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July 27, 2018

New Jersey 101.5 FM
109 Walters Ave.
Ewing, NJ 08638

Dear Board of Directors:

The Sikh community is deeply concerned and outraged by the derogatory remarks aired on NJ 101.5 about New Jersey Attorney General Gurbir Grewal. As a global human rights advocacy organization associated with the United Nations Dept. of Public Information, we are reaching out to offer employee training services available through our [Sikh Awareness Project](#), which provides education on the Sikh faith, reasons behind the distinct appearance of Sikhs, and key issues affecting the community, including hate crimes, bullying and discrimination.

At a time when documented [hate crimes against minority communities continue to be on the rise in the United States](#) and across other nations around the world, UNITED SIKHS strive to be leaders in the fight against incidents of hate, bias, discrimination and intolerance. Through our 11 global chapters, our organization has a long, well-documented history of advocating for human rights, religious freedom and free speech on behalf of minority communities of all faiths, including within New Jersey and the greater tri-state area.

As highlighted in our enclosed *Anti-Sikhism Hate & Bulling in America Report*, Sikhs have faced increased incidents of discrimination and restrictions on their ability to practice their faith freely following the Sept. 11 attacks. Data collected from our annual [Global Civil Rights Survey](#) show that Sikhs experience some form of hate crime, bias incident, racial profiling and loss of freedom to wear articles of faith in most countries. Locally, one such incident of public intolerance took place in May at a local supermarket while Attorney General Grewal was shopping for groceries with his 8-year-old daughter, [reported in the NJ Jewish News](#).

From our first-hand experience, we are well aware that the type of inflammatory language used by Dennis Malloy and Judi Franco influences racists and bigots to carry out attacks against a religious community across all age groups. The immediate and long-lasting affects may vary from schoolyard bullying – which Sikh children experience at more than double the national rate – to threats of violence, racist slurs and physical harm, including attempts to forcibly remove turbans. Through our partnership with the Dept. of Justice, Homeland Security and Equal Employment Opportunity Commission, we created the Sikh Awareness Project to help increase public awareness of Sikh history in America and promote a better understanding of religious beliefs among schools, government agencies and corporate offices.

In line with this goal, last week we partnered with the NYC Dept. of Education, Human Rights Commissioner Gurdev Kang and Community Affairs Commissioner Marco Carrion to announce the release of lesson plans we created on [Sikh Civil Rights and Sikh History](#), which are now taught to elementary students in social studies curriculum across all five boroughs within the largest public school system in the country. We remain committed to reaching out to organizations and companies, like yours, who may benefit from the tools provided by our Sikh Awareness Project. As such, we would like to request a meeting to discuss when we might be able to provide training at your earliest convenience.

While the initial suspension and public apology were positive first steps, we strongly urge you to consider ongoing workplace training to help establish a long-term resolution to the evident lack of cultural sensitivity and unacceptable comments made by your radio hosts. We look forward to your response.

Sincerely,

Rajesh Singh
Operations Manager
UNITED SIKHS
Recognize the Human Race as One