



MILITARY RELIGIOUS FREEDOM  
f o u n d a t i o n

June 10, 2022

Honorable Christine Wormuth, Secretary of the Army  
U.S. Department of Defense  
101 Army Pentagon  
Washington, DC 20310-0101

RE: Racist, Bigoted, and Prejudicial Personnel Action and Discharge Orders

Honorable Secretary Wormuth,

The undersigned earnestly writes you today to respectfully ask your expeditious and direct intervention to counter hateful, anti-Muslim, racist personnel actions being unjustly levied against an honorable United States Army Officer.

In the many years of our civil rights activism, one thing has been made perfectly clear; there exists within the Department of Defense a vile, pervasive, and pernicious pattern and practice of discrimination against those military members who are not of the Christian faith, especially if they are not fundamentalist Christians who are white, male, and straight.

In fact, this pernicious pattern and practice has resulted in not just one but TWO Muslim African-American 1LTs with previously exemplary records suddenly facing discharge from the Army – and both of them ‘coincidentally’ at Fort Polk, Louisiana! What are the odds of that? (See May 8, 2022 Salon.com article about 1LT Khadijah X at <https://www.salon.com/2022/05/08/military-was-told-to-purge-extremists-after-jan-6--so-it-went-after-a-black-muslim-officer/> )

Keeping the foregoing well in mind, on May 27, 2022, the Military Religious Freedom Foundation (MRFF) was contacted by U.S. Army 1LT Ize D. Alimi for assistance in responding to sudden discharge orders issued on February 23, 2022, with an effective date of July 1, 2022. MRFF respectfully requests your timely consideration of this attempt to save 1LT Alimi’s promising military career and take a stand for legitimate personnel proceedings that truly seek to benefit the good order, discipline, morale, unit cohesion, and lethality of the U.S. Army whilst concomitantly countering the aforementioned stench of systemic Islamophobic xenophobia and racist hatred therein. **(Please see Attachment #1, “Discrimination Narrative” from 1LT Alimi).**

1LT Alimi is a member of the U.S. Army on active duty, and is currently assigned to 1/509th Battalion Headquarters and Headquarters Company (HHC), Fort Polk, Louisiana. 1LT Alimi is a Muslim African-American male originally from West Africa (Benin). 1LT Alimi’s career in the U.S. Army took a dramatic turn in a very short amount of time. The key time frame is starkly encapsulated by 1LT Alimi’s OERs (Officer Evaluation Reports) on March 13, 2019, November 18, 2019, and March 20, 2020. Comparing these three Officer Evaluation Reports **(Please see Attachment #2, OER Comparison Table)** in light of directly challenged allegations made against 1LT Alimi, is simply stunning.

The key and apparently sole intervening factor that occurred between the 1st OER (Proficient) and 2nd OER (Unsatisfactory) is the submission of a single EOC (Equal Opportunity Complaint) sworn to by a Private First Class (PFC) who had been previously corrected by 1LT Alimi for failure to give a greeting of the day and didn’t take the correction well. The PFC’s sworn EOC statement against 1LT Alimi alleged “indecent conduct and discriminatory harassment on

30 April 2019 at Hohenfels Training Area, when he used epithets [sic] with junior enlisted Soldiers discriminating due to sexual orientation” as described in the ‘Unsatisfactory OER Rater’s’ comments on 1LT Alimi’s Character. The PFC’s sworn statement has been directly and specifically contradicted by:

-another 2LT’s sworn statement that “On April 30 2019, during Company EXEVALS at Hohenfels, I was present for the conversation between 1LT Alimi, SGT Harris, PFC Karr and PFC Moore in the tent next to the Expando van. During that conversation, 1LT Alimi never used any derogatory language regarding sexual orientation, such as ‘gay’ or ‘faggot.’”

-a sworn statement by a Specialist (SPC) in the unit that another first-hand witness to the incident told them that “I don’t remember him [1LT Alimi] using the word ‘Faggot’ or ‘Fag’ or saying negative things against homosexuals. All I remember is that he talked about homosexuals in Africa and how they were treated.”

-an extremely positive character statement from a SGT who described themselves as “an open member of the LGBTQ+ community who has personally worked with 1LT Alimi, I have never known him to say anything disrespectful or hurtful about an LGBTQ+ member.”

It is also extremely important to note that the ‘Unsatisfactory OER’ covered a review period in which 1LT Alimi received The Army Achievement Medal for “Exceptional achievement ... 1LT Alimi’s hard work and dedication to duty contributed to the overwhelming mission success of the unit and set the standard for others to emulate. His actions are in keeping with the finest traditions of military service and reflect great credit upon himself, 12th Combat Aviation Brigade, and The United States Army.” An award that was never mentioned in the ‘Unsatisfactory OER’ and apparently completely disregarded in lieu of sole reliance on a directly challenged sworn EOC statement by a PFC with a potential ‘axe to grind.’

Before approaching MRFF, 1LT Alimi diligently attempted to rectify this situation within the established procedures for challenging the adverse EOC that became the sole basis for his ‘Unsatisfactory OER’ on 11/18/2019. Special note should also be made of the command environment created when 1LT Alimi attempted to responsibly perform his duty:

As the 12CAB Brigade Assistant S3, I reported a couple times 1-3ARB Battalion S3 Shop lateness for reports submission, which triggered MAJ <name redacted> hard feelings towards me. (MAJ <name redacted> was the improper rater on my negative OER [11/18/2019] and the 1-3ARB Battalion S3 OIC (Officer In Charge). On 1 April 2019, I was transferred from 12th CAB Brigade to 1-3 ARB Battalion S3 Shop. (I was given to my enemy (MAJ <name redacted>)

My new assignment in the 1-3rd Battalion S-3 Shop began on 2 April 2019. MAJ <name redacted> and his team resented the way I had handled the situation while I was in Brigade and held this against me when I arrived. During my first encounter with MAJ <name redacted>, he told me, “You burned a lot of bridges while you were at brigade but I’m not going to hold that against you.” I couldn’t believe it. This was confirmation that even before I was moved to battalion people saw me as the enemy.

The relationship between me and my new command was somewhat strained from the outset, but I recognized that it was my responsibility to adjust and meet expectations. On 10 April 2019, only 9 days after reporting to the new unit, I reached out to my former command to seek advice on how to succeed at the new unit. Everything just went downhill from there.

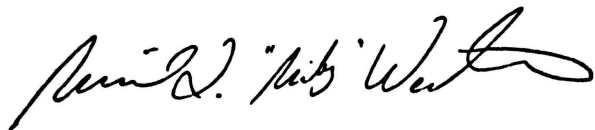
\*\*\*\*\* I offered to take a polygraph test back in 2019 but they refused\*\*\*\*\*

As a cadet at the U.S. Air Force Academy, Judge Advocate officer in the U.S. Air Force, and the Founder/President of the Military Religious Freedom Foundation, I can say that I have personally experienced this exact form of repugnant, racist, and bigoted administrative practice and assisted many of our almost 80,000 clients in responding to eerily similar pernicious and vicious personnel actions. One reliable MRFF staffer with extensive civilian local government personnel management experience closely and carefully reviewed 1LT Alimi's three OERs for many hours. After noting the striking discrepancies between the three OERs in just over 1-year, this MRFF staffer noted that similar illegal/unethical personnel actions were often referred to as an 'Administrative Lynching' when a petty grudge ignites conveniently omnipresent racist and religious prejudice leading to deliberate retributions cloaked by otherwise legitimate organizational personnel practices.

On behalf of our client 1LT Alimi, the undersigned respectfully requests your immediate review of this urgent personnel matter while suspending the July 1, 2022 discharge order until such time as an actually complete and unbiased investigation of this case can be conducted. The undersigned also respectfully advises a closer look at the general use of legitimate military personnel practices and procedures as a cudgel to perpetuate religious and racist hatred and/or for ulterior personal motives which do nothing other than to deleteriously destroy and dismantle good order, discipline, morale, unit cohesion, and lethality within the U.S. Army.

Your prompt attention to this urgent matter is requested and greatly appreciated.

Sincerely,



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Founder and President  
Military Religious Freedom Foundation  
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Cc: General James C. McConville, Army Chief of Staff  
U.S. Department of Defense  
200 Army Pentagon  
Washington, DC 20310-0200

Brigadier General David S. Doyle  
Commanding General, U.S. Army Joint Readiness Training Center (JRTC) HQ  
Fort Polk, Louisiana

# ATTACHMENT #1

## Discrimination Narrative (1LT Ize D. Alimi)

Nowaday, the Neo racists, xenophobes and islamophobes do not chant, yell or write on their victim belongings anymore. They discriminate in a subtle fashion. Racists, Xenophobes and Islamophobes in the US Army do not say anything/ make comments about your race, national origin and religion in front of you (in your absence) but the way they act towards you compared to others clearly shows who they are. For someone like me, who has been discriminated against multiple times, I can easily recognize racists, xenophobes and islamophobes by the way they interact, look at, address and treat me. Despite the fact that the wrongdoers tend to hide the way they operate, a real victim of discrimination is able to feel it. It is a feeling that one' cannot control or lie about.

I, 1LT Ize Alimi has suffered discrimination and bias that has followed me through two commands over the previous years or so. I have been uniformly discouraged, harassed, and discriminated against because I am Muslim and an African national who's skin color, and life experience do not comport with my white/American Born commander's notions of the ideal Army officer. I do not look like them, talk like them and I have cultural mannerisms and religious beliefs that are different from what they find acceptable.

The disproportionate treatment of minority soldiers is being played out in real life right now in my case. Indeed, I have had to endure watching peers and seniors use all manner of offensive language and slurs with impunity while my false allegation was held up as a cardinal sin which can only be cured through my forced separation from the service.

White/American Born commanders punish foreign born, Muslim service members harder than their white/American Born/ Christian counterparts. They do this within their discretion by simply withholding the benefit of the doubt for the minority, and liberally granting it to their white and American Born soldiers. In the False EO case, despite the multiple witnesses who corroborated my account of events, I was never granted the benefits of doubt.

Furthermore, at Fort Polk Louisiana, COL <name redacted> and LTC <name redacted> are both white and like their predecessors refused to try to understand or integrate a Muslim officer with a diverse background, foreign birth, and accent into their command. I have been wrongfully deprived of an opportunity to succeed at this command and wanted to be moved to a command that will give me the same opportunity to succeed as my white or black American born counterparts. They held me in this toxic environment, to make sure my career is destroyed.

They erroneously mistook my interactions with them as combative and my personality as arrogant. Nothing can be further from the truth. I was raised a Muslim and grew up in West Africa and Europe. Everything that I am, I earned it. Although my personality might come off strong, I am a sincere and compassionate officer. This is all based on my Muslim African and European upbringing. Rarely have any comments ever addressed my work performance or ethics.

I feel like the current military justice system is not serving our country's higher values of justice, equity and fairness. There is a lack of equity in disciplinary actions between white/ American Born Soldiers and Foreign Born Soldiers.

For Instance, while stationed in Germany, an American Born Hispanic Officer (2LT) received a GOMOR and a referred OER for a DUI.. He admitted to drunk driving. A little after, the GOMOR was removed from his files (They claimed that the GOMOR served its purposes). He used the GOMOR removal Memorandum to remove the negative OER and got promoted to First Lieutenant. He is a Captain today, whereas I have been denied the rank of Captain for a Comment that I never made 3 years ago. Again he admitted to drunk driving.

For three years now, I stayed away from any Homosexual or controversy discussions or questions. Why didn't my OER serve its purpose after 3 years? Is my forced separation from the service the only cure for the FALSE, MADE UP cardinal sin?

My latest Equal Opportunity Complaint of 1 June 2022, is a classic case of racial and national origin discrimination. Please see attached.

In addition, at Fort Polk, I have been victim of harassment, false accusations (Blame for failure that didn't fall under my scope), lowered performance evaluation, retaliatory biased Leader Assessment of potential for Increased responsibility, retaliatory letter of reprimand, retaliatory refusal of transfer or reassignment, retaliatory change to duties or responsibilities, retaliatory denial of military training, retaliatory referral for mental evaluation, retaliatory corrective actions, retaliatory command-directed investigations (with false statements from fake and biased witnesses to fit a certain narrative) and the latest, retaliatory suspension and revocation of access to classified material.

V/r  
Ize Alimi

## ATTACHMENT #2

### Comparison Table OER- Officer Evaluation Reports (1LT Ize D. Alimi)

	<b>3/13/2019 POSITIVE OER</b>	<b>11/18/2019 <u>NEGATIVE OER</u> "UNSATISFACTORY"</b>	<b>3/20/2020 POSITIVE OER</b>
Rater's Rank	CAPTAIN	<b>MAJOR (#1)</b>	CAPTAIN (#2)
Senior Rater's Rank	MAJOR (#2)	<b>LT. COLONEL</b>	MAJOR (#3)
Principle Duty/Title	BDE CBRN Officer/ Assistant S3	<b>Assistant S3</b>	S3 Officer
HQDA COMPARISON OF THE RATER'S PROFILE	<b>Proficient:</b> 1LT Alimi has shown tremendous development in a challenging role. He has shown an ability to seek out and develop a role for himself while serving in a position with often vague and undefined guidance. A contributing member of the team.	<b>Unsatisfactory:</b> <b>1LT Alimi's performance this rating period has been unsatisfactory and included an indecent conduct, acts of discriminatory harassment, and conduct unbecoming an officer on 30 April 2019 at Hohenfels Training Area. His words and actions reveal that his personal values do not align with the Army Values. His behavior has been prejudicial to the good order and discipline of this unit. The officer provided a late DA Form 67-10-1A with this evaluation.</b>	<b>Proficient:</b> Outstanding performance in a short time on staff. Whether training Soldiers or working critical staff missions, 1LT Alimi can be counted on to get the mission done, and done correctly. Ize helped the unit prepare for Agile Spirit Gunnery enabling successful training events. He reviewed and updated internal and external unit processes, looking for ways to improve effectiveness.
Character	1LT Alimi embodies the Army values and exudes unquestionable integrity both on and off duty on a daily basis. He approaches everyday with enthusiasm and alacrity. He supports the SHARP and EO programs.	<b>1LT Alimi committed indecent conduct and discriminatory harassment on 30 April 2019 at Hohenfels Training Area, when he used epithets with junior enlisted Soldiers</b>	1LT Alimi is a caring and committed leader who endeavored to exemplify the principles of the Army Values and Warrior Ethos through his

		<b>discriminating due to sexual orientation.</b>	activities both in word and deed. Ize clearly established himself as a trusted agent among officers more senior. 1LT Alimi fully supported SHARP, EO, EEO programs.
Presence	1LT Alimi fostered a professional work environment making himself available to Soldiers for counsel as well as superiors for mentorship. He set the example by completing all required 350-1, fitness and medical readiness requirements. He filled the current operations OIC's role many times during absences.	<b>1LT Alimi committed conduct unbecoming an officer on 30 April 2019 at Hohenfels Training Area, when he harassed junior enlisted Soldiers with discriminatory epithaphs.</b>	1LT Alimi fostered a professional work environment within the section, always making himself available for any mission. He routinely performed at a high standard in the Garrison Operations Center, making certain the Ansbach Community received top notch support.
Intellect	Demonstrated ability to handle multiple tasks including SITREP production, CBRN program development and brigade USR officer. His excellent analytical skills were noted during OPSEC training. Displayed mental agility in developing a timely understanding of mission command systems within the section.	<b>1LT Alimi displays a lack of interpersonal tact that often alienates his peers and makes for a hostile work environment. His comments about homosexuals to a junior enlisted Soldier reveal a gross lack of judgment.</b>	1LT Alimi completed an inventory of over 1,100 sensitive items despite minimal advance notification, exercising initiative in rapidly scheduling inventories and demonstrating diligence in ensuring the accountability of mission critical equipment and provisions.
Leads	Served as the day brigade battle captain during Saber Strike 18. Served as a CBRN observer/controller during the Combined Resolve X exercise. Led a	<b>1LT Alimi does not possess the leadership skills expected of a junior commissioned officer. His actions</b>	1LT Alimi led a night vision goggle driving class, ensuring safe execution of training that resulted in 202

	detachment of 30 Soldiers during the Belgian National Day parade during which he acquitted himself well in dealing with high level foreign leaders.	<b>and words do not build trust; they erode it.</b>	Soldiers licensed to drive tactical vehicles at night, greatly furthering 1-3 ARB's ability to train nighttime operations during Dragoon Ready 20 Joint Mission Readiness Center rotation.
Develops	Maintained an efficient and positive work environment which embraced learning and encouraged junior Soldiers. Helped a Soldier increase her ASVAB score through tutoring. 1LT Alimi actively prepares himself for future positions of increased responsibility.	<b>1LT Alimi's behavior does not foster a positive command climate.</b>	1LT Alimi help stand up and develop the Ansbach Task Management Tool Review Team. The team focused on receiving, quickly analyzing, and assigning tasks to the correct proponents. This resulted in a dramatic increase in effectiveness across the entire Ansbach area of operations.
Achieves	1LT Alimi has assisted with the establishment of the brigade operations center and was a member of the brigade command post during a successful T1 producing exercise for the brigade. 1LT Alimi has taken charge of and made progress in rebuilding the brigade CBRN program.	<b>1LT Alimi can be trusted to accomplish only the most basic tasks.</b>	Ize cultivated a mindset to improve every day and encouraged others to develop ideas for improving the organization. Assigned as a special projects officer, Ize constantly exercised disciplined initiative to improve quality of all projects he supported.
Comments on Potential	1LT Alimi possesses potential to lead Soldiers and accomplish the	<b>1LT Alimi is 19 of 19 1LTs that I senior rate. I am concerned that 1LT Alimi does not support Army</b>	In the short time 1LT Alimi has been part of the command, his initiative has



	<p>commander's intent. He should be placed in positions that challenge his critical thinking skills and leadership attributes. Promote and school with peers. He will be a credit to either the Chemical or Signal branch.</p>	<p><b>Equal Opportunity Policy. He has not shown the capacity to perform adequately as a leader at the next rank. Do not promote, do not put in charge of soldiers.</b></p>	<p>benefited USAG Ansbach Operations. Ize is a talented young officer and among the best company grade officers in the organization. He has unlimited potential to continue to excel and advance within the Army. Promote to Captain and send to Captains' Career Course in preparation for company command.</p>
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