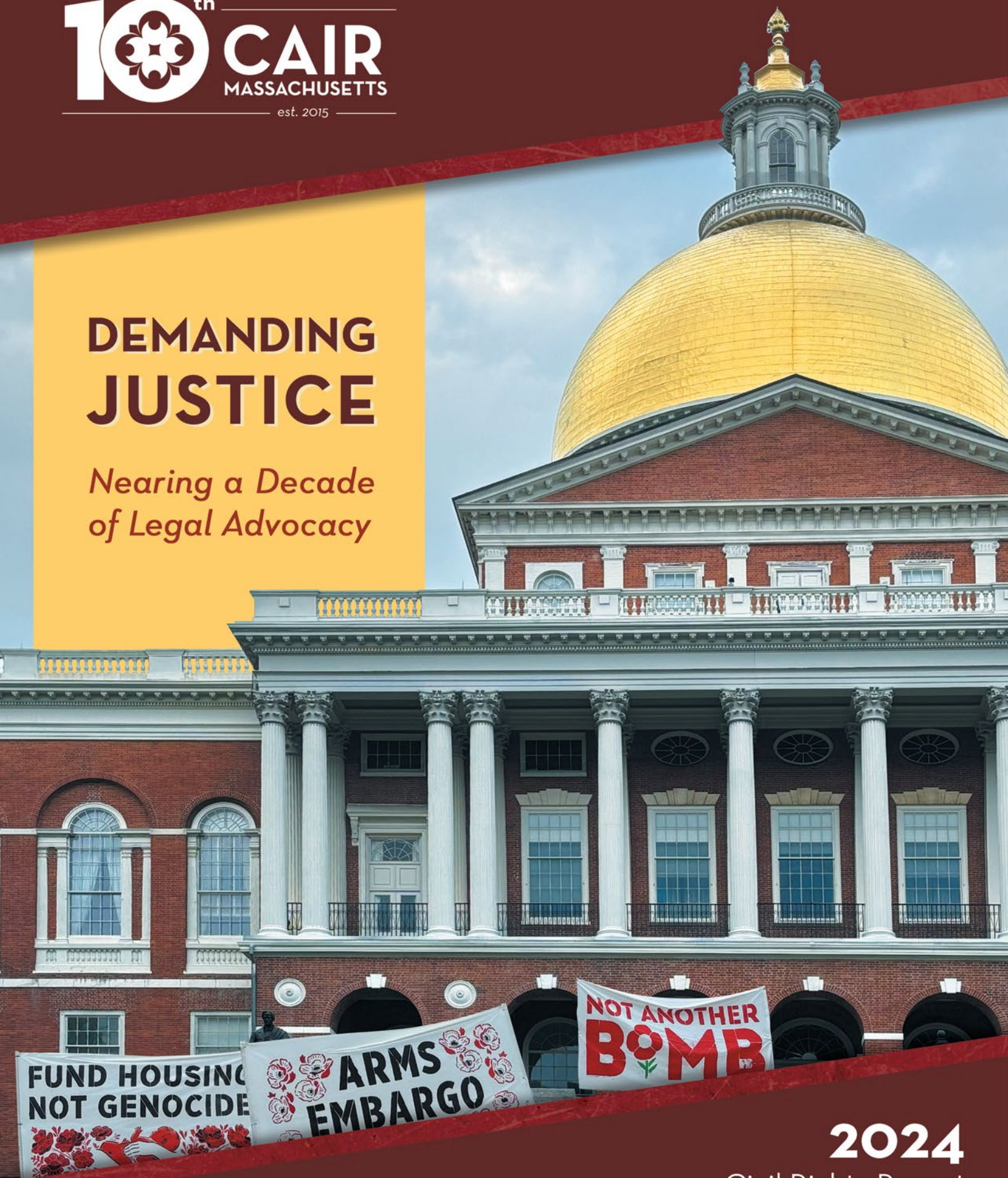


# DEMANDING JUSTICE

*Nearing a Decade  
of Legal Advocacy*



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### About CAIR-MA

**The Council on American-Islamic Relations—Massachusetts** (CAIR-MA) is a chapter of America's largest Muslim civil rights and advocacy organization. CAIR-MA was established in 2015 and serves the estimated 150,000 Muslims living in the Commonwealth. Our mission is to enhance the understanding of Islam, encourage dialogue, protect civil liberties, empower American Muslims, and build coalitions that promote justice and mutual understanding.

**On the front cover:** A powerful moment from the Not Another Bomb rally at the Massachusetts State House in August 2024. CAIR-MA joined a coalition of faith, labor, and pro-peace groups united to demand that lawmakers invest in our communities instead of funding wars, weapons, and genocide abroad.



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***This report contains sensitive material that some people may find disturbing, including descriptions of violence and harassment.***

# SUMMARY OF 2024

In 2024, CAIR-MA received **209 complaints**, including:

## EMPLOYMENT DISCRIMINATION

51 requests (24%)



## EDUCATION DISCRIMINATION

31 requests (15%)



## HATE CRIMES & HARASSMENT

28 requests (13%)



**These three categories constituted a majority of complaints.**



## Legal Assistance

In 2024, CAIR-MA received 209 requests for legal assistance. The top three areas of demand, the same three as last year, comprised over half of all calls:

- **Employment discrimination** – 51 cases (24%).  
As in 2023, the genocide in Gaza was the backdrop for many of those in need.
- **Education discrimination** – 31 cases (15%).  
Students from elementary school through graduate school reported discriminatory treatment due to their religion or their support for Palestinian human rights.
- **Hate crimes/harassment** – 28 cases (13%). In 2024, calls for help from victims of Islamophobic violence and hate were the highest in CAIR-MA's 10-year history, a 65% increase from 2023. The dramatic increase in both numbers and the level of violence led to us publishing our first-ever mid-year report.<sup>1</sup> Unfortunately, too often these cases also presented policing issues, creating obstacles to justice for Muslim victims. See our special section, “Adding Insult to Injury: Second Class Victims,” on page 7.
- **Other Discrimination** – CAIR-MA received 37 calls (18%) about other types of religious discrimination, including bullying, doxxing, state and municipal actions, housing, law enforcement, prisoners' religious rights, public accommodations, and travel abuses.

<sup>1</sup> [bit.ly/MidYearReport24](https://bit.ly/MidYearReport24)



The MIT "Scientists Against Genocide" encampment (4/2024).



## Issues Outside Our Mission

We received 62 requests (30%) for legal assistance on matters that we do not handle, such as immigration and family law. This category, however, exemplifies the issues that Massachusetts Muslims are facing. For example, 19 people called for criminal defense representation, an unusually high number that reflected arrests at pro-Palestinian demonstrations and college encampments. We are also proud of the fact that the Muslim community often turns to CAIR-MA as a resource regardless of the legal issue. We make every effort to provide callers with an appropriate referral.

## Policy Advocacy & Education

Helping individuals was only part of our workload. CAIR-MA also consulted with state and federal officials about civil rights issues and were (and continue to be) involved in a major effort concerning the state's new antisemitism commission (see page 15). In addition, we created new Know Your Rights materials and programs in response to emerging needs (see page 18).



CAIR-MA Executive Director Tahirah Amatul-Wadud speaks at a Forum on Islamophobia Awareness organized by ICB-Wayland and the Office of Senator Jamie Eldridge.

The CAIR-MA-led Massachusetts delegation meets with the Office of Congresswoman Katherine Clark in D.C.





The CAIR-MA Legal Department (R-L): Barbara J. Dougan, Legal Director, and Mariam Aydah, Civil Rights Attorney.

## HATE CRIMES

**2024 was the worst year in CAIR-MA's history for Massachusetts Muslims.** We received 28 calls for help from victims of assaults (10), threats or harassment (15), and vandalism (3).<sup>2</sup> They were physically assaulted, stalked, menaced, threatened, spit upon, and even poisoned in 2024. Their property was vandalized, sometimes smeared with feces. This was the greatest number of calls for any year in our 10-year history and a 65% increase from 2023. Worse, the level of violence escalated, including attacks that required medical treatment.

<sup>2</sup> CAIR-MA does not include statements about the war in Gaza in its definition of a hate crime/harassment. We believe that all Americans, regardless of their views, have the right to speak out about political issues, especially those that are subject to intense international debate. We believe that all Americans have the same right to criticize a foreign government as the hard-fought right to criticize their own.

## What Is a Hate Crime?

**In Massachusetts, a hate crime is a criminal act committed against a person or property, which is motivated by bias or discrimination.**

The police typically decide whether to charge a crime as a hate crime after investigating what happened. The state offers a list of over 20 “bias indicators” to help them make their decision. For example, if someone physically attacks another person, it is classified as assault. However, if the attack was motivated by the victim’s religion, race, or another identity factor, the assault qualifies as a hate crime, which may result in additional legal penalties.

In addition, accurately naming this sort of violence as hate crimes creates accurate data on identity-based violence in Massachusetts. Proper classification

helps identify patterns of discrimination, allowing policymakers and community leaders to take meaningful action against rising hate and bias-related violence.

CAIR-MA considers the incidents described in this section to be hate crimes or potential hate crimes, based on the facts of the case and the victim’s perception of their assailant’s actions—even if law enforcement did not officially designate them as such. While we recognize that law enforcement may at times disagree with our assessments, we expect them to make their decisions after a thorough investigation.

## Special Section | Adding Insult to Injury: Second Class Victims

The crimes described on the next two pages illustrate an alarming trend of increased violence against Massachusetts Muslims. But they are only half of the story. Too often, victims encountered police responses that minimized or ignored the context of the harm done to them. **Not one of our cases was even investigated as a possible hate crime, let alone charged as such.** As a result, the data forwarded to the state<sup>3</sup> by local police departments grossly underrepresents the level of Islamophobic violence. Yet state policies may be implemented based on such inaccurate data.

<sup>3</sup> [www.mass.gov/doc/2023-massachusetts-hate-crime-report-0/download](http://www.mass.gov/doc/2023-massachusetts-hate-crime-report-0/download)



## HATE CRIME

## POLICE RESPONSE

**Hijab-Wearing Doctor  
Spat on Repeatedly**

A Muslim doctor wearing a hijab was approached by a man on her bus who **pulled down his mask and spat** large gobs of sputum at her before walking away. He did not target anyone else. The man was identified and arrested. CAIR-MA represented the doctor at a clerk-magistrate's hearing, where the assailant was charged with simple assault. The case is pending.

**Evidence of Hate Crime  
Withheld from Police Report**

The police officer told us that his report **omitted the fact that the victim is Muslim** because the perpetrator did not say anything - even though the officer should have known that slurs are only one indicator of a hate crime. He also **chose to withhold** the fact that the perpetrator wore a Star of David pendant because he "did not want to look biased."

**Muslim Worker Threatened and  
Violently Assaulted by Co-worker**

A Muslim woman who worked in a kitchen was repeatedly menaced by a co-worker who often called her a **"stupid Muslim b\*\*ch"** and **threatened to kill her**. The co-worker shoved her, causing her to burn her hand on a stove, and dropped heavy pans on her feet. The abuse culminated in an attack where the co-worker **beat the Muslim woman** and threw her against a steel railing, resulting in a shoulder injury and lacerations. The emergency room staff treating the woman urged her to call the police.

**Police Note Victim's Injuries  
but Refuse to Charge Perpetrator**

The police declined to interview the victim at the hospital, instead telling her to **come to the police station despite her injuries**. When she came to the station the next day, the police documented her injuries. But the perpetrator denied attacking the victim, so the police **refused to seek criminal charges**, citing "conflicting reports."

**Muslim Mother Assaulted  
at Child's Youth Sports Event**

A Muslim mother who was bringing her child to a youth sports event had an unpleasant encounter with hostile parents who parked next to her. She assumed the incident was over until she saw that the father had **"keyed" her car** and was leaving the scene. After she took a photo of his license plate, the man got out of his car, **grabbed the phone from her hands and threw it**, which broke the screen. The police came to the scene and spoke with the victim and the perpetrator.

**Charges Dismissed  
Without Victim's Knowledge**

The police applied for two misdemeanor charges of malicious damage of property, to be determined at a clerk-magistrate's hearing. When CAIR-MA inquired about the hearing date, we learned it had already been held and that the charges had been dismissed **without the victim's knowledge, testimony, or consent**. CAIR-MA obtained a court order to access the hearing records, which are not publicly available. We are currently investigating.

## HATE CRIME

**Muslim Man Harassed,  
Palestinian Flag Vandalized**

In a parking lot, two men **yelled slurs** at a Muslim man with a Palestinian flag on his truck. As he tried to drive away, the men, in separate cars, boxed him in. One man **spat on his window and tore off the flag**. The victim filmed the perpetrator's license plate, and the police identified him. The perpetrator not only admitted his actions, but expressed surprise that he would face consequences.

## POLICE RESPONSE

**Crime Classified as Minor Vandalism,  
Ignoring Evidence of Hate Crime**

The police applied for a misdemeanor charge of malicious damage of property. CAIR-MA represented the victim at a clerk-magistrate's hearing, where the perpetrator was charged. However, the case was **never investigated as a possible hate crime**, despite the obvious targeting of our client because of the Palestinian flag. Instead, the police report described the incident as "road rage." The case is pending.

**Muslim Woman's Car Rammed by  
Man Screaming Xenophobic Slurs**

A Muslim woman was waiting in a line of cars to exit a parking lot when another driver slowly **pushed her car across the pavement with his own**, as shocked bystanders watched. He repeatedly screamed, "You came from the wrong country! Go back to your country!" She was able to get a photograph of his license plate and reported the incident to the police.

**Police Identify Driver  
but Take No Action**

The police report labeled the incident as a "hit and run," but **not as a possible hate crime**, despite the language used and the fact that our client wears a hijab. The police were able to identify the driver by his license plate but took no further action.



CAIR-MA understands that not all cases involving Muslim victims or Islamophobic slurs will result in hate crime charges. But we expect that the police will at least consider that possibility and do the necessary investigation to make an informed decision. Public safety requires **non-partisan policing**, and we fear that too often, Muslims in Massachusetts are increasingly treated as second class victims.



## Violence in Our Public Schools

### **Muslim Student Attacked at School, Needed Surgery**

A quiet and unassuming high school student was often bullied by a classmate, who called him an “Arab b\*\*ch.” When the Muslim student refused the classmate’s demand for money, the classmate punched him in the face and slammed his head into a wall, resulting in a broken nose that required surgery as well as causing a possible concussion. The classmate was charged with extortion and assault and battery. CAIR-MA is representing the Muslim student during the prosecution of the case, which is pending in juvenile court. Fearing for their son’s safety if he returns to school, the victim’s parents enrolled him in online classes.

### **High School Student Assaulted**

A Muslim student was attacked in the cafeteria by a classmate who held him in a headlock and punched him until other students pulled the classmate off. The student sustained a concussion. This happened in the late spring, so CAIR-MA asked the school to bar the classmate from end-of-year activities

to ensure the student’s safety. The school would not do so but agreed that staff would be on alert for any problems. For its part, the local police declined to pursue criminal charges, telling CAIR-MA that it is their policy not to get involved in incidents between students, leaving the victim to pursue criminal charges on his own. The Muslim student chose not to pursue the matter.

### **Muslim Student Poisoned**

Another Muslim high school student was the victim of a crime CAIR-MA had never seen before: poisoning. A classmate known for bullying added rubbing alcohol to the Muslim student’s water bottle, which he drank from without knowing it had been tampered with. The student was rushed to the hospital, as ingesting isopropyl alcohol can result in serious, even lethal, injury. The perpetrator was prosecuted in juvenile court for assault and battery with a dangerous weapon. We advised the family on how they could transfer their son to a different school district, if they chose to do so.

## Violence & Harassment at Demonstrations

### Aggressive Pro-Israel Counter-Protesters

In the summer, we began to receive many complaints about a small group of extremely aggressive pro-Israel counter-protesters who were harassing “stand-outs” for Palestine in several towns. Video showed them screaming in the faces of those attending the vigils, sometimes with loudspeakers, often calling them rapists, and swinging large Israeli flags on flagpoles at them. Many of those attending the stand-outs worried about the likelihood of violence. Their worst fears were confirmed in September, when one of the counter-protesters shot a pro-Palestinian Jewish man who charged him.<sup>4</sup> The shooter is a well known agitator to stand-out participants for his menacing behavior.<sup>5</sup> He had posted a photograph of his handgun on social media with the caption, “Hey, Jew haters. Bring it.” He also posted photographs of those taking part in pro-Palestinian vigils, often women whom he identified by their names, locations, and other information.

- One Muslim woman who was doxxed by the shooter was worried about disruptions or harassment at an upcoming event she was organizing. CAIR-MA encouraged her to work with local police to ensure the safety of those attending the event. The police took her concerns seriously.
- We discussed with another Muslim woman, a professional who was doxxed by the shooter, her legal options in response to his social media posts that falsely accused her of antisemitism based on a presentation she gave on interpreting data. The shooter posted where she was employed, resulting in threats to her workplace, the need for extra security measures, and an extremely stressful time for the woman and her family.
- CAIR-MA advised various pro-Palestinian groups about how to provide their many videos of the shooter and his cohorts to the Middlesex District Attorney’s office without compromising their own safety.

<sup>4</sup> [apnews.com/article/newton-massachusetts-israel-rally-shooting-70e2fe06dd6fdd88ace2e47fe2b30f81](https://apnews.com/article/newton-massachusetts-israel-rally-shooting-70e2fe06dd6fdd88ace2e47fe2b30f81)

<sup>5</sup> [www.patriotledger.com/story/news/2024/09/13/scott-hayes-charged-newton-shooting-israel-palestine-jews-quincy-ma-god-bless-america-and-israel/75204820007](https://www.patriotledger.com/story/news/2024/09/13/scott-hayes-charged-newton-shooting-israel-palestine-jews-quincy-ma-god-bless-america-and-israel/75204820007)



# EMPLOYMENT DISCRIMINATION

## Kindergarten Teacher Falsely Accused of Antisemitism

CAIR-MA advised a Muslim kindergarten teacher about how to respond to unfounded allegations of antisemitism and complaints to her employer, made in response to her social media posts about the carnage in Gaza. She was profoundly hurt and insulted when a few parents questioned whether their children were safe in her care—because of her views, not her behavior—despite being a dedicated teacher at the school for many years.

## Doctor and Family Doxxed, Threatened

An online campaign accused a highly respected physician of antisemitism due to his social media posts about Gaza. It contacted his employer, demanding that he should be disciplined, and filed a complaint with the state board that oversees doctors, in an attempt to jeopardize his license to practice medicine. His critics also unleashed a torrent of false and vicious posts about the doctor,

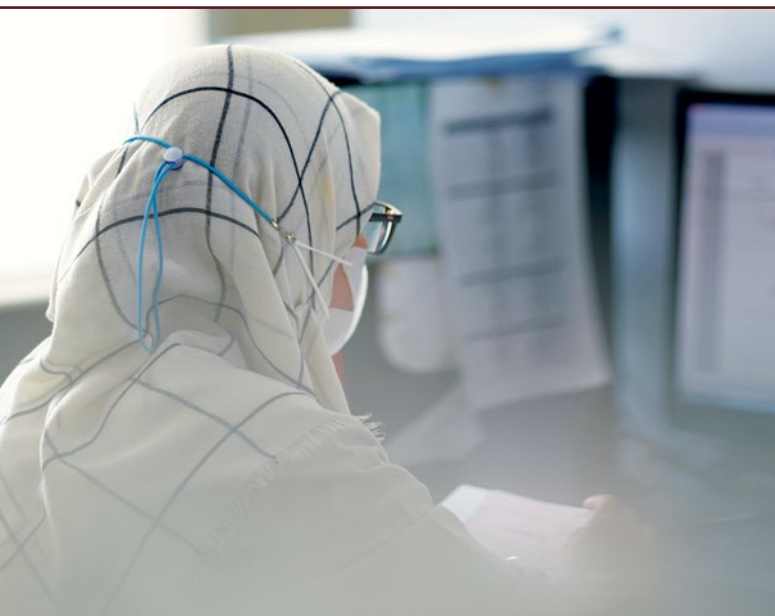
including photos of his family with the caption “It’s a Jew hater family,” causing the family to fear for their safety. Both professional complaints were dismissed, but the employer was forced to spend resources responding to them.

## Massachusetts Medical Society Pro-Israel Resolution Defeated

In May, Muslim medical students organized opposition to a proposed amendment to the Mass. Medical Society’s policies that would have 1) singled out Jewish doctors and medical students as deserving special protection, and 2) defined criticism of the Israeli government as antisemitism, potentially exposing medical professionals to censure or other penalties. CAIR-MA submitted testimony opposing the proposed policy. The medical society instead passed an alternative resolution, noting that religious discrimination is illegal already under state and federal law. As it turned out, this was only a precursor to the larger battle that would unfold with the creation of the state’s antisemitism commission (see page 15).

## Religious Holidays in the Workplace

On behalf of Muslim employees at a healthcare company, CAIR-MA wrote to their employer about how the lack of personal days forced them to use vacation time for religious holidays (which is allowed under Mass. law). We offered information about current human resources trends that favor floating holidays and how several local healthcare companies now use that model.



# EDUCATION DISCRIMINATION

## Second-Grader Physically Silenced by Teacher Over Palestine

A seven-year-old boy was upset when a teacher told him he would never be accepted at the Massachusetts Institute of Technology (MIT) because of his poor handwriting. He found a photograph of an MIT student holding a “Free Palestine” sign with handwriting similar to his own, but when he tried to tell his teacher, she clapped her hands over his mouth and told him to never again say the word “Palestine” because it might hurt his classmates’ feelings. She also struck him with a book. The teacher was temporarily suspended, but the parents still transferred their child to a different school to keep him safe.

## Palestinian Student Berated by School Official—For What Someone Else Did

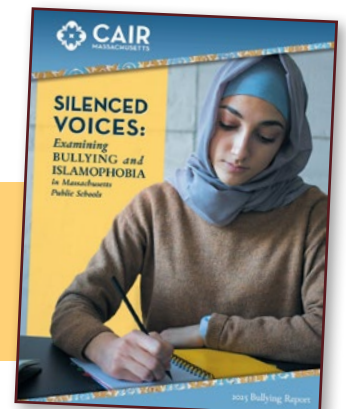
A Palestinian high school student was called into the office as a possible witness to an allegedly antisemitic text exchange between two girls, one of whom is Jewish. The school official went through the student’s phone and berated her for 20 minutes about antisemitism, even though the student was not accused of doing anything wrong. The distraught student, who began to cry, was



lectured that she should think about how the Jewish student might feel if she had loved ones in the Middle East (she did not) yet brushed aside the fact that the Palestinian student had in fact lost family members in Gaza.

## Middle School Student Questioned About Parents’ Politics, Citizenship

A school staff member questioned why a 13-year-old girl was wearing a “Palestine University” sweatshirt, telling her that it “made no sense because there’s no education there.” She also asked if the student’s parents were citizens and who they were voting for because, “as a Jewish mom, I’m concerned.” This brave girl asked CAIR-MA to connect her with other young activists who could help her feel comfortable standing up for her principles at school.



*For a more comprehensive picture of the experiences of Muslim public school students in Massachusetts, please read our **2025 Bullying Report**.<sup>6</sup>*

<sup>6</sup> [bit.ly/2025-bullying-report](https://bit.ly/2025-bullying-report)

# HOUSING DISCRIMINATION

## Palestinian Family Files Discrimination Case

CAIR-MA filed a housing discrimination case at the Mass. Commission Against Discrimination on behalf of a Palestinian family that was threatened with fines and legal action after they hung a Palestinian flag in their window, even though a neighbor was allowed to display several small Israeli flags on their property. We are negotiating a possible settlement with the condominium.

## GOVERNMENT ACTIONS

### Retaliation Against Constituent

In an egregious act of silencing, a U.S. Congressman's staff reported a Muslim mother to the Dept. of Children & Families for showing staff members photographs on her phone of the carnage in Gaza. Her 7-year-old son had accompanied her to the Congressman's office, but the child could not see the photographs. The mother was stunned to learn that a staff member then falsely accused her of "emotional abuse" of her child. Fortunately, DCF chose not to investigate the staff member's claim, but the complaint will remain in DCF's files for years. CAIR-MA wrote to the Congressman, expressing shock that his staff would retaliate against a constituent in such a manner. He defended the staff person's actions.

### Lawsuit Challenging Secret Watch List Moves Forward

In November, CAIR's national legal team came to Massachusetts to argue against the U.S. government's attempt to dismiss CAIR's challenge to the government's secret terrorism watch list that overwhelmingly targets Muslims. The lawsuit was filed in 2023 in Springfield's federal court by CAIR's national office, CAIR-MA, CAIR-Michigan, and CAIR-New Jersey.

When the federal judge issued his decision,<sup>7</sup> we learned that the government had not only sent the judge **secret information** but had asked the judge to make his decision without revealing that fact. The judge **rejected the government's request**, stating, "This is entirely contrary to the judiciary's history and tradition." Instead, the judge ruled that the secret information had to be shared with CAIR's lawyers, but no one else.



CAIR-MA's Tahirah Amatul-Wadud and Mariam Aydah joined Gadeir Abbas, CAIR Senior Litigation Attorney, at the federal courthouse in Springfield in November.

<sup>7</sup> [storage.courtlistener.com/recap/gov.uscourts.mad.261331/gov.uscourts.mad.261331.56.o.pdf](https://storage.courtlistener.com/recap/gov.uscourts.mad.261331/gov.uscourts.mad.261331.56.o.pdf)



The **Together for an Inclusive Massachusetts (TIM)** coalition includes representatives from CAIR-MA, Boston Workers Circle, Massachusetts Peace Action, Jewish Voice for Peace Boston, IfNotNow Boston, the National Lawyers Guild-MA, and many other organizations and individuals.

## Response to New State Commission on Antisemitism

CAIR-MA is a member of the steering committee for Together for an Inclusive Mass. (TIM), a coalition of Jewish, Muslim, Christian, labor, education, student, and civil rights groups that came together in response to the legislature's behind-the-scenes creation of the Special Commission on Combating Antisemitism.

While CAIR-MA condemns all forms of religious bias, we are alarmed that antisemitism is being treated as the most important, with calls for special protections, and that some commission members support **conflating criticism of Israel with antisemitism**.

We are working to ensure that the Commission's process is inclusive and transparent, and that any policy recommendations will be grounded in an anti-racist framework that does not pit one group against any other or trample on free speech.



CAIR-MA joined over 400 attendees in January for the Boston Central Library Interfaith Rally, to grieve lives lost and call for an immediate ceasefire.

# Together for an Inclusive Massachusetts (TIM)

## *A Timeline of Our Coalition's Advocacy Efforts in 2024*

1

### **Lobbying the Governor**

Initially, we urged the Governor to veto the language creating the Commission, which had been tacked onto the state budget without any public debate, but she signed it into law.

2

### **Promoting an Inclusive Framework & Transparency**

After the Commission was up and running, we met with legislative leadership and Commission members about the need to 1) address antisemitism within a framework that recognizes all forms of oppression as interrelated and based in white supremacy, and 2) open the Commission to public input.

3

### **Advocating for Diverse Representation**

We next met with the state entities that have a seat on the Commission, urging them to appoint representatives who reflect the diversity of thought within the Jewish community. Given the media's one-sided coverage of the war in Gaza, it was no surprise that many did not realize the extent of Jewish support for Palestinian human rights.

4

### **Securing a Voice Before the Commission**

By the end of 2024, we had succeeded in being allowed to testify in 2025 before the Commission on K-12 education and other issues.

Sana Fadel was awarded CAIR-MA's Steward of Justice Award at our Annual Banquet for her exemplary advocacy with the Together for An Inclusive Massachusetts coalition (11/2024).



# POLICY ADVOCACY

Much of our legal work involves using existing laws to protect and enforce the rights of Massachusetts Muslims. But effective advocacy also includes meeting with those who are responsible for creating or enforcing the policies that affect our community. In 2024, CAIR-MA weighed in on two state bills and an issue of local policing, and provided feedback on potential legislation on doxxing and hate crimes.

## School Dress Codes

We urged the state's House Ways & Means Committee to support a bill to protect students from being suspended or expelled due to dress code infractions. Unfortunately, the bill was not passed during the 2023-2024 legislative session, but it was refiled for the 2025-2026 session of the legislature.

## Facial Recognition Technology

CAIR-MA joined a letter from the ACLU of Massachusetts asking the House of Representatives to pass facial recognition technology reforms recommended by a bipartisan commission.

## Surveillance Cameras

We testified at a Cambridge City Council expressing our concern about how city-owned surveillance cameras were filming pro-Palestinian demonstrators outside an Israeli-based company that provides military technology and equipment.

## Possible Doxxing and Hate Crime Legislation

The Attorney General invited CAIR-MA and several other groups to preview and give our feedback on potential legislation on doxxing and hate crimes.

*For more on CAIR-MA's federal, state, and local policy advocacy work, please read our **2024 CAIR-MA Annual Report**.<sup>8</sup>*

<sup>8</sup> [www.cairma.org/annualreport2024](http://www.cairma.org/annualreport2024)



Not Another Bomb Rally at the Boston State House (8/2024).



# COMMUNITY EDUCATION & RESOURCES

## Information for College Activists

As college campuses became epicenter of opposition to the war in Gaza, CAIR-MA recognized the need to provide information and advice to pro-Palestinian activists. As a joint project with the Massachusetts chapter of the National Lawyers Guild,<sup>9</sup> we created new Know Your Rights materials, including a webinar, "Student Activism & College Disciplinary Hearings,"<sup>10</sup> that covered protests, doxxing, civil rights complaints, and disciplinary hearings; a guide<sup>11</sup> to college disciplinary hearings; a resource list;<sup>12</sup> and a list of lawyers who are willing to take disciplinary cases. We also published an article in the NLG's newsletter to help spread the word.

## "Know Your Rights" Training About Counter-Protesters

As a joint effort with the Massachusetts chapter of the National Lawyers Guild, CAIR-MA held a training on possible remedies for activists who are menaced and harassed by aggressive pro-Israel counter-protesters (see page 11). We explained the criminal charges that activists might seek, as well as possible civil remedies. These can be challenging conversations, as many activists are skeptical of the police. We urged them to demand that their tax dollars support non-partisan public safety services.



Ramadan 2024 in Milton, MA.

## Webinar for College Faculty/Staff Activists

As a follow-up to our efforts on behalf of pro-Palestinian college students (see above), CAIR-MA answered the demand for a similar program for faculty and staff at area universities, organized in conjunction with the National Lawyers Guild and the Mass. Employment Lawyers Association. Our speakers covered employment and labor law protections as well as academic freedom.

## Ramadan Resources

CAIR-MA works to educate and empower Massachusetts Muslims about their rights and the best ways to assert them *before* there is a problem. This allows our community to handle their own matters in a way they are most comfortable with, with the goal of avoiding the need for a lawyer. In 2024, we created Know Your Rights materials about Ramadan for employees<sup>13</sup> and parents with children in the public schools.<sup>14</sup> In addition, we sent our annual Ramadan letter reminding the 14 state prisons and 17 county jails of their legal obligations during Ramadan, especially concerning meals.

<sup>9</sup> [www.nlgmass.org](http://www.nlgmass.org)

<sup>10</sup> [www.youtube.com/watch?v=yHuYX9qXGGY](https://www.youtube.com/watch?v=yHuYX9qXGGY)

<sup>11</sup> [www.cairma.org/wp-content/uploads/2024/03/NLGMA-CAIRMA-Student-Discipline-KYR-3-4-24.pdf](http://www.cairma.org/wp-content/uploads/2024/03/NLGMA-CAIRMA-Student-Discipline-KYR-3-4-24.pdf)

<sup>12</sup> [www.cairma.org/resources-for-pro-palestinian-student-activists](http://www.cairma.org/resources-for-pro-palestinian-student-activists)

<sup>13</sup> [www.cairma.org/wp-content/uploads/2024/03/CAIR-MA-Ramadan-the-Workplace-3-13-24.pdf](http://www.cairma.org/wp-content/uploads/2024/03/CAIR-MA-Ramadan-the-Workplace-3-13-24.pdf)

<sup>14</sup> [www.cairma.org/wp-content/uploads/2024/03/CAIR-MA-Ramadan-2024-info-for-schools-3-1-24.pdf](http://www.cairma.org/wp-content/uploads/2024/03/CAIR-MA-Ramadan-2024-info-for-schools-3-1-24.pdf)

## AWARD RECIPIENT

### CAIR-MA Honored by National Lawyers Guild

In May, the Massachusetts chapter of the National Lawyers Guild honored CAIR-MA with its Rob Doyle Award for Excellence, in recognition of our fierce commitment to defending the civil rights of Muslims, whether at school, on the job, or in the streets. This recognition also served as a testament to the ongoing collaboration between CAIR-MA and the NLG on many fronts.

## ACKNOWLEDGMENTS

**CAIR-MA is grateful to the Rahman Family Internship Fund**, created by the Rahman family from the Greater Boston area, which provides funding for our legal interns. In exchange for our interns' invaluable help, we are proud to nurture the next generation of lawyers and community leaders.



**Ana Ali**, Northeastern University Law School



**Emma Hamilton**, University of Massachusetts School of Law



**Yasmin Khan**, University of Massachusetts School of Law



**Riya Paranjape**, University of Massachusetts School of Law



**Amaan Rahman**, University of Massachusetts School of Law

## HOW TO SUPPORT CAIR-MA

### GET INVOLVED

Sign up for our mailing list: [cairma.org](https://cairma.org)

Follow us on social media:

 [facebook.com/CAIRmassachusetts](https://facebook.com/CAIRmassachusetts)

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 [linktr.ee/CAIRma](https://linktr.ee/CAIRma)

### GIVE YOUR TIME

Volunteer or Intern with CAIR-MA:

[cairma.org/employment](https://cairma.org/employment)

### DONATE

Make a general donation to support our legal and advocacy work: [cairma.org/donate](https://cairma.org/donate)

### CONTACT US

Call us: **(617) 862-9159**

E-mail us: [info@ma.cair.com](mailto:info@ma.cair.com)

Visit our website: [cairma.org](https://cairma.org)

**On the back cover:** A glimpse from this summer's powerful advocacy event, 'Palestine Night at Fenway Park,' co-organized by CAIR-MA.



**Donate Today**

**[cairma.org](http://cairma.org)**

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