

## Anderson, Patrick (USMS)

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**From:** Weissman, Jill (USAEO) <Jill.Weissman@usdoj.gov>  
**Sent:** Tuesday, March 26, 2013 3:49 PM  
**To:** Anderson, Patrick (USMS)  
**Cc:** Fesak, Matthew (USAEO)  
**Subject:** Requests for Information  
**Attachments:** WKPRFLEijsLACrt03192013.doc; 20130326131705602.pdf - Adobe Acrobat Pro.pdf; Tips for IJ Speaking Engagements.pdf; Teaching Speaking Writing CFR.pdf

Hi Patrick:

Below are the Agency's responses to requests 1, 3, 5, 7, 8, 9, and 10. The Agency is still in the process of gathering the information regarding speaking engagements and the use of official title requested in numbers 2, 4 and 6 (it appears that the information requested in 4 is inclusive of the information requested in 2 and 6). However, as previously indicated, we are unable to identify these individuals' national origin or religion as the Agency does not collect that information. Similarly, although we can identify which of these employees have filed EEO complaints, we are unable to identify those who have engaged in other protected activity. We hope to have collected the information that is available by the end of next week.

Per your requests numbered 9 and 10, attached is the information regarding cases assigned to IJ Tabaddor involving Iranian nationals. The Agency has no means to identify these individuals' race, religion or protected EEO activity. Per your request, we have not redacted the names in response to request 9, but note that those names are confidential and we believe they should be redacted prior to inclusion in the investigative file.

Also attached is the workforce profile you requested for IJs in the Los Angeles Office in request 1. Identifying race as "Middle Eastern" or "Persian" is not an option, as this data is based upon the OPM voluntary reporting form which has very limited options (the only national origin category tracked on that form is "Hispanic"). Please note that if no response from an employee is on record, the system default is "White."

The EOIR policy regarding use of official title by Immigration Judges for speaking engagements is attached below, pursuant to request 3. I have also attached the federal regulation governing such requests pursuant to request 5. The Agency is unable to provide a response to request 7. There is no policy regarding "agency liability" when using official title.

In regard to request 8, there is no EOIR organization chart which would identify each of the approximately 1500 employees of the agency. Furthermore, the Agency has no means by which to identify the national origin or religion of all of its employees.

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**From:** Hunt, JuanCarlos (EOIR) [mailto:JuanCarlos.Hunt@usdoj.gov]  
**Sent:** Wednesday, March 20, 2013 2:58 PM  
**To:** Anderson, Patrick (USMS)  
**Subject:** Tabaddor EEO complaint (EOI-2013-00081)

Good afternoon Mr. Anderson,

I am writing because of a request you made to EOUSA attorney, Jill Weissman, seeking information for your investigation of Immigration Judge Tabaddor's EEO complaint (EOI-2013-00081). Other components within EOIR are providing your requested information to the extent EOIR has it; I intend to provide you information regarding the following:

Prior EEO activity

I informed attorney Weissman, the EEO Office can gather this information. However, as we started to work on this request, we encountered some questions given the uniqueness of the complaint. If you have a moment we would like to run them by you. Are you available to discuss this afternoon?

Organizational Charts

Attached are the organizational charts for EOIR and the ethics office (the latter of which is how to contact the ethics office). The organizational chart for OCIJ/the Los Angeles immigration court will be provided by another EOIR component. I note that the ethics document is current; however, at the time in question, Mr. Rosenblum was the Acting EEO Officer and I was the Deputy Designated Agency Ethics Official (DDAEO). Because I am now the EEO Director, I requested that another DOJ, EEO component investigate the case because I was the DDAEO when Mr. Rosenblum sent his responses to IJ Tabaddor. As the DDAEO, I should have been consulted by Mr. Rosenblum; I was not. In my opinion, had Mr. Rosenblum consulted me there would be no complaint, because I would not have approved his response because it is discriminatory. I do not want to submit the attached ethics office document and later be accused or have EOIR be accused of providing misleading information.

Sincerely,

JuanCarlos M. Hunt  
EEO & Diversity Programs Director  
Office of the Director  
Executive Office for Immigration Review  
United States Department of Justice