

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

May 13, 2025

ZAJI OBATALA ZAJRADHARA,)	
Complainant,)	
)	
v.)	8 U.S.C. § 1324b Proceeding
)	OCAHO Case No. 2024B00011
)	
COSTA WORLD CORPORATION,)	
Respondent.)	
_____)	

Appearances: Zaji O. Zajrdhara, pro se Complainant
Stephen J. Nutting, Esq., for Respondent

CASE MANAGEMENT ORDER
(ACCEPTING ANSWER, DEFERRING SUMMARY DECISION MOTION, CONVERTING
TO ELECTRONIC FILING, CASE SCHEDULE)

I. PROCEDURAL HISTORY

This case arises under the employment discrimination provisions of the Immigration and Nationality Act (INA), as amended, 8 U.S.C. § 1324b. On October 17, 2023, Complainant, Zaji Obatala Zajradhara, filed a complaint with the Office of the Chief Administrative Officer (OCAHO), alleging Respondent discriminated against him and retaliated against him in violation of 8 U.S.C. § 1324b(a)(1) and (a)(5).

On April 16, 2024, the Court issued an Order to Show Cause – Jurisdiction & Deficient Complaint, ordering Complainant to submit a filing explaining why his national origin claim should not be dismissed for lack of subject matter jurisdiction and why his retaliation claim should not be dismissed for failure to state a claim. *Zajradhara v. Costa World Corp.*, 19 OCAHO no. 1546b, 3 (2024).¹

¹ Citations to OCAHO precedents reprinted in bound Volumes 1 through 8 reflect the volume number and the case number of the particular decision, followed by the specific page in that volume where the decision begins; the pinpoint citations which follow are thus to the pages, seriatim, of the specific entire volume. Pinpoint citations to OCAHO precedents subsequent to Volume 8, where the decision has not yet been reprinted in a bound volume, are to pages within the original issuances; the beginning page number of an unbound case will always be 1, and is

On December 12, 2024, the Court dismissed Complainant's retaliation claim without prejudice and gave Complainant an opportunity to amend the Complaint to demonstrate the Court had subject matter jurisdiction over his national origin claim. *Zajradhara v. Costa World Corp.*, 19 OCAHO no. 1546b, 2-4 (2024). On December 24, 2024, Complainant submitted filing responsive to that Order. Because his filing did not address national origin discrimination, the Court dismissed his national origin claim without prejudice on February 6, 2025. *Zajradhara v. Costa World Corp.*, 19 OCAHO no. 1546d, 1-2 (2025). It then set an answer deadline of April 18, 2025. *Id.* at 2.

On April 17, 2025, Respondent submitted its Answer and Motion for Summary Decision.

On the same day, Complainant provided three filings which he titled: Complainant's Response to Respondent's Answer and Motion for Summary Decision, Supra Motion to Demonstrate Validity of Complainant's Employment Application, and Second Supra Motion: Costa World Corporation's Financial Incapacity to Pay a Worker.

II. STATUS OF FILING

A. The Court Accepts Respondent's Answer

Generally, answers are due within 30 days of service of the complaint, 28 C.F.R. § 68.9(a).² Here, the procedural posture of the case caused the Court to set an answer deadline of April 18, 2025, which functionally overrides the default deadlines provided in regulation. *See* 28 C.F.R. § 68.28(a) (outlining the powers of presiding Administrative Law Judges) Specifically, it is appropriate for the Court to delay an answer deadline when the contents of a complaint remain at issue.

B. The Court Defers Adjudicating Motion for Summary Decision

Respondent filed a Motion for Summary Decision along with its Answer. The parties have yet to be provided with an opportunity to engage in discovery. Mindful of ensuring the Complainant has equal access to relevant evidence and information, the Court will defer ruling on this Motion for Summary Decision until after discovery (see Case Schedule below) has closed. Respondent may revise its submission by the summary decision deadline if it so desires. Any Response from Complainant is due 30 days after the summary decision deadline.

accordingly omitted from the citation. Published decisions may be accessed in the Westlaw database "FIMOCAHO," or in the LexisNexis database "OCAHO," or on the website at <https://www.justice.gov/eoir/office-of-the-chief-administrative-hearing-officer-decisions>.

² OCAHO Rules of Practice and Procedure, 28 C.F.R. pt. 68 (2024). The rules are also available through OCAHO's webpage on the United States Department of Justice's website. *See* <https://www.justice.gov/eoir/office-of-the-chief-administrative-hearing-officer-regulations>.

III. OCAHO RESOURCES

OCAHO's published decisions (organized by volume)³ and cumulative topical index⁴ are available on OCAHO's website. Parties may also find OCAHO's Practice Manual online.⁵

IV. CASE CONVERTED TO ELECTRONIC FILING

These parties are located in the Commonwealth of the Northern Marianas Islands, and both have demonstrated access to sending and receiving electronic filings and orders. The Court will convert this case to electronic filing, utilizing the email addresses listed in the Certificate of Service. This means all orders will be served only electronically, and parties must file matters with the Court electronically. Parties must still include a Certificate of Service with any filing (and that Certificate must indicate the method of service on the opposing party).

V. CASE SCHEDULE

The Court sets the following schedule:

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| • Discovery closes (discovery motions due): | September 2, 2025 |
| • Dispositive motions due: | October 27, 2025 |
| • Responses to dispositive motions due: | 30 days after dispositive motion filed |
| • Tentative Hearing: | February 2026 in Saipan |

SO ORDERED.

Dated and entered on May 13, 2025.

Honorable Andrea R. Carroll-Tipton
Administrative Law Judge

³ See <https://www.justice.gov/eoir/office-of-the-chief-administrative-hearing-officer-decisions>.

⁴ See <https://www.justice.gov/eoir/page/file/1572986/download>.

⁵ See <https://www.justice.gov/eoir/reference-materials/ocaho>.