

**UNITED STATES OF AMERICA
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION**

SUDOOS HAMOOD,

Plaintiff,

v.

**ARAB COMMUNITY CENTER
FOR ECONOMIC AND SOCIAL
SERVICES (ACCESS),**

Defendant.

Case No. 2:23:cv-10270-LVP-APP

Hon. Linda V. Parker

Magistrate Anthony P. Patti

JURY VERDICT FORM

Question 1: Religious Belief

Do you find by a preponderance of the evidence that Ms. Hamood had a sincerely held religious belief or practice that conflicted with an employment requirement?

Yes

No

(If you answer No, do not answer further questions.)

Question 2: Failure to Accommodate

Do you find by a preponderance of the evidence that ACCESS failed to reasonably accommodate Ms. Hamood's religious practice?

Yes

No

(If you answer No, do not answer further questions.)

Question 3: Undue Hardship

Do you find by a preponderance of the evidence that: Defendant offering Plaintiff a “reasonable accommodation” would have imposed an undue hardship on the conduct of Defendant’s business, meaning a burden that would result in substantial increased costs or significant disruption in relation to the conduct of ACCESS’s operations?

Yes

No

(If you answer Yes, your verdict is for ACCESS. If you answer No, proceed to Question 4.)

Question 4: Damages

If you answered No to Question 3, what amount of damages do you award to Ms. Hamood?

- **Economic Damages** \$ 5,471

- **Compensatory Damages:** \$ 300,000

- **Punitive Damages:** \$ 1,500,000

Foreperson Signature: s/Jury Foreperson
In compliance with the Privacy Policy adopted by
the Judicial Conference, the verdict form with
the original signature has been filed under seal.

Date: 2/20/26