



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Detroit Field Office

477 Michigan Avenue, Room 865
Detroit, MI 48226-9704
(313) 226-4600
TTY (313) 226-7599
FAX (313) 226-2778

Mr. Ali Aboubaker
2569 Sandalwood Circle
Ann Arbor, MI 48105

RE: Charge No: 471-2008-02649

Dear Mr. Aboubaker:

Enclosed is a copy of a determination by the District Director specifying that there is reasonable cause to believe that Title VII of the Civil Rights Act of 1964, as amended, has been violated in the matter referenced above. By law, we must attempt through conciliation to correct the effects of the illegal action.

The kinds of corrections proposed by the EEOC are specified on an attached document titled "Conciliation Agreement." The Respondent in this matter has been informed of this agency's interest in corrective action being taken. **The terms outlined are in no way final; they are subject to negotiation.** To that end, the Respondent has been advised to submit any counter proposals to me in writing. Upon receipt of these proposals (if any), I will discuss them with you. If we fail to resolve this matter through conciliation, you or this agency may proceed by initiating a lawsuit in Federal court against the Respondent.

Upon your acceptance of a proposal, I will reduce the terms to a final, standard conciliation agreement for signature by you, the Respondent's designated representative, and the District Director. The EEOC has the option of dismissing your case if you reject what is considered an offer of substantial relief. Prior to this occurring, you will be advised of the agency's position and given a final opportunity to accept the pending offer.

In order that this matter may be concluded within the next thirty to sixty days, I must know if you anticipate any prolonged absence which would make it impossible for me to reach you during that time.

Sincerely,

for Mark Ellison
Federal Investigator

10/5/09

Date

cc: Christine A. Green
900 Victors Way, Ste. 370
Ann Arbor, MI 48108



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Charge No.: 471-2008-02649

Mr. Ali Aboubaker
2569 Sandalwood Circle
Ann Arbor, MI 48105

Charging Party

and

County of Washtenaw
220 N. Main Street
Ann Arbor, MI 48104

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination on the merits of this charge.

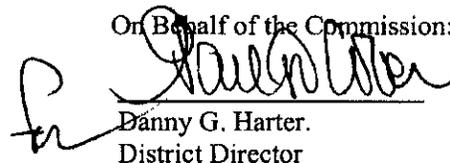
Respondent is an employer within the meaning of Title VII of The Civil Rights Act of 1964, as amended, and timeliness, deferral and all other requirements for coverage have been met.

The Charging Party alleges that he was subjected to race, religion, retaliation, national origin harassment, unfair treatment and discharge, in violation of Title VII of the Civil Rights Act of 1964, as amended. The Respondent denies the allegations. There is reasonable cause to believe that the Charging Party has been subjected to race, religion, retaliation, national origin harassment, unfair treatment and, in violation of Title VII of the Civil Rights Act of 1964, as amended. Like, related and growing out of the investigation, evidence reveals that Charging Party was subjected to retaliation in the form of a discharge.

When the Commission determines that there is reason to believe that violations have occurred, it shall endeavor to eliminate the alleged unlawful employment practices by informal methods of conference, conciliation and persuasion. Having determined that there is reason to believe that violations have occurred, the Commission now invites the parties to join with it in a collective effort toward a just resolution of this matter. A Conciliation Agreement containing the type of relief needed to remedy this violation is enclosed.

Disclosure of information obtained by the Commission during the conciliation process will be made in accordance with the Commission's Procedural Regulations. When the respondent declines to enter into settlement discussions, or when the Commission's representative for any other reason, is unable to secure a settlement acceptable to the office Director, the Director shall so inform the parties in writing and advise them of the court enforcement alternative available to the Charging Party, aggrieved persons, and the Commission.

10/5/09
Date

On Behalf of the Commission:

Danny G. Harter.
District Director



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Ali Aboubaker
2569 Sandalwood Circle
Ann Arbor, MI 48105

RE: Charge No: 471-2008-02649
Aboubaker v. County of Washtenaw

Dear Mr. Aboubaker:

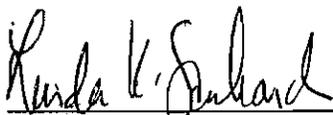
EEOC has determined that efforts to conciliate this charge have been unsuccessful. Title VII of the Civil Rights Act of 1964, as amended, requires that the Department of Justice (DOJ) bring suit against a government, governmental agency, or political subdivision. Accordingly, we are transmitting your case against the above named Respondent to the DOJ for possible litigation.

If the DOJ determines that it will bring a civil action under Title VII of the Civil Rights Act, you have a right to intervene in such an action. If DOJ determines that it will not bring a civil action under Title VII, you will be notified and receive a Notice of Right to Sue which will entitle you to sue the Respondent under Title VII on your own behalf.

Sincerely,

11/9/09

Date


to Danny G. Harter
District Director

cc: Thomas R. Wurst, Esq.
Miller Johnson
Calder Plaza Building
Suite 800
P.O. Box 306
Grand Rapids, MI 49501