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

October 27, 2026

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

Appearances: John Weis, pro se Complainant
Dianne L. Sweeney, Esq., for Respondent

ORDER GRANTING JOINT MOTION FOR DISMISSAL WITH PREJUDICE – FINAL ORDER

I. PROCEDURAL HISTORY

This case arises under the antidiscrimination provisions of the Immigration and Nationality Act (INA), as amended, 8 U.S.C. § 1324b. Complainant, John Weis, filed a complaint with the Office of the Chief Administrative Hearing Officer (OCAHO) on **July 24, 2026**. Complainant alleges that Respondent violated 8 U.S.C. § 1324b(a)(1). On **September 15, 2026,** the Court issued an Order to Show Cause after not receiving an answer from Respondent. On **September 25, 2026,** Respondent filed a submission to show good cause alongside a motion for enlargement of time to file an answer. The Court found good cause to discharge its prior order to show cause and granted an enlargement of 30 calendar days for the filing of the answer. On **October 26, 2026,** a joint motion for dismissal with prejudice was filed.

II. REVIEW OF THE JOINT MOTION

The joint motion is filed by Mr. John Weis, the Complainant, and Ms. Dianne L. Sweeney, Esq., on behalf of the Respondent, Servicenow, Inc.

The first paragraph of the joint motion informs the Court that the parties "*have entered into a settlement agreement that contains mutual releases that fully resolves this action*." (Joint Mot. for Dismissal with Prejudice 1).

The joint motion's second paragraph states that "*pursuant to 28 C.F.R. § 68.14(a)(2), the Parties have agreed to dismissal of this action with prejudice and respectfully request that the Court approve dismissal*." *Id*.

The joint motion's third paragraph states that "*each party shall bear its own attorney's fees and costs*." *Id*.

III. MOTION GRANTED; CASE DISMISSED WITH PREJUDICE

The joint motion for dismissal is filed pursuant to 28 C.F.R. § 68.14(a)(2) which states that when a settlement agreement is reached, the parties shall "*[n]otify the Administrative Law Judge that the parties have reached a full settlement agreement and agreed to dismissal of the action. Dismissal of the action shall be subject to the approval of the Administrative Law Judge, who may require the filing of the settlement agreement*."

Here, the parties have informed the Court that a full settlement agreement has been reached resulting in the joint request for the dismissal with prejudice of the case, in addition to a request that each party bear their respective attorney's fees and costs. While the settlement agreement may be required, the Court exercises its discretion in declining to do so in this case based upon the parties' representations of due consideration of the issues resulting in the full resolution of the case. The Court finds that the joint motion complies with the regulatory requirements of 28 C.F.R. § 68.14(a)(2).

Based upon the parties' compliance with the regulatory requirements, their joint motion is GRANTED, and the case is hereby DISMISSED with prejudice.

Per the joint motion's request, each party shall bear its own attorney's fees and costs.

SO ORDERED.

Honorable Paul M. Marian
Administrative Law Judge

Appeal Information

This order shall become the final agency order unless modified, vacated, or remanded by the Attorney General. Provisions governing the Attorney General's review of this order are set forth at 28 C.F.R. pt. 68. Within sixty days of the entry of an Administrative Law Judge's final order, the Attorney General may direct the CAHO to refer any final order to the Attorney General for review, pursuant to 28 C.F.R. § 68.55.

Any person aggrieved by the final order has sixty days from the date of entry of the final order to petition for review in the United States Court of Appeals for the circuit in which the violation is alleged to have occurred or in which the employer resides or transacts business. See 8 U.S.C. § 1324b(i)(1); 28 C.F.R. § 68.57. A petition for review must conform to the requirements of Rule 15 of the Federal Rules of Appellate Procedure.