

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

September 15, 2026

JOHN WEIS,	)	
	)	
Complainant,	)	
	)	
v.	)	8 U.S.C. § 1324b Proceeding
	)	
	)	OCAHO Case No. 2026B00058
	)	
SERVICENOW, INC.,	)	
	)	
Respondent.	)	
_____	)	

Appearances: John Weis, pro se Complainant

ORDER TO SHOW CAUSE

This case arises under the antidiscrimination provisions of the Immigration and Nationality Act (INA), as amended, 8 U.S.C. § 1324b. On July 24, 2026, Complainant, John Weis, filed a complaint with the Office of the Chief Administrative Hearing Officer (OCAHO). The Complainant alleges that Respondent, Servicenow Inc., violated 8 U.S.C. § 1324a(a)(1)(B).

OCAHO sent the Respondent a Notice of Case Assignment (NOCA) accompanied by a copy of the Complaint filed against Respondent on **August 6, 2026** via certified U.S. mail. In the NOCA, Respondent was directed to file an answer to the complaint within 30 calendar days of receipt of the Complaint. The NOCA further informed Respondent that failure to file a response in this matter may lead to default, with instructions that proceedings in this forum are generally governed by OCAHO's Rules of Practice and Procedure for Administrative Hearings as found in 28 C.F.R. part 68¹.

¹ The OCAHO Practice Manual is found on the Department of Justice website at justice.gov/eoir/reference-materials/ocho .

The OCAHO Regulations governing this forum including 28 C.F.R Part 68, 28 C.F.R. Part 44, 8 C.F.R. Part 274a, 8 C.F.R. Part 270, and the Administrative Procedures Act is found at the Department of Justice website at justice.gov/eoir/office-of-the-chief-administrative-hearing-officer-regulations .

The U.S. Postal Service website shows that the NOCA accompanied by the Complaint was served on Respondent on **August 10, 2026 at approximately 9:54 AM**. Respondent's 30 calendar day deadline to file the answer was **September 9, 2026**. *See* 28 C.F.R. § 68.9(a). To date, Respondent has not filed an answer.

Pursuant to the OCAHO Rules of Practice and Procedure, in order for a party to contest a material fact alleged in the complaint or a penalty assessment, an answer must be filed by the Respondent. *See* 28 C.F.R. § 68.9(c).

When a Respondent fails to file an answer within the 30 calendar day deadline, this failure may be deemed to "constitute a waiver of his or her right to appear and contest the allegations of the complaint. The Administrative Law Judge may enter a judgment by default." *See* 28 C.F.R. § 68.9(b). "If a default judgment is entered, the request for hearing is dismissed, AND judgment is entered for the complainant without a hearing." *Nickman v. Mesa Air Grp.*, 9 OCAHO no. 1106, 1 (2004).

The Court ORDERS Respondent, Servicenow, Inc., to file an answer pursuant to 28 C.F.R. § 68.9(c), within 21 calendar days of the date of this Order.

The Court FURTHER ORDERS Respondent, Servicenow, Inc., to file within 21 calendar days of the date of this Order, a submission demonstrating good cause for its failure to file a timely answer with the Court.

Pursuant to 28 C.F.R. § 68.37(b)(1), Respondent is placed on notice that its continued failure to file a response to the complaint may result in this Court finding that Respondent has abandoned its request for a hearing, resulting in a default judgment entered for the Complainant without a hearing.

SO ORDERED.

Honorable Paul M. Marian
Administrative Law Judge