

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 SECOND 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 to facilitate settlement negotiations. *See Williams v. Cisco Sys. Inc.*, 21 OCAHO no. 1628a (2025).

On May 27, 2025, the parties submitted a Joint Status Report indicating that they are in the process of exchanging settlement offers encompassing both this litigation and related civil litigation; they request an extension of the stay. Second Joint Status Report 1-2.

“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 a second time. The parties have requested the extension to continue their negotiations and potentially reach a resolution.

The Court EXTENDS the stay of proceedings through July 18, 2025.

On or before July 18, 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 June 16, 2025.

Honorable John A. Henderson
Administrative Law Judge