

JOINT PUBLIC STATEMENT
BY THE CAIR LEGAL DEFENSE FUND AND DELAWARE DEPARTMENT OF
SERVICES FOR CHILDREN, YOUTH AND THEIR FAMILIES

The CAIR Legal Defense Fund (CAIR LDF) and the Delaware Department of Services for Children, Youth and Their Families (DSCYF) are pleased to announce a settlement to the Complaint filed by Madinah Brown, Tia Mays, Shakeya Thomas, and Amida Abdallah. The complaint pertained to the availability of religious accommodations for employees of the hijab or khimar, a religious head covering worn by Muslim women. The mutually agreed upon settlement is not an admission by any party of wrongdoing.

DSCYF welcomes employees of all faiths and backgrounds. It does not seek to create hardship for its employees, particularly its Muslim employees who have sought to wear a hijab while working in a Division of Youth Rehabilitative Services secure care facility.

DSCYF's Division of Youth Rehabilitative Services has modified its Dress Code policies to clarify all employees may wear religious head coverings, including the hijab and khimar.

"The Department of Services for Children, Youth and Their Families proudly re-affirms that the agency welcomes employees from all backgrounds," said DSCYF Secretary Steven Yeatman. "We are appreciative of the continued dialogue with groups in our community who are equally committed to recognizing religious freedoms and traditions and prioritizing the safety of our employees. As before, we will continue to use our established processes to safely accommodate our employees' expressions of their religious faith."

"We welcome the steps the Delaware Department of Services for Children, Youth, and Their Families has taken to create a more inclusive and welcoming workplace for employees of all faiths." Said CAIR LDF attorney Zannah Ghalawanji. "Delaware has a vibrant Muslim community and we look forward to seeing its community's Muslim women continue to thrive in the workplace."

"Jacobs & Crumplar is honored to have been able to assist CAIR LDF and the plaintiffs in this matter to reach a settlement with DSCYF so that religious accommodations are available for all people of faith in the workplace." Said Attorney Patrick Gallagher of Jacobs & Crumplar, P.A.