An employer must reasonably accommodate a Muslim woman wearing hijab or show that her hijab creates an undue burden.

PUBLIC ACCOMMODATION

Title II of the Civil Rights Act prohibits religious discrimination by a public accommodation, including amusement parks, theaters, sports arenas, stadiums, or other places of entertainment. Muslim women cannot be discriminated against for wearing hijab.

STATE-ISSUED PHOTO ID

California regulations require a license to bear a full-face picture. A woman may wear hijab in her ID picture, but she may be required to remove her full-face covering (niqab).



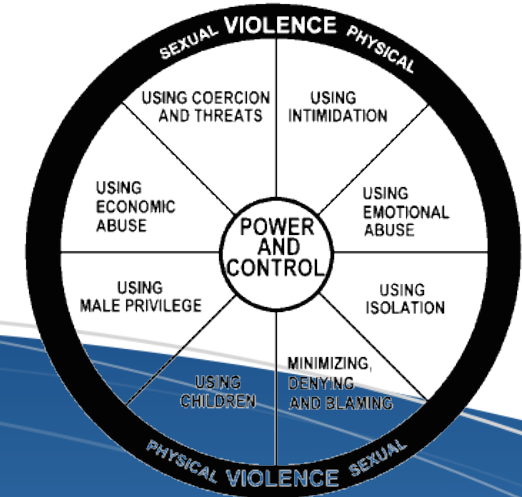
WHEN FACED WITH RELIGIOUS DISCRIMINATION OR PROFILING

Provide Notice: Notify the offending party that you are wearing your hijab for religious purposes and that you cannot remove your hijab in public.

Document: If you continue to be harassed or discriminated against, document what is happening. Include the name of the offending party, their agency, badge number, and any other identifying information. If there is anyone around, ask that they serve as witness(es) to the discriminatory act(s).

Complain: Request the supervisor and express your concern that you are being religiously discriminated or profiled. Fill out any formal complaint forms. Contact a civil rights attorney and see if legal action is an option.

DOMESTIC ABUSE OR VIOLENCE is a pattern of behaviors directed at achieving and maintaining power and control over an intimate partner, such as physical violence, emotional abuse, isolation of victim economic abuse, intimidation, and coercion or threats.



Research shows that 10% of women, including Muslim women, have experienced physical violence. A greater percentage has experienced emotional and psychological abuse.

If you are a victim of domestic abuse/violence, keep evidence of abuse including pictures of injuries, torn clothing, medical/police records, journal entries, etc. You may seek legal recourse in criminal, civil, and family court.

Whether you are a U.S. citizen or immigrant*, you have rights!

--You can call 911.

--You can apply for a protective order by contacting the district attorney or police.

--Immigrants can apply for a VAWA self petition (I-360) to obtain a green card or a U visa to obtain legal status without the consent or participation of your spouse or partner.

National DV Hotline: (800) 799-SAFE (7233)
Information/Shelter Call Center: 2-1-1

* You are not required to tell police your immigration status or place of birth even if they ask.