



## KNOW YOUR RIGHTS!

It is important that everyone is aware of their rights as a student, parent, employee, and community member. CAIR-Philadelphia will work with you to prevent or address inequality and discrimination within your school/workplace.

### AS A STUDENT, YOU HAVE THE RIGHT...

- To inform others about your religion.
- To pass out literature or speak to others about Islam, as long as it is not done in a disruptive manner.
- To wear religious clothing.
- To wear modest clothing and clothes with a religious message, as long as other clothes with messages are allowed.
- To organize student-led prayer on campus, as long as the service is not disruptive.
- To attend Friday prayer.
- The Supreme Court has upheld the right of states to allow students "release time" to attend religious services. It's best to coordinate this as schools want to ensure all students excused are going to a prayer and coming back safely.
- To be excused from school for religious holidays. You should inform the school that you will be absent.
- To form an extracurricular Muslim student group.
- To be free from bullying and a hostile environment.

If you are a victim of anti-Muslim bullying or name-calling, DO NOT respond with jokes or threats. If you experience bullying, have your parents file a complaint with school officials immediately so that a record is established, then contact CAIR-Philadelphia and set up a meeting with school officials.

**LEARN MORE ABOUT YOUR RIGHTS WITH  
POLICE, WHILE TRAVELING, AND MORE AT  
[PA.CAIR.COM/KYR](http://PA.CAIR.COM/KYR)**

اردو Somali دري فارسي پښتو босански বাংলা العربية

**Report Discrimination to CAIR-Philadelphia  
[PA.CAIR.COM/REPORT](http://PA.CAIR.COM/REPORT)**

[info@philadelphia.cair.com](mailto:info@philadelphia.cair.com) | 267-515-6710



### RESPONDING TO HATE CRIMES

- If you are being attacked or feel threatened, call 911 immediately.
- Seek medical and mental health care. Keep documents related to any treatment you receive.
- Document the incident. Write down what happened, language used, and if appropriate, take pictures and video.
- If you are in a non-urgent situation, and have concerns about your immigration status, please reach out to an immigration attorney for advice on how reporting may involve your immigration case.
- Report. To have the incident addressed, and to ensure others are not subjected to further harassment, report it to CAIR.

### YOUR RIGHTS AS AN EMPLOYEE

- Federal law makes it illegal for an employer to discriminate against an employee on the basis of religion, race or national origin. Title VII of the 1964 Civil Rights Act guarantees your right to:
- Reasonable religious accommodation. The failure of an employer to reasonably accommodate your religious practices may constitute employment discrimination. "Religious practices" include prayer breaks, wearing a beard or hijab, going to Friday prayers, going to Hajj, etc.
- Fairness in hiring, firing, and promotions. Your employer is prohibited from considering race, national origin or religion when making decisions affecting your work.
- A non-hostile work environment. Your employer must ensure that you are not subjected to anti-Muslim insults, harassment, or unwelcome and excessive proselytizing.
- Complain about discrimination without fear of retaliation. Federal law guarantees your right to report an act of alleged employment discrimination. It is illegal for your employer to retaliate against you for your complaint.