



Know Your Rights: Facing Anti-Muslim Discrimination

Recently, there has been a particular rise in instances of discrimination against American Muslims and those perceived to be Muslim. As a result, we have prepared this resource to prepare you and inform you about *YOUR* rights.

At the Workplace

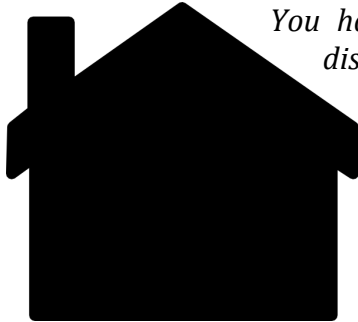
You have the right to be free from discrimination and harassment—

State and federal laws prohibit employers from discriminating on the basis of religion, among other protected classes. An employer can also be liable for religious harassment of an employee if the harassment is so severe that it creates a hostile work environment.

You have the right to have some religious practices accommodated at work—

An employer must provide reasonable accommodations for the religious practices of employees. An accommodation is not reasonable if it will cause the employer undue hardship.

In Public Accommodations and Housing



You have the right to enjoy public accommodations without harassment or discrimination—

Public accommodations cannot turn you away based on your religion, race, color, or national origin, including based on your religious appearance or dress. Public accommodations include, but are not limited to, such places as restaurants, hotels, concert halls, arenas and government-run facilities. You cannot be denied full and equal enjoyment of goods, services, facilities or privileges provided at these places.

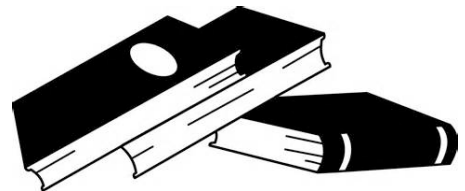
You have the right to be free from discrimination when leasing or purchasing a home—

Federal and state housing laws prohibit discrimination in the rental, sale, and financing of homes because of your religion, race, color, or national origin, including based on your religious appearance or dress. Such discrimination can include landlords or brokers refusing to rent or sell you a home, charging you more, or offering different terms and conditions because of your faith.

At a Public School

You have the right to be safe from harassment and discrimination—

Public school officials must maintain a school environment free of religious harassment by school officials and other students. Additionally, schools cannot disparage your faith or make anti-Muslim remarks, or deny you the same privileges provided to other students.



You have the right to privately express your faith in school—

You may pray individually or in groups and discuss your religious views with your peers during student activity times (lunch or recess), provided you are not disruptive

You have the right to be free from school-sponsored prayer or other impositions of religion—

School officials may not include prayer in class or school events, promote religion in the school setting, teach religious doctrine as truth, or display religious symbols and messages for non-educational reasons.

At the Airport

You have the right to be free from discriminatory questioning—

If you are a U.S. Citizen you do not have to answer any intrusive questions without a lawyer present. If you are a lawful permanent resident, your right to talk to a lawyer depends on the circumstances.

You have the right to be free from discriminatory stops and searches—

You cannot be selected for a personal search or secondary inspection based on your religion, race, national origin, gender, ethnicity, or political beliefs. If an officer searches and/or confiscates your laptop or cell phone, write down their name and get a receipt.

You have the right to be free from discriminatory removal by airline employees—

An airplane pilot may refuse to fly a passenger if he or she reasonably believes that the passenger may be a threat to flight safety. However, they may not question you or refuse to allow you on a flight because of biased stereotypes.

Religious Freedom for Prisoners

Prison officials cannot place excessive burdens on prisoners' ability to practice their sincerely held religious beliefs— Depending on the facts, this could mean that prison officials must provide certain accommodations for certain grooming or dress practices (like beards or kufis), foods (for example, kosher or halal diets), religious literature, or worship practices.

You have the right to be free from official prayer or other impositions of religion—

Prison officials cannot impose religious beliefs on you, penalize you for refusing to take part in religious activities, or treat some religions more favorably than other religions.



In the Courtroom

A Rhode Island Supreme Court decision has held that individuals have the right to wear a prayer cap in the courtroom, notwithstanding a general ban on wearing hats in court. You are entitled to an interpreter in the courtroom if you need one.

*For more information, contact:
ACLU Foundatoin of Rhode Island at
riaclu.org 401 831-7171 info@riaclu.org*

Or

*For claims of discrimination in employment, housing, public accommodations, or credit, you can also contact the
Rhode Island Commission for Human Rights: 401 222-2661*



What to do if You are Contacted by the FBI or Police for Questioning

The FBI and other agencies have been questioning people across the country based, it appears, on their First Amendment activity, or race, ethnicity or national origin. If the FBI or police contact you for questioning, you should be aware of YOUR rights:

- **You are NOT required to answer any questions and you have the right to consult with an attorney.** You should write down the name, agency, and telephone number of the person who calls or visits you.
- **You may also be entitled to an interpreter** if you need one for communication purposes.
- If an FBI agent or police officer asks to speak to you, **tell them that you want to consult with an attorney first.** If you want to talk to the FBI or police, your attorney can respond on your behalf to set up an interview.
- ANY information you give to an officer without an attorney, even if it seems harmless, can be used against you or someone else. Lying to a federal officer is a crime. **Remaining silent is NOT a crime.**
- **You do NOT have to let a police officer into your home without a warrant. Ask to see the warrant.** If the officer does not have one, you do not have to let them into your home. However, do not stop him or her if they force their way into your home or office. Simply state that they do not have permission to enter.
- **If the officer says that he has a warrant for your arrest, you have the right to see the warrant.** You must go with the officer, but you do not have to answer questions until you consult an attorney.
- If you are detained, you should **indicate you want to talk to an attorney and remain silent.** If you cannot afford an attorney, you should request that one be appointed to you.
- If the FBI or other police agency **asks you to become an informant**, it would be wise for you to talk to an attorney first. If you agree to become an informant, the FBI maintains it does not have to keep any promises made in exchange for your cooperation.



For more information, contact:
ACLU Foundation of Rhode Island at
riaclu.org 401 831-7171 info@riaclu.org



Know Your Rights: Wearing a Hijab

Muslim women are a fast-growing segment of the United States population that reflects the breadth of this country's racial, ethnic, and multicultural heritage. Muslim women who wear a hijab in accordance with their religious beliefs have the right to not only practice their religion, but also to be treated equally and without discrimination or harassment.

Women have the right to wear a headscarf or hijab at:

Workplace

Employers must provide a reasonable accommodation for you to wear a hijab or headscarf. An accommodation is not reasonable if it will cause your employer an undue hardship (compromising safety or imposing a major cost to the employer, for example).

Public Accommodations and Facilities

"Public accommodations" cannot turn you away due to your hijab or headscarf, or demand that you remove them to obtain goods and services. Public accommodations include, but are not limited to, such places as restaurants, hotels, concert halls and arenas. In addition, public facilities like libraries or hospitals must allow you to wear your hijab.

State Identification Card or Driver's License

The state of Rhode Island allows a person who refuses to remove headgear due to sincere religious convictions to be photographed with the hijab or headscarf in place.

Airport

If asked to remove your hijab, you should assert your right to wear it before going through airport security screening. Airport security officers may nonetheless request additional screening. If a TSA officer insists on removing your hijab, you have a right to ask that it be done in a private area and that a person of your gender conduct it.

Public Schools

School officials would probably be required to permit you to wear your headscarf or hijab in school, particularly if it allows students to wear head coverings of any other sort. School officials also have an obligation to take action to stop repeated religiously based harassment by other students.

The Courtroom

Forty years ago, the Rhode Island Supreme Court held that individuals have the right to wear a prayer cap in the courtroom, notwithstanding a general ban on wearing hats in court. The same rationale should apply to the wearing of a hijab.