



CAIR-MI

COUNCIL ON AMERICAN ISLAMIC RELATIONS MICHIGAN

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May 20, 2026

VIA ELECTRONIC MAIL ONLY

Michigan Department of Civil Rights
MDCr-INFO@michigan.gov

RE: Filing of Civil Rights Complaint- [REDACTED]

To Whom It May Concern:

Please be advised that the Council on American-Islamic Relations, Michigan Chapter (CAIR-MI), represents Mr. [REDACTED] regarding discrimination, harassment, and retaliation he experienced while employed as a Police Officer with the Eastpointe Police Department. Enclosed please find Mr. [REDACTED] formal complaint requesting investigation and relief under the Elliot-Larsen Civil Rights Act and Title VII of the Civil Rights Act of 1964.

We respectfully request that all future communications regarding this matter be directed to our office. Mr. [REDACTED] has authorized CAIR-MI to speak on his behalf and to receive all correspondence related to this complaint.

Please confirm receipt of the enclosed complaint. Should you require any additional information, we remain available to assist,

Best,

Amy V. Doukoure, Esq.
CAIR-MI Lead Staff Attorney

Michigan Department of Civil Rights
Complaint of Discrimination – Alaa Hussein

Complainant Information

Name: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] alaa.23@live.com

Respondent Information

Employer: Eastpointe Police Department

Address: 16083 E. 9 Mile Rd., Eastpointe, MI
48021

Supervisors Involved: Lt. Holish, Sgt. Piro

Co-Worker Involved: Officer Pulst

I. Basis of Complaint

I am filing this complaint based on:

- Religion (Islam)
- National Origin (Middle Eastern/Lebanese)
- Race/Ethnicity (Arab)
- Retaliation
- Harassment/Hostile Work Environment

This complaint alleges violations of the Elliot-Larsen Civil Rights Act and Title VII of the Civil Rights Act of 1964.

II. Statement of Facts

1. Anti-Muslim Slur by Officer Pulst

On or about March 8, 2026, while on duty at the Eastpointe Police Department, I overheard Officer Pulst say, “F*** all Muslims.” The statement was made loudly and in

the presence of Lt. Holish and Det. Burkel. Both acknowledges hearing it. I immediately reported the incident to Lt. Holish.

Lt. Holish failed to report the incident as required by department policy. When the department later learned of the slur, they initiated an investigation and disciplined Officer Pulst. After I reported the discrimination, I began experiencing retaliation and hostility from coworkers and supervisors. Moreover, it was only after an anyonomous tip was reported to CAIR-MI by one of my coworkers and they reached out regarding this incident, was it taken seriously and brought forth for investigation.

Despite having an affirmative duty to report the racist incident, Lt. Holis took no steps to report it, nor did he take any steps to initiate investigation or discipline for the abject violation of policy. Lt. Holish was never disciplined for his failure of duty to report this event.

1. Retaliation and Hostile Work Environment

Following my report, coworkers and supervisors began treating me differently. I became aware of comments circulating within the department that the department “doesn’t trust” me, that I was providing “Islamic protection,” and that I had made “terrorist threats.” These statements were false, discriminatory, and retaliatory. They created a hostile and intimidating work environment and damaged by professional reputation.

2. Harassment of My Wife at Her Business

On March 18, 2026, Sgt. Piro went to my wife’s ice cream shop while on duty and wearing his uniform. While there, he showed her a graphic video of a suicide, told her the department “doesn’t trust” me, and stated that he would have been the one to say the anti-Muslim slur. Additionally, upon entering the location and while addressing my wife, Sgt

Piro was flexing his biceps in a body building fashion and was calling out “daddy is here” repeatedly in a manner that was taken to be overtly sexual and offensive in nature.

His conduct caused her fear and distress and extended the hostile environment into my family’s place of business. Moreover, it appears that this event was in retaliation for my complaints related to the Anti-Muslim slur that was used and an attempt to send a message to me in retaliation for engaging in the protected activity of filing an internal complaint. This is especially true since Sgt. Piro was a supervising officer who outranked me.

3. Retaliation After I Confronted Sgt. Piro and Made a Formal Complaint

On March 24-25, 2026, I confronted Sgt, Piro and told him not to return to my wife’s business. Immediately following this encounter, I filed a formal complaint against Stg. Piro. Subsequent to my complaint, and in direct retaliation, Sgt, Piro filed a disciplinary complaint against me for “insubordination.” The timing of this complaint – immediately after I objected to his harassment – shows clear retaliation.

At the time of my meeting with Deputy Chief the very next morning, he indicated to me that he was surprised and was unaware of the event. Yet, paperwork provided during the disciplinary proceedings for “insubordination” claim that the complaint was made immediately after the incident. However, even Sgt. Piro’s narrative and the narrative of a witness to these events do not support this timing as it is indicated that immediately following the incident- Sg. Piro left for the day.

4. Hostile workplace and Disparate Treatment

After this series of events I took time leave from the department while the investigations against myself and Sgt. Piro were pending. I later learned that Sgt. Piro was disciplined with a one day suspension, but that he likely didn't actually serve that suspension. More troubling is that Sgt. Piro's suspension was not placed in the online system in the manner that is traditionally done for all disciplines in an effort to cover up his transgressions. Even more troubling is the fact that after this incident and conduct unbecoming of an officer, Sgt. Piro was quietly promoted thereby rewarding him for his bad behavior.

In contrast, I was found responsible for insubordination for advising Sgt. Piro to leave my family alone. When I attempted to use the appeal process to fight that finding and the subsequent punishment, the Chief of Police failed to properly meet and hear the appeal as he is required to do so in our union contract. Upon information and belief at no other time for similarly situated officers who were not Muslim and not Arab American did the Chief of Police fail in his duties to adhere to the union contract in the context of the appeal of a finding and discipline during the disciplinary process.

III. Legal Violations Alleged

I believe the Eastpointe Police Department violated:

- Elliot – Larsen Civil Rights Act – Religion Discrimination
- Elliot – Larsen Civil Rights Act – Hostile Work Environment
- Elliot – Larsen Civil Rights Act – Retaliation
- Elliot-Larsen Civil Rights Act- Disparate Treatment
- Title VII- Religious Discrimination
- Title VII- Hostile Work Environment

- Title VII- Retaliation

IV. Harm Suffered

As a result of the discrimination and retaliation, I have suffered:

- Emotional distress
- Fear for my safety and my family's safety
- Damage to my professional reputation
- A hostile and intimidating work environment
- Monetary damages in an amount equivalent to the time off for leave related to these incidents

V. Relief Requested

I respectfully request that MDCR:

1. Accept and investigate this complaint.
2. Determine that Respondent violated ELCRA and Title VII.
3. Require Respondent violated ELCRA and Title VII
4. Require Respondent to implement corrective action.
5. Provide any additional relief deemed appropriate.

Should you need any additional information or wish to discuss this matter further, your calls and emails are warmly received. We look forward to working with you on this matter.

Best Regards,



Amy V. Doukoure, Esq.
CAIR-MI Staff Attorney