



Lemont High School

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Dr. Matt Maxwell, Superintendent

Eric Michaelsen, Principal



Exemplary High Performing School • 2017 National Blue Ribbon Schools Program

Via Email

June 17, 2026

W (AACL)

Michael A. Ayele

P.O.Box 20438

Addis Ababa, Ethiopia

E-mail: waac13@gmail.com ; waac1313@gmail.com ; waac142913@gmail.com

Re: Illinois FOIA Request - 5 ILCS 140/1

Dear W:

This letter is in response to your Freedom of Information Act (FOIA) request dated June 16, 2026, and received in my office on June 16, 2026.

In your letter you requested the following:

I) Requested Records

What I am requesting for prompt disclosure are records in your possession detailing your discussions about [1] the term "xenophobia" (i) deriving from two Greek terms: xenos, which can be translated as either "stranger" or "guest," and phobos, which means either "fear" or "flight;" (ii) meaning fear and hatred of strangers or foreigners, or of anything that is strange or foreign; [iii] [2] Immigrant Heritage Month as an event that began in June 2014 to shine a spotlight on the xenophobia encountered by first-generation American immigrants; [3] the manner in which your school district has commemorated Immigrant Heritage Month beginning June 1, 2014; [4] the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan (i) by holding formal written communications with Michael A. Ayele (a.k.a.) W between December 22, 2021 and December 28, 2021; (ii) without formally recognizing that sexual harassment at the workplace is a factor increasing the risk of murder; (iii) without formally recognizing that the sexual harassment of female employees in the food and service sector is illegal under Title VII of the 1964 and 1991 Civil Rights Act; (iv) without formally recognizing that the murder of Delfina Pan could have been prevented if there had been stronger enforcement of laws that prohibit the sexual harassment of women at the workplace; [5] Michael A. Ayele (a.k.a.) W as a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if (i) there was stronger enforcement of the provisions of Title VII of the 1964 and 1991 Civil Rights Act which prohibit sexual harassment at the workplace; (ii) complaints of sexual harassment filed with the Equal Employment Opportunity Commission (EEOC) or a related Fair Employment Practice Agency (FEPA) were not routinely trivialized, reframed or dismissed altogether; (iii) the EEOC (and related FEPA) did not routinely engage in conducting shamolic "investigations" when a complaint of sexual harassment is filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act; (iv) the EEOC (and related FEPA) actually took complaints of sexual harassment seriously; (v) the EEOC (and related FEPA) didn't routinely destroy (from federal and state records) complaints of employment discrimination filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act; (vi) the EEOC (and related FEPA) actually published on their

websites the complaint of employment discrimination they have processed alongside all accompanying documents that are favorable and unfavorable to the respondent who has been charged with a complaint of employment discrimination; (vii) the EEOC (and related FEPA) enabled the American public (and American immigrants) to make up their own minds as to whether a complaint of employment discrimination was processed in accordance with Title VII of the Civil Rights Act; (viii) the EEOC (and related FEPA) enabled the American public (and American immigrants) to make up their own minds on a complaint of employment discrimination by examining all the evidence that is submitted by the complainant and the respondent to the complaint; (ix) the EEOC (and related FEPA) treated the American public (and American immigrants) like adults capable of understanding that working people want to be able to earn a living, without being sexually harassed at the workplace; (x) the EEOC (and related FEPA) treated the American public (and American immigrants) like adults capable of understanding that Black / African American people don't want to be referred to as "N****rs" at the workplace or elsewhere; [6] the decision of internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo to filter and distort Michael A. Ayele (a.k.a.) W's written publications on immigration-related unfair employment practices by generating unwelcome and unapproved queries such as "Michael Ayele immigration," "Michael Ayele immigration case," "Michael Ayele immigration reform," "Michael Ayele IRCA," "Mike Ayele alumni," "Michael Ayele alumni," "Mike Ayele Jessica Alba," "Michael Ayele Jessica Alba;" [7] Exodus 12:49 decreeing as follows: "The same law should apply to both the native-born and the foreigner residing among you;" [8] Exodus 23:9 decreeing as follows: "Do not oppress a foreigner because you yourselves know how it feels to be foreigners;" [9] Leviticus 19:34 decreeing as follows: "The foreigner residing among you must be treated as your native-born. Love the foreigner as you love yourself;" [10] Deuteronomy 10:18 decreeing as follows: "God loves the cause of the orphan and the widow. God also loves the foreigner."

Response to request:

In response to your requests, the District does not have any records in its possession or control pertaining to those items.

As Superintendent and one of the FOIA Officers for the District, I am responsible for granting and denying requests for records under the FOIA. The District's responses contained in this letter intend to be fully responsive to your specific request. If I have misinterpreted your request, please clarify your request in writing to me. In the event your request has been denied by a District Freedom of Information Officer, you may appeal this decision to the Illinois Attorney General -Public Access Counselor, 500 S. 2nd Street, Springfield, Illinois 62701, (877) 299-3642 [public.access@ilag.gov]. You may also appeal this decision by filing suit for injunctive relief in the circuit court.

If you should have further questions, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Matt Maxwell". The signature is written in a cursive, flowing style.

Dr. Matt Maxwell
Superintendent
Lemont High School District 210



Carolyn Stelter <cstelster@lhs210.net>

FOIA Request - 5 ILCS 140/1

Michael Ayele <waacl13@gmail.com>

Tue, Jun 16, 2026 at 4:33 AM

To: cstelter@lhs210.net, mmaxwell@lhs210.net, "thamilton@lhs210.net"
<thamilton@lhs210.net>

Cc: "Michael Ayele (W)" <waacl13@gmail.com>

W (AACL) Date.:
Tuesday, June 16, 2026
Michael A. Ayele
P.O.Box 20438
Addis Ababa, Ethiopia
Email: waac13@gmail.com ; waac1313@gmail.com
; waac142913@gmail.com

Freedom of Information Act
(FOIA) Request

Hello,

This is Michael A. Ayele sending this message, though I now go by W (and I prefer to be referred to as such). I am writing this letter for the purpose of filing a FOIA request with Lemont High School. The bases for this non-commercial records request are [1] the decision of the United States government to designate the month of June as Immigrant Heritage Month ^[i] and [2] the November 29, 2021 employment-related murder of Delfina Pan in the City of Miami Beach, Florida. ^[ii]

I) Requested Records

What I am requesting for prompt disclosure are records in your possession detailing your discussions about [1] the term "*xenophobia*" (i) deriving from two Greek terms: *xenos*, which can be translated as either "stranger" or "guest," and *phobos*, which means either "fear" or "flight;" (ii) meaning fear and hatred of strangers or foreigners, or of anything that is strange or foreign; ^[iii] [2] Immigrant Heritage Month as an event that began in June 2014 to shine a spotlight on the xenophobia encountered by first-generation American immigrants; [3] the manner in which your school district has commemorated Immigrant Heritage Month beginning June 1, 2014; [4] the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan (i) by holding formal written communications with Michael A. Ayele (a.k.a.) W between December 22, 2021 and December 28, 2021; (ii) without formally recognizing that sexual harassment at the workplace is a factor increasing the risk of murder; (iii) without formally recognizing that the sexual harassment of female employees in the food and service sector is illegal under Title VII of the 1964 and 1991 Civil Rights Act; (iv) without formally recognizing that the murder of Delfina Pan could have been prevented if there had been stronger enforcement of laws that prohibit the sexual harassment of women at the workplace; [5] Michael A. Ayele (a.k.a.) W as a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee

(listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if (i) there was stronger enforcement of the provisions of Title VII of the 1964 and 1991 Civil Rights Act which prohibit sexual harassment at the workplace; (ii) complaints of sexual harassment filed with the Equal Employment Opportunity Commission (EEOC) or a related Fair Employment Practice Agency (FEPA) were not routinely trivialized, reframed or dismissed altogether; (iii) the EEOC (and related FEPA) did not routinely engage in conducting shambolic "investigations" when a complaint of sexual harassment is filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act; (iv) the EEOC (and related FEPA) actually took complaints of sexual harassment seriously; (v) the EEOC (and related FEPA) didn't routinely destroy (from federal and state records) complaints of employment discrimination filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act; (vi) the EEOC (and related FEPA) actually published on their websites the complaint of employment discrimination they have processed alongside all accompanying documents that are favorable and unfavorable to the respondent who has been charged with a complaint of employment discrimination; (vii) the EEOC (and related FEPA) enabled the American public (and American immigrants) to make up their own minds as to whether a complaint of employment discrimination was processed in accordance with Title VII of the Civil Rights Act; (viii) the EEOC (and related FEPA) enabled the American public (and American immigrants) to make up their own minds on a complaint of employment discrimination by examining all the evidence that is submitted by the complainant and the respondent to the complaint; (ix) the EEOC (and related FEPA) treated the American public (and American immigrants) like adults capable of understanding that working people want to be able to earn a living, without being sexually harassed at the workplace; (x) the EEOC (and related FEPA) treated the American public (and American immigrants) like adults capable of understanding that Black / African American people don't want to be referred to as "N****rs" at the workplace or elsewhere; [6] the decision of internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo to filter and distort Michael A. Ayele (a.k.a.) W's written publications on immigration-related unfair employment practices by generating unwelcome and unapproved queries such as "Michael Ayele immigration," "Michael Ayele immigration case," "Michael Ayele immigration reform," "Michael Ayele IRCA," "Mike Ayele alumni," "Michael Ayele alumni," "Mike Ayele Jessica Alba," "Michael Ayele Jessica Alba;" [7] Exodus 12:49 decreeing as follows: "The same law should apply to both the native-born and the foreigner residing among you;" [8] Exodus 23:9 decreeing as follows: "Do not oppress a foreigner because you yourselves know how it feels to be foreigners;" [9] Leviticus 19:34 decreeing as follows: "The foreigner residing among you must be treated as your native-born. Love the foreigner as you love yourself;" [10] Deuteronomy 10:18 decreeing as follows: "God loves the cause of the orphan and the widow. God also loves the foreigner."

II) Request for a Fee Waiver and Expedited Processing

Expedited processing for this request is justified because:

1. During a May 16, 2023 interview on MSNBC, Jessica Alba had recognized that she was previously subjected to sexism and xenophobia because of her Mexican-American heritage. In that same interview, Jessica Alba had also acknowledged that she was previously labelled "*delusional*" and "*paranoid*" for speaking out and taking action against the sexism and xenophobia she experienced. ^[iv]

2. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believed Jessica Alba when she came out on (or around) May 16, 2023 to expose the sexism and xenophobia she experienced.

3. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believed Jessica Alba when she said (in the month of May 2023) that she was labelled as "*delusional and paranoid*" for speaking out and taking action against sexism and xenophobia.

4. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believes that Jessica Alba was labelled "*delusional and paranoid*" as a form of retaliation for speaking out and taking action against the sexism and xenophobia she experienced.

5. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believes that there is a systemic form of sexism and xenophobia which targets Hispanic women based on (i) his correspondence with the City of Miami Beach, Florida about the November 29, 2021 employment related murder of Delfina Pan; (ii) what Jessica Alba said on (or around) May 16, 2023 about what she has gone through in her lifetime.

6. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believes that the underlying cause of Delfina Pan's November 29, 2021 murder is a

work-culture environment that said nothing when she was being sexually harassed.

7. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who believes that the underlying cause of Delfina Pan's November 29, 2021 murder is a work culture environment that was complicit in the sexual harassment she suffered.

8. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who was unpersuaded by the City of Miami Beach, Florida December 22, 2021 claim that there's absolutely no sexism and no xenophobia within the City of Miami Beach, Florida.

9. Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri healthcare government employee who felt disappointed by the decision of the City of Miami Beach, Florida to process the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan without formally recognizing that (i) sexual harassment at the workplace is a factor increasing the risk of murder; (ii) the sexual harassment of female employees in the food and service sector is illegal under Title VII of the 1964 and 1991 Civil Rights Act; (iii) that the murder of Delfina Pan could have been prevented if there had been stronger enforcement of laws that prohibit the sexual harassment of women at the workplace.

10. In their book entitled "*She Said,*" New York Times journalists Megan Twohey and Jodi Kantor had dedicated a whole chapter on "*How to Silence a Victim.*" In that chapter of their book, Megan Twohey and Jodi Kantor had recognized that (i) complaints of sexual harassment filed with the Equal Employment Opportunity Commission (EEOC) or a related Fair Employment Practice Agency (FEPA) are routinely trivialized, reframed, or dismissed altogether; (ii) the EEOC (and related FEPAs) routinely engaged in conducting shambolic "*investigations*" when a complaint of sexual harassment is filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act; (iii) the EEOC and related FEPAs frequently don't take complaints of sexual harassment seriously; (iv) the EEOC (and related FEPAs) routinely destroy (from federal and state records) complaints of employment discrimination filed pursuant to Title VII of the 1964 and 1991 Civil

Rights Act; (v) the EEOC and related FEPAs need to publish on their websites the complaint of employment discrimination they have processed alongside all accompanying documents that are favorable and unfavorable to the respondent who has been charged with a complaint of employment discrimination; (vi) the EEOC (and related FEPAs) need to enable the American public (and American immigrants) to make up their own minds as to whether a complaint of employment discrimination was processed in accordance with Title VII of the Civil Rights Act; (vii) the EEOC (and related FEPAs) need to enable the American public (and American immigrants) to make up their own minds on a complaint of employment discrimination by examining all the evidence that is submitted by the complainant and the respondent to the complaint; (viii) the EEOC (and related FEPA) need to treat the American public (and American immigrants) like adults capable of understanding that working people want to be able to earn a living without being sexually harassed at the workplace. ^[V]

11. The requested records will shed light about the manner in which internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo have filtered and distorted Michael Ayele (a.k.a.) W's key questions on Title VII of the 1964 and 1991 Civil Rights Act. ^[vi]

The public has a compelling and legitimate interest in this information because:

1. When designating the month of June 2015 as Immigrant Heritage Month, President Barack Obama had recognized that *"one of the remarkable things about America is that nearly all of our families originally came from someplace else. We're a nation of immigrants. It's a source of our strength and something we all can take pride in. And this month – Immigrant Heritage Month – is a chance to share our American stories. (...) This month, I'm inviting you to share your story, too. Just visit **whitehouse.gov/NewAmericans**. We*

want to hear how you or your family made it to America – whether you're an immigrant yourself or your great-great-grandparents were. (...) Last fall, I took action to provide more resources for border security; focus enforcement on the real threats to our security; modernize the legal immigration system for workers, employers, and students; and bring more undocumented immigrants out of the shadows so they can get right with the law. Some folks are still fighting against these actions. I'm going to keep fighting for them. Because the law is on our side. It's the right thing to do. And it will make America stronger."

2. Michael A. Ayele (a.k.a.) W is a Black ex-immigrant who went to America on an F-1 visa in the month of December 2009 (when he was 18 years of age).

3. Michael A. Ayele (a.k.a.) W is a Black ex-immigrant who went to America to pursue his postsecondary academic education.

4. Michael A. Ayele (a.k.a.) W is a Black ex-immigrant of America who graduated from Westminster College (Fulton, Missouri) with a Bachelor of Arts (B.A.) Degree in Political Science and Economics on (or around) December 31, 2016.

5. Michael A. Ayele (a.k.a.) W is a Black ex-immigrant of America who has considered spending his Spring Break in the City of Miami Beach, Florida when he was a full-time undergraduate student at Westminster College (Fulton, Missouri) between 2010 and 2013.

6. The City of Miami Beach, Florida was a very popular vacation destination for young people/adults in the early 2010s. Indeed, as you may be aware, many (domestic and international) college students across the U.S. have spent their Spring Breaks vacationing in the City of Miami Beach, Florida (particularly in the 2010s). [vii]

7. Despite being a very popular vacation destination for young people/adults in the early 2010s, the murder of Delfina Pan underscores that the City of Miami Beach, Florida is not the cheerful and jovial place that it is portrayed to be on social networks.

8. Despite being a very popular vacation destination for young people/adults in the early 2010s, the murder of Delfina Pan underscores that the working conditions in the City of Miami Beach, Florida were not great for everyone (and particularly first-generation American immigrants).

9. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by bringing to the forefront of public attention the difficult work environment of first-generation immigrant workers (i) who are at high risk of not being remunerated with minimum wage; (ii) who are at high risk of not being compensated for overtime; (iii) who are at high risk of encountering xenophobia, sexism, racism and other forms of discrimination.

10. The requested records will enable the public to ascertain if your school district

has previously commemorated Immigrant Heritage Month by bringing to the forefront of public attention the xenophobia, the sexism and the racism first-generation immigrants are subjected to when they're making good-faith efforts to be productive and contributing members of American society.

11. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by sponsoring activities and events that encourage solidarity and cooperation among first-generation American immigrants as well as immigrants from second, third, fourth, fifth (and preceding) generations.

12. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by bringing to the forefront of public attention the United States government handling of the November 29, 2021 employment-related murder of Delfina Pan: a first-generation immigrant woman originally from Argentina.

13. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by reminding employees and students that Exodus 12:49 decrees as follows: *"The same law should apply to both the native-born and the foreigner residing among you."*

14. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant

Heritage Month by reminding employees and students that Exodus 23:9 decrees as follows: *"Do not oppress a foreigner because you yourselves know how it feels to be foreigners."*

15. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by reminding employees and students that Leviticus 19:34 decrees as follows: *"The foreigner residing among you must be treated as your native-born. Love the foreigner as you love yourself."*

16. The requested records will enable the public to ascertain if your school district has previously commemorated Immigrant Heritage Month by reminding employees and students that Deuteronomy 10:18 decrees as follows: *"God loves the cause of the orphan and the widow. God also loves the foreigner."*

17. The requested records will enable the public to ascertain if your school district has held in-depth conversations about xenophobia and the manner in which xenophobia manifests itself in American society and government.

18. The requested records will enable the public to ascertain if your school district has sensitized employees and students to xenophobia and the manner in which xenophobia manifests itself in American society and government.

19. The requested records will raise awareness of the manner in which internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo have filtered and distorted Michael A. Ayele

(a.k.a.) W's written publications on immigration-related unfair employment practices by generating unwelcome and unapproved queries such as "*Michael Ayele immigration*," "*Michael Ayele immigration case*," "*Michael Ayele immigration reform*," "*Michael Ayele IRCA*," "*Mike Ayele alumni*," "*Michael Ayele alumni*," "*Mike Ayele Jessica Alba*," "*Michael Ayele Jessica Alba*," "*Michael Ayele Defamation*," "*Michael Ayele investigation*," "*Michael Ayele Title VII*," "*Michael Ayele Mental Health Awareness Month*," "*Michael Ayele schizophrenia*," "*Michael Ayele views on schizophrenia*," "*Michael Ayele Habeas Corpus*," "*Michael Ayele Lawsuit*," "*Michael Ayele murder*."

[viii]

20. The requested records will shed light upon Michael Ayele (a.k.a.) W's correspondence with the United States government about the #MeToo movement, and more specifically the matter involving *The People of the State of California v. Harvey Weinstein*, which was previously assigned Case No.: BA48420 (by the Clara Shortridge Foltz Criminal Justice Center).

21. The requested records will raise awareness about the third chapter of Megan Twohey and Jodi Kantor's book entitled "*She Said*." As you may be aware, the third chapter of that book explains in clear detail how the EEOC and related FEPA have been complicit (i) in the sexual harassment of women at the workplace; (ii) in the silencing of women who have been sexually harassed at the

workplace.

In my judgment, the facts presented in my request for a fee waiver and expedited processing will significantly decrease public confidence in the activities, the engagements and the priorities of internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo because they have previously filtered, distorted and misattributed Michael A. Ayele (a.k.a.) W's correspondence with the U.S government on the November 29, 2021 employment-related murder of Delfina Pan. Unfortunately, I regret to inform you that the decision of ISE to filter, distort and misattribute Michael A. Ayele (a.k.a.) W's written publications on the November 29, 2021 employment-related murder of Delfina Pan [1] was not an isolated incident, but part of a repeated pattern; [2] has served to obfuscate the fact that sexual harassment at the workplace is a factor increasing the risk of murder; [3] has served to obfuscate the fact that immigration-related unfair employment practices increase the risk of murder; [4] has exacerbated racism and discrimination online, causing direct harm to the name, the image and the likeness of Michael A. Ayele (a.k.a.) W.

As a Black ex-immigrant who went to America on an F-1 visa, I was glad to learn that the individual who murdered Delfina Pan was held to account by the judicial branch of the Floridian government. However, I continue to think that the underlying cause that led to Delfina Pan's November 29, 2021 employment-related murder was improperly dealt with. For me, the

underlying cause of Delfina Pan November 29, 2021 employment-related murder is the work-culture environment [1] that said nothing when she was being sexually harassed; [2] that didn't file a complaint of employment discrimination on her behalf when she was being sexually harassed; [3] that didn't encourage her to file a complaint of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act when she was being sexually harassed; [4] that could have referred to her as "*delusional and paranoid*" (in a similar way Jessica Alba was previously labelled "*delusional and paranoid*") in the event she went on to file a complaint of employment discrimination pursuant to Title VII of 1964 and 1991 Civil Rights Act.

At the time I began publishing my correspondence with the U.S government about the November 29, 2021 employment-related murder of Delfina Pan, I had hoped that my correspondence would inspire people [1] to intervene in the event they saw a woman being sexually harassed at the workplace; [2] to demand stronger enforcement of laws that prohibit sexual harassment at the workplace; [3] to crackdown upon any attitude that seeks to portray people who file complaints of employment discrimination (pursuant to Title VII of the Civil Rights Act) as though they are "*delusional and paranoid.*" Unfortunately, though, the publication of my correspondence with the U.S government about immigration-related unfair employment practices has not had the effect I had hoped for, and on my end, I find this to be extremely regrettable. Moreover, I'm very much annoyed that ISE such

as AOL, Bing/MSN, Google and Yahoo have begun generating (in the last couple of months) unwelcome and unapproved queries such as *"Michael Ayele immigration," "Michael Ayele immigration case," "Michael Ayele immigration reform," "Michael Ayele IRCA," "Mike Ayele Jessica Alba," "Michael Ayele Jessica Alba," "Michael Ayele Defamation," "Michael Ayele investigation," "Michael Ayele Title VII," "Michael Ayele murder"* to categorize my written publications on immigration-related unfair employment practices.

The core issues presented in this records request are as follows. 1) Have you had conversations about the term *"xenophobia"* deriving from two Greek terms: *xenos*, which can be translated as either "stranger" or "guest," and *phobos*, which means either "fear" or "flight?" If yes, will you promptly disclose those records? 2) Have you had conversations about the term *"xenophobia"* meaning fear and hatred of strangers or foreigners or of anything that is strange or foreign? If yes, will you promptly disclose those records? 3) Have you had conversations about Immigrant Heritage Month as an event that began in June 2014 to shed light on the xenophobia encountered by first-generation American immigrants? If yes, will you promptly disclose those records? 4) Has your school district commemorated Immigrant Heritage Month beginning June 1, 2014? If yes, will you promptly disclose those records? 5) Has your school district ever commemorated Immigrant Heritage Month by reminding employees and students that Exodus 12:49 decrees as follows: *"The same law should apply to both the native-born and the foreigner residing among*

you?" If yes, will you promptly disclose those records? 6) Has your school district ever commemorated Immigrant Heritage Month by reminding employees and students that Exodus 23:9 decrees as follows: *"Do not oppress a foreigner because you yourselves know how it feels to be foreigners?"* If yes, will you promptly disclose those records? 7) Has your school district ever commemorated Immigrant Heritage Month by reminding employees and students that Leviticus 19:34 decrees as follows: *"The foreigner residing among you must be treated as your native-born. Love the foreigner as you love yourself?"* If yes, will you promptly disclose those records? 8) Has your school district ever commemorated Immigrant Heritage Month by reminding employees and students that Deuteronomy 10:18 decrees as follows: *"God loves the cause of the orphan and the widow. God also loves the foreigner?"* If yes, will you promptly disclose those records? 9) Have you had conversations about the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan by holding formal written communications with Michael A. Ayele (a.k.a.) W between December 22, 2021 and December 28, 2021? If yes, will you promptly disclose those records? 10) Have you had conversations about the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan without formally recognizing that sexual harassment at the workplace is a factor increasing the risk of murder? If yes, will you

promptly disclose those records? 11) Have you had conversations about the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan without formally recognizing that the sexual harassment of female employees in the food and service sector is illegal under Title VII of the 1964 and 1991 Civil Rights Act? If yes, will you promptly disclose those records? 12) Have you had conversations about the City of Miami Beach, Florida as a local government agency which has processed the circumstances leading up to the November 29, 2021 employment-related murder of Delfina Pan without formally recognizing that the murder of Delfina Pan could have been prevented if there had been a stronger enforcement of laws that prohibit the sexual harassment of women at the workplace? If yes, will you promptly disclose those records? 13) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if there was stronger enforcement of the provisions of Title VII of the 1964 and 1991 Civil Rights Act which prohibit sexual harassment at the workplace? If yes, will you promptly disclose those records? 14) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee

(listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if complaints of sexual harassment filed with the Equal Employment Opportunity Commission (EEOC) or a related Fair Employment Practice Agency (FEPA) were not routinely trivialized, reframed or dismissed altogether? If yes, will you promptly disclose those records? 15) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) did not routinely engage in conducting shamolic "*investigations*" when a complaint of sexual harassment is filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act? If yes, will you promptly disclose those records? 16) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) actually took complaints of sexual harassment seriously? If yes, will you promptly disclose those records? 17) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's

Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) didn't routinely destroy (from federal and state records) complaints of employment discrimination filed pursuant to Title VII of the 1964 and 1991 Civil Rights Act? If yes, will you promptly disclose those records? 18)

Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC and related FEPA's actually published on their websites the complaint of employment discrimination they have processed alongside all accompanying documents that are favorable and unfavorable to the respondent who has been charged with a complaint of employment discrimination? If yes, will you promptly disclose those records? 19)

Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) enabled the American public (and American immigrants) to make up their own minds as to whether a complaint of employment discrimination was processed in accordance with Title VII of the Civil Rights Act? If yes, will you promptly disclose those records? 20)

Have you had conversations about Michael A. Ayele

(a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) enabled the American public (and American immigrants) to make up their own minds on a complaint of employment discrimination by examining all the evidence that are submitted by the complainant and the respondent to the complaint? If yes, will you promptly disclose those records? 21) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) treated the American public (and American immigrants) like adults capable of understanding that working people want to be able to earn a living without being sexually harassed at the workplace? If yes, will you promptly disclose those records? 22) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who believes that the November 29, 2021 employment-related murder of Delfina Pan could have been prevented if the EEOC (and related FEPA) treated the American public (and American immigrants) like adults capable of

understanding that Black / African American people don't want to be referred to as "N****rs" at the workplace or elsewhere? If yes, will you promptly disclose those records? 23) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) and a former Missouri state government employee (listed on Missouri's Accountability Portal) who have never in the past contacted employees / legal representatives of the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE) to demand that they generate cues such as "Michael Ayele immigration," "Michael Ayele immigration case," "Michael Ayele immigration reform," "Michael Ayele IRCA," "Mike Ayele alumni," "Michael Ayele alumni," "Mike Ayele Jessica Alba," "Michael Ayele Jessica Alba?" If yes, will you promptly disclose those records? 24) Have you had conversations about the decision of internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo to filter and distort Michael A. Ayele (a.k.a.) W's written publications on immigration-related unfair employment practices by generating unwelcome and unapproved queries such as *Michael Ayele immigration*," "Michael Ayele immigration case," "Michael Ayele immigration reform," "Michael Ayele IRCA," "Mike Ayele alumni," "Michael Ayele alumni," "Mike Ayele Jessica Alba," "Michael Ayele Jessica Alba?" If yes, will you promptly disclose those records?

Thank you for your attention to this matter.

Michael A. Ayele (a.k.a.) W
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst

Anti-Propaganda Journalist

Gender Pronouns: He/Him/His

Work Cited

[i] *Hi everybody. One of the remarkable things about America is that nearly all of our families originally came from someplace else. We're a nation of immigrants. It's a source of our strength and something we all can take pride in. And this month – Immigrant Heritage Month – is a chance to share our American stories.*

I think about my grandparents in Kansas – where they met and where my mom was born. Their family tree reached back to England and Ireland and elsewhere. They lived, and raised me, by basic values: working hard, giving back, and treating others the way you want to be treated.

I think of growing up in Hawaii, a place enriched

by people of different backgrounds – native Hawaiian, Filipino, Japanese, Chinese, Portuguese and just about everything else. Growing up in that vibrant mix helped shape who I am today. And while my father was not an immigrant himself, my own life journey as an African-American – and the heritage shared by Michelle and our daughters, some of whose ancestors came here in chains – has made our family who we are.

*This month, I'm inviting you to share your story, too. Just visit **whitehouse.gov/NewAmericans**. We want to hear how you or your family made it to America – whether you're an immigrant yourself or your great-great-grandparents were. Of course, we can't just celebrate this heritage, we have to defend it – by fixing our broken immigration system. Nearly two years ago, Democrats and Republicans in the Senate came together to do that. They passed a commonsense bill to secure our border, get rid of backlogs, and give undocumented immigrants who are already living here a pathway to citizenship if they paid a fine, paid their taxes, and went to the back of the line. But for nearly two years, Republican leaders in the House have refused to even allow a vote on it.*

That's why, in the meantime, I'm going to keep doing everything I can to make our immigration system more just and more fair. Last fall, I took action to provide more resources for border security; focus enforcement on the real threats to our security; modernize the legal immigration system for workers, employers, and students; and bring more undocumented immigrants out of the shadows so they can get right with the law. Some folks are still fighting against these actions. I'm going to keep fighting for

them. Because the law is on our side. It's the right thing to do. And it will make America stronger.

I want us to remember people like Ann Dermody from Alexandria, Virginia. She's originally from Ireland and has lived in America legally for years. She worked hard, played by the rules and dreamed of becoming a citizen. In March, her dream came true. And before taking the oath, she wrote me a letter. "The papers we receive...will not change our different accents [or] skin tones," Ann said. "But for that day, at least, we'll feel like we have arrived."

Well, to Ann and immigrants like her who have come to our shores seeking a better life – yes, you have arrived. And by sharing our stories, and staying true to our heritage as a nation of immigrants, we can keep that dream alive for generations to come.

Thanks, and have a great weekend. Remarks of President Barack Obama Celebrating Immigrant Heritage Month. June 6, 2015.:

<https://obamawhitehouse.archives.gov/the-press-office/2015/06/05/weekly-address-celebrating-immigrant-heritage-month/>

[ii] Michael A. Ayele (a.k.a.) W Correspondence with the City of Miami Beach, Florida (CMBFL) About the November 29, 2021 Employment Related Murder of Delfina Pan

CMBFL Email to W (AAFL) on (or around)

December 22, 2021 at 5:57 PM

Good morning Mr. Ayele. I am in receipt of your request. I will forward your request to our Police and Human Resources Department for processing, but it sounds like you are also requesting an email search. If I am correct, I will need keywords and a date range to be able to process this search.

Thank you,

Have an awesome day!

Carmen Hernandez, CMC
Office Associate IV
Office of the City Clerk
1700 Convention Center Drive, Miami Beach, FL 33139
Tel: 305 – 673 – 7000 Ext 26508 /
carmenhernandez@cityofmiamibeachfl.gov

CMBFL Email to W (AACL) on (or around)

December 22, 2021 at 6:32 PM

Good morning once again Mr. Ayele. In reading your request further, please note we have no information as far as the DHS, DOJ and the DOS departments, you will need to contact them about their portion of this investigation and any other records you may need regarding employment discrimination. The case regarding Ms. Delfina Pan is an open active investigation and no records can be released at the moment. I can assign the request to Human Resources about any agreements with the EEOC and how the city operates regarding employment discrimination.

Thank you,

Have an awesome day!

CMBFL Email to W (AACL) on (or around)

December 22, 2021 at 6:38 PM

Mr. Ayele, please note also that Ms. Pan was an employee at one of the restaurants on Lincoln Road and has nothing to do with the city. She is not an employee of ours. If you need information on the restaurant as far as licensing or possible violations, we can provide that but you will need to contact them with any questions about their former employee Ms. Pan.

Thank you.

Carmen Hernandez, CMC

Office Associate IV

Office of the City Clerk

1700 Convention Center Drive, Miami Beach, FL 33139

Tel: 305 – 673 – 7000 Ext 26508 /

carmenhernandez@cityofmiamibeachfl.gov

W (AACL) Email to CMBFL on (or around)

December 22, 2021 at 7:44 PM

Hello, (...)

I am in receipt of your emails. (...)

In the emails you have sent me a little earlier today on December 22, 2021, I noticed that you put in the choice of your wording some distance between the City of Miami Beach and Delfina Pan [particularly in the manner you have insisted that (i) Delfina Pan was never an employee of the City of Miami Beach, Florida; (ii) the November 29, 2021 employment related murder of Delfina Pan has nothing to do with the City of Miami Beach, Florida.]

If I am mistaken about this, please feel free to correct me, but I got the impression (based on your December 22, 2021 emails) that Delfina Pan didn't quite fit in the City of Miami Beach, Florida. Is that the case? Is the City of Miami Beach, Florida reluctant to describe Delfina Pan as a member of the Miami Beach community who was looking to integrate into American society? Taking into consideration her violent death (which occurred in Miami Beach, Florida), do you have any knowledge about Delfina Pan's wishes in the event she passed away? Had she made any arrangements about what she wanted? Was she fearful for her safety? Can you not disclose any records pertaining to the steps initiated by the City of Miami Beach, Florida to make the immigrant community feel more welcome by providing resources where they can report sexual harassment and other unwanted advances (women such as Delfina Pan experience on a daily basis in silence fearful of retaliation)? What exactly are your thoughts of the #MeToo movement? Do you believe that the #MeToo movement should

focus exclusively on the experience of American women who experience sexual harassment at the workplace (instead of focusing on immigrant women such as Delfina Pan who are murdered after being sexually harassed at the workplace)? How does the City of Miami Beach, Florida define a “closed case” on a murder investigation?

**Michael A. Ayele (a.k.a.) W
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist**

CMBFL Email to W (AACL) on (or around)
December 22, 2021 at 8:08 PM

Mr. Ayele,

Sir, in no way have I implied that Ms. Pan does not matter in our community, everyone is welcome here at Miami Beach whether they live or visit here. Her case is open and still under investigation with our Police Department so unfortunately, we cannot release any information at the moment until the case closes. I did not know Ms. Pan personally so I cannot say what her wishes were. You may contact the Miami-Dade Office of the State Attorney about this case at the below:

Address: [1350 NW 12th Ave](#), Miami, FL 33136
Phone: (305) 547 – 0100

Thank you and happy holidays.

W (AACL) Email to CMBFL on (or around)

December 22, 2021 at 8:23 PM

Hello, (...)

In your last email, you have not addressed the issue of how the City of Miami Beach defines a "*closed case*." Can you please provide the definition of what constitutes for the City of Miami Beach a "*closed case*?" I understand the murder of Delfina Pan is under investigation. However, your email seems to suggest that no requests have been made to the City of Miami Beach to expedite that investigation. Can you confirm this? No request has been incoming to the city of Miami Beach, Florida either from the Embassy of Argentina in America (or elsewhere) asking for your police department to expeditiously look into the November 29, 2021 employment related murder of Delfina Pan? If such a request has been incoming to the City of Miami Beach, Florida, will you promptly disclose the document(s) you were in receipt of that would not be exempt from disclosure?

Michael A. Ayele (a.k.a.) W
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist

CMBFL Email to W (AACL) on (or around)

December 22, 2021 at 9:34 PM

Your questions above have been assigned to the Miami Beach Police Department for answers.

CMBFL Email to W (AACL) on (or around)
December 28, 2021 at 7:33 PM

Good morning Sir,

Attached are some of the records that are responsive to your request. The remaining portions are pending with the Human Resource Department. (...)

[iii] *If you look back to the ancient Greek terms that underlie the word xenophobia, you'll discover that xenophobic individuals are literally "stranger fearing." Xenophobia, that elegant-sounding name for an aversion to persons unfamiliar, ultimately derives from two Greek terms: xenos, which can be translated as either "stranger" or "guest," and phobos, which means either "fear" or "flight." Phobos is the ultimate source of all English -phobia terms, but many of those were actually coined in English or New Latin using the combining form -phobia. Xenophobia itself came to us by way of New Latin and first appeared in print in English in the late 19th century. Merriam-Webster dictionary definition of the term "xenophobia."*
<https://www.merriam-webster.com/dictionary/xenophobia>

[iv] *"I was born different. (...) When you're a child (...) coming from a Mexican-American*

family (...) it was all about assimilation. That was the way they got to survive the segregation and racism they grew up with. My great grandparents, my grandparents and even my dad, until he was five was living in a segregated and racially divided California. (...) With that history and that type of oppression, they had to survive through assimilating. (...) What success looked like was keep your head down and work hard. (...) I think there's a fear underneath it all that if you stand out, it could be dangerous. (...) There was a time when they would round up Mexicans and ship them to Mexico even though these kids were born here and raised here and very much American. (...) There are a lot of disturbing dark truth about our country and how they treated people, who they didn't believe fit the stereotype of what it means to be American, which is sort of like the white America the conquistadors created. (...) Meanwhile, there were a lot of indigenous people here before the Conquistadors got here. (...) I was always like: why not ask for more? Why not dream big? (...) I was a really eccentric soul inside my family dynamic and I didn't really feel like I fit in with them. (...) I was one of the first people to leverage social media to take control of the narrative from the media. I always felt like the media had control of my narrative and social media was for me the way I could finally be empowered. (...) Sometimes, you're going to have to go to work and not be super stoked about everything that's happening that day and you just have to find your own peace and happiness with yourself and find the goodness in that. I grew up in a time where nothing was easy and nothing was good and nothing was awesome and everything was a battle and everything was

hard and everything was brutal. The hours were intense. I didn't sleep at all in my teens and twenties. (...) I think I grew up with an unnatural amount of pressure and resistance. (...) I don't think you know how daunting something is until you've done it. (...) I definitely had people tell me that I was "delusional" and that it wasn't going to happen. It blew me off even though I had already accepted that. It became the fuel to my fire to prove them wrong. (...) There's something really satisfying when you accomplish something that you knew was always the truth. (...) I've always been on a journey of evolution. (...) It makes people uncomfortable to challenge the status quo. (...) I think people thought that the government had some sort of oversight to make sure that people weren't being poisoned, but there really isn't nor has there been historically a robust safety standard that protects human health. (...) When people tell me something is impossible, I know that it's not. (...) The one thing I wish people would understand about sexism is how pervasive it is." Jessica Alba Interview on MSNBC.:

https://www.youtube.com/watch?v=bw740eomMo&ab_channel=MSNBC

[v]

HOW TO SILENCE A

VICTIM

In mid-July, with Jodi focused on Hollywood, Megan turned to a basic investigative question: Were there any public records of abusive behavior by Weinstein?

After all, there were laws to protect victims of sexual harassment, and at least in theory, government agencies enforcing them. If Weinstein had been a serial harasser, some of his victims might have filed complaints with the federal Equal Employment Opportunity Commission (EEOC) or the corresponding state agencies in New York and Los Angeles, the cities where Weinstein had run his companies.

The federal and New York agencies had nothing. But Grace Ashford (...) obtained a report from California's Department of Fair Employment and Housing, which showed several workplace complaints for Miramax. The information was shrouded in the ultra-obscure language of state bureaucracy: addresses, dates, and numerical codes denoting the nature of the allegation and how it was resolved, but nothing about who the people were or what had happened to them.

On September 12, 2001, the agency had received a complaint of sexual harassment against Miramax. Strangely, it had been closed the same day.

The report noted "complainant elected court action." (...) But there was nothing further, nor was there any record of a court case in California's docket. How could a complaint filed with the government disappear within hours?

Megan kept calling the agency to ask, but it

was like ringing a house when no one was home. When she finally reached someone by email, the government official told her the complaint against Miramax and any other related records had been destroyed after three years. Another policy prohibited the official from providing the name of the person who had filed the allegation.

This was maddening. After some additional prodding, Megan secured the name of the government investigator who had been assigned the case at the time that it was filed. The woman was retired. No one at the agency knew where she lived. Through social media sites and address searches, Megan found her living east of Los Angeles and finally got her on the phone.

The interview was brief. The former investigator had reviewed hundreds of complaints during her time with the California agency. She didn't recall this one. "What's Miramax?" she asked. (...)

"We know internally who the companies are that have the most charges," Chai Feldblum, then the commissioner of the EEOC, had told Jodi. But the agency was prohibited from making that information public. Before taking a job, a woman could not check with the EEOC to see what kind of record the prospective employer had on harassment. No wonder Megan hadn't gotten anywhere with the old Miramax complaints to the California agency. Such agencies would gather crucial information with taxpayer dollars and then, for the most

part, were required to lock it away where almost no one could see it.

Jodi cut to the point: the United States had a system for muting sexual harassment claims, which often enabled the harassers instead of stopping them. Women routinely signed away the right to talk about their own experiences. Harassers often continued onward, finding fresh ground on which to commit the same offenses. The settlements and confidentiality agreements were almost never examined in law school classrooms or open court. This was why the public had never really understood that this was happening. Even those in the room with long history of covering gender issues had never fully registered what was going on. (...) Would the public be interested in these obscure legal instruments or their ramifications? Jodi Kantor and Megan Twohey: "She Said."

[vi] Even though Michael A. Ayele (a.k.a.) W has never sought nor ever solicited nor ever contacted anyone to have his written publications listed and featured prominently on the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE); Michael A. Ayele (a.k.a.) W has uncovered many instances where his written content were filtered, distorted, misused and misattributed. At the time Michael A. Ayele (a.k.a.) W started to publish his key questions on Title VII of the Civil Rights Act of 1964 and 1991, Michael A. Ayele (a.k.a.) W had not signed any binding agreement that subjected his

correspondence with the United States government to evaluation, examination and unsolicited comments on the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE). In other words, Michael A. Ayele (a.k.a.) W has never agreed to take on the role of the "*Student*" for his published works while the AOL, Bing/MSN and Yahoo ISE took on the role of "*Professor*." Likewise, Michael A. Ayele (a.k.a.) W has never agreed to take on the role of "*Plaintiff*" and/or "*Defendant*" for his published works while the AOL, Bing/MSN and Yahoo ISE took on the role of "*Judge, Jury and Executioner*." More importantly, Michael A. Ayele (a.k.a.) W had started to publish some of his correspondence with the United States government on matters related to Title VII of the Civil Rights Act because of a commitment he had made that he would disseminate any and all responsive records to members of the general public at no financial expense to them. To the best of his ability, Michael A. Ayele (a.k.a.) W has fulfilled this commitment by disseminating the most pertinent records in his possession about the charge of employment discrimination that had previously been assigned Case No.: 28E – 2014 – 00485C.

Michael Ayele (a.k.a.) W was an employee of the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH) during the second half of Calendar Year 2013. He has towards the end of Calendar Year 2013 filed a charge of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act against the MODMH (FSH). The charge of employment discrimination filed by Michael Ayele (a.k.a.) W with the EEOC was previously assigned Case

No.: 28E – 2014 – 00485C and has been subject of intense frenzy. In e-mail conversations he has had with his former employers, Michael Ayele (a.k.a) W has been informed that 9 (nine) charges of employment discrimination were filed against the MODMH between January 01st 2010 and December 17th 2021. Of those, the MODMH opted to engage in the alternative dispute resolution (ADR) program offered by the EEOC on 4 (four) occasions. They also declined to engage in the ADR program offered by the EEOC on 5 (five) occasions.

As of this writing, it remains unclear to Michael A. Ayele (a.k.a.) W why the MODMH opted to engage in certain ADR sessions offered by the EEOC while refusing to do so for others. As a matter of principle, Michael A. Ayele (a.k.a.) W unequivocally condemns discrimination on the bases of gender, racial background, sexual orientation, national origin, religious affiliation and/or disability status. Michael A. Ayele (a.k.a.) W has effectively put the EEOC on notice that given their processing of Charge No.: 28E – 2014 – 00485C, they have forfeited their rights to legally represent Missouri state employees (in the judicial branch of the U.S government: the courts), who [1] have opposed discriminatory practices in the service of healthcare pursuant to the Health Insurance Portability and Accountability Act (HIPAA); [2] have been subjected to racially motivated internal investigation (and were afterwards cleared of that investigation); [3] have been fired from their jobs as retaliation for opposing discrimination in the service of healthcare; [4] have been arrested for demanding the payment of their salary for the job they have performed.

Given the frequent unsavory dealings of Michael A. Ayele (a.k.a.) W with the Equal Employment Opportunity Commission (EEOC), Michael A. Ayele (a.k.a.) W strongly advises people who are filing charges of employment discrimination pursuant to Title VII of the 1964 and 1991 Civil Rights Act to ask the following questions to their Fair Employment Practice Agency(ies) (FEPA) and the EEOC. 1) Has my current/former employer previously faced a charge of employment discrimination pursuant to some state and/or federal law? 2) Have the EEOC and/or the FEPA become aware of the charge of employment discrimination my current/previous employer has faced? 3) Were the EEOC and/or the FEPA responsible for the processing of the charge of employment discrimination filed pursuant to the Americans with Disabilities Act (ADA), the Genetics Information Nondiscrimination Act (GINA), Section 504 of the 1973 Rehabilitation Act and/or Title VII of the 1964 and 1991 Civil Rights Act against my current/former employer? 4) Have the EEOC and/or the FEPA previously processed a charge of discrimination against my current/former employer that presented similar issues to mine? If yes, what was the outcome of the charge of discrimination that presented similar issues to mine? 5) What were the exact circumstances, which ultimately convinced the EEOC and the FEPA to ask my current/former employer to engage in the ADR program? Why has my current/former employer opted to engage in certain ADR programs offered by the EEOC but not others? 6) If the EEOC opts not to legally represent the charge of discrimination (I have filed with them) in the judicial branch of the U.S

government (the courts), should I file a *Civil Complaint* with an EEOC "*Right to Sue*" letter? Do the EEOC and/or the FEPA have an obligation to make clear to the judicial branch of the U.S government (the courts) that a charge of employment discrimination does not have "*less merit*" because it doesn't have their backing and/or their recommendation for the Department of Justice (DOJ) to prosecute? Do the EEOC and/or the FEPA have an obligation to make clear to the general public and representatives of the media the specific charges of employment discrimination they will not back and/or recommend for the DOJ not to prosecute?

[vii] In recent years, (particularly after 2022,) the City of Miami Beach, Florida has launched a worldwide campaign seeking to curb the enthusiasm of undergraduate students looking to spend their Spring Break vacation there. According to a February 4, 2025 press release issued by that local government, "*the city is not interested in being a spring break party destination.*"

<https://www.miamibeachfl.gov/miami-beach-gives-spring-breakers-a-reality-check/> Furthermore, "*Miami Beach Is Breaking Up with Spring Break.*" <https://www.youtube.com/watch?v=nz3T20EXDdo>

[viii] Bing/MSN Unwelcome and Unapproved

Query "*Michael Ayele immigration.*" <https://www.bing.com/search?q=michael%20aye%20immigration&qs=n&form=QBRE&sp=-1&ghc=1&lq=0&pq>

=michael%20ayele%20immigration&sc=3-25&sk=&cvid
=4FE414BBEB1D48D389E71BBA6C0E7D90

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele immigration case."

<https://www.bing.com/search?q=michael+ayele+immigration+case>

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele immigration reform."

<https://www.bing.com/search?q=michael+ayele+immigration+reform>

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele IRCA."

<https://www.bing.com/search?q=michael+ayele+irca>

Bing/MSN Unwelcome and Unapproved Query

"Mike Ayele alumni."

<https://www.bing.com/search?q=mike+ayele+alumni>

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele alumni."

<https://www.bing.com/search?q=Michael+Ayele+alumni>

Bing/MSN Unwelcome and Unapproved Query

"Mike Ayele Jessica Alba."

<https://www.bing.com/search?q=Mike+Ayele+Jessica+Alba>

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele Jessica Alba."

<https://www.bing.com/search?q=Michael+Ayele+Jessica+Alba>

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele Defamation."

<https://www.bing.com/search?q=Michael+Ayele+Defamation>

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele Investigation."

<https://www.bing.com/search?q=michael+ayele+investigation>

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele Title VII."

<https://www.bing.com/search?q=michael+ayele+title+vii>

Bing/MSN Unwelcome and Unapproved Query:

"Michael Ayele Mental Health Awareness Month."

<https://www.bing.com/search?q=Michael+Ayele+Mental+Health+Awareness+Month>

Bing/MSN Unwelcome and Unapproved Query:

"Michael Ayele Schizophrenia."

<https://www.bing.com/search?q=Michael+Ayele+Schizophrenia>

Bing/MSN Unwelcome and Unapproved Query:

"Michael Ayele Views on Schizophrenia."

<https://www.bing.com/search?q=Michael+Ayele+views+on+schizophrenia>

Bing/MSN Unwelcome and Unapproved Query:

"Michael Ayele Habeas Corpus."

<https://www.bing.com/search?q=Michael+Ayele+Habeas+Corpus>

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele Lawsuit."

<https://www.bing.com/search?q=michael+ayele+lawsuit>

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele Lawsuits."

<https://www.bing.com/search?q=Michael+ayele+lawsuits>

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Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele Lawsuit Update."

<https://www.bing.com/search?q=Michael+ayele+lawsuit+update>

Bing/MSN Unwelcome and Unapproved Query

"Michael Ayele Murder."

<https://www.bing.com/search?q=michael+ayele+murder>