

UNITED STATES DEPARTMENT OF JUSTICE
EXECUTIVE OFFICE FOR IMMIGRATION REVIEW
OFFICE OF THE CHIEF ADMINISTRATIVE HEARING OFFICER

NATASHA WILLIAMS,	)	
Complainant,	)	
	)	
	)	8 U.S.C. § 1324b Proceeding
v.	)	OCAHO Case No. 2025B00002
	)	
	)	
CISCO SYSTEMS, INC.,	)	
Respondent.	)	
	)	

Appearances: Natasha Williams, pro se Complainant
K. Edward Raleigh, Esq., and Anna I. Perina, Esq., for Respondent

ORDER GRANTING EXTENSION OF STAY

This case arises under the antidiscrimination provisions of the Immigration and Nationality Act (INA), as amended, 8 U.S.C. § 1324b. On October 1, 2024, Complainant Natasha Williams filed a complaint with the Office of the Chief Administrative Hearing Officer (OCAHO) against Respondent Cisco Systems, Inc. On November 29, 2024, Respondent filed an answer denying Complainant’s allegations.

On February 24, 2025, the Court held a prehearing conference in this case. During the prehearing conference, the Court stayed proceedings until April 10, 2025 to facilitate settlement negotiations. *See Williams v. Cisco Sys. Inc.*, 21 OCAHO no. 1628a (2025).

On April 10, 2025, the parties submitted a Joint Status Report stating that they “have conferred and believe continued discussions may be productive and lead to a mutually agreeable resolution.” Joint Status Report 1. The parties “request that the stay be extended until Tuesday, May 27, 2025 for further negotiations.” *Id.*

“OCAHO Rules do not provide specific standard for granting extensions, but the standard routinely applied is good cause.” *United States v. Black Belt Sec. & Investigations, LLC*, 17 OCAHO no. 1456c, 2 (2023). In this matter, the Court finds good cause to extend the stay. The parties have requested the extension to continue their negotiations and potentially reach a resolution.

The Court EXTENDS the stay of proceedings through May 27, 2025.

On or before May 27, 2025, the parties shall file a joint status report that advises the Court on the state of the parties' settlement discussions.

If the parties reach a settlement agreement by or prior to that date, they shall consult 28 C.F.R. § 68.14 concerning the methods by which they may request to leave the forum following settlement.

SO ORDERED.

Dated and entered on April 16, 2025.

Honorable John A. Henderson
Administrative Law Judge