

**A. ASHLEY TABADDOR**



**EXPERIENCE:**

**• Immigration Judge**

**11/05- present**

- Preside over and manage a high-volume civil immigration court trial-level docket of several thousand pending cases (currently over 3600 pending cases, including approximately 2500 cases involving unaccompanied minors) to determine whether immigrants should be removed from the United States or granted relief allowing them to achieve legal status to remain
- Responsible for coordinating, strategizing and implementing docket management practices in order to most efficiently move cases through a multifaceted process while assuring each immigrant is afforded due process
- Conduct bench trials on a daily basis addressing life and death claims of individuals seeking protection from removal, such as asylum/refugee status and waivers for criminal activity
- Direct DHS counsel and private counsel on a daily basis on pending cases to assure optimal efficiency and completeness in proceedings before me
- Conduct pretrial conferences to narrow contested issues, efficiently manage caseload and mediate between opposing parties to reduce conflict and encourage cooperation
- Rule on hundreds of pretrial and post-trial motions annually
- Preside over cases of criminal immigrants
- Write lengthy and detailed decisions analyzing complex regulatory, statutory and constitutional law matters, which include the intersection of multiple state laws relating to criminal convictions and family law with immigration status
- Deliver lengthy oral decisions, some over an hour in length, analyzing complex regulatory, statutory and constitutional law matters, which include the intersection of multiple state laws relating to criminal convictions and family law on immigration status
- Conduct bond hearings for immigrants held in DHS custody
- Responsible for developing a best-practices model for immigration judges presiding over cases of vulnerable population (unaccompanied juveniles) nationwide
- Responsible for developing the agency's adopted format and template for oral decisions
- Developed materials and conducted trainings for immigration judges on credibility determinations
- Direct and supervise the work of judicial law clerks when they are providing me legal support
- Work closely with administrative staff in ensuring compliance with ex parte rules as well as efficient use of resources and expeditious completion of cases assigned to me

**• President, National Association of Immigration Judges (NAIJ)**

**10/17 - present**

- Two term elected president responsible for developing and overseeing implementation of a successful nationally based legal, legislative, and media strategy to protect the professionalism and independent decision-making authority of the nation's 500+ immigration judges in the most challenging time of the organization's history.
- Serve as the organization's public spokesperson and principal director and coordinator for internal and external activities.

- Oversee and manage the NAIJ executive board and over 60 local representatives located in the nation's 69 local immigration courts
- Responsible for directing, managing and overseeing:
  - (1) NAIJ legal team in multiple litigation matters against the U.S. Department of Justice
  - (2) developing and refining the legislative agenda for improvements to the current system, as well as advising Hill staff on multiple aspects of immigration court management, including appropriations, oversight of personnel and hiring practices and policies, daily operational flaws, and creation of an independent immigration court.
    - Regular contact and communication with representatives on Capitol Hill
    - Invited to testify before both the Senate and the House Judiciary committees subcommittees on immigration: Testified before the Senate Judiciary Committees in April 2018 and the House Judiciary Committee in February 2020 relating to the current state of the immigration court and the need for creation of an independent "Article 1" court.
    - Lead the national campaign for creation of an independent Article 1 immigration court (Currently coordinating with over 120 renowned national and local stakeholder endorsers)
  - (3) media outreach in educating the press about current issues impacting the immigration court, immigration judges and the public which requires the ability to succinctly explain complex immigration law concepts in plain English for lay audiences as well as esoteric legal nuances for professional audiences
    - *National Press Club:*
      - Featured speaker at the "NPC Headliners Newsmaker: Federal Immigration Judge Ashley Tabaddor" (September 21, 2018)
      - Lead Panelists at the NPC Headliners Newsmaker Press Conference entitled "Immigration Courts in Crisis." (September 27, 2019)
  - (4) stakeholder connection - Continue to build and expand a coalition of renowned national organizations including the American Bar Association, the Federal Bar Association, and the American Immigration Lawyers Association.
    - orchestrate and conduct first ever NAIJ stakeholder town hall meeting with close to 1000 stakeholder organizations, attorneys and members of the public.
  - (5) member services- responsible for overseeing and developing protocols for supporting 500+ immigration judges on labor issues impacting working condition, discipline, and individual and organizational grievances, including overseeing formal grievance arbitrations and hiring and overseeing outside counsel who represent the union in grievance arbitration hearings
  - (6) lead representative of NAIJ in agency partnership and collective bargaining activities
  - (7) Primary point of contact and strategy coordinator with parent union IFPTE
  - (8) Represent NAIJ in outreach to other stakeholder or similarly situated unions
  - (9) Oversee NAIJ sponsored trainings for incoming immigration judges
  - (10) Oversee NAIJ sponsored trainings for all immigration judges, including cybersecurity and resilience training

- **Assistant U.S. Attorney, U.S. Attorney’s Office, C. D. of California** **5/02-11/05**
  - Defended the United States and its employees against suits alleging improper visa denials (including mandamus petitions related to adjustment of status and decisions of consular officials to deny visas), employment discrimination, failure to accommodate disabilities, writs of habeas corpus, and constitutional torts.
  - Worked with counsel at various federal agencies to gather evidence and develop defense strategies. Tried national security case involving criminally convicted criminal aliens, complex employment discrimination case.
  - Responsible for all aspects of civil cases including witness interviews, depositions and other discovery, motions to dismiss, motions for summary judgment, and trial.
  - Developed and oversaw the office’s immigration litigation training program
  - served as resident expert on immigration issues
  - Developed an on-line training portal for AUSA’s assigned to handle immigration cases

- **Trial Attorney, Civil Division, U.S. Department of Justice** **9/00 - 5/02**

Litigated in district and circuit courts of appeal throughout the country on behalf of the U.S. government on immigration related matters. Drafted and argued dozens of appellate briefs, replies, and motions to dismiss. Have several favorable published decisions.

- **Judicial Law Clerk/Attorney Advisor,** **6/96 - 9/00**

Served as a judicial law clerk for the immigration court researching and drafting opinions on complex immigration cases, including those requiring top secret security clearance. Promoted to the Attorney Advisor position to the Chief Immigration Judge; Drafted and commented on proposed legislation and regulations; Participated in program and policy development for the immigration courts, including planning the annual Judicial Law clerk conference.

**ADJUNCT PROFESSOR/FACULTY MEMBER:**

- **Adjunct Professor-** Develop and teach advanced level immigration law courses:
  - UCLA, School of Law,** **Spring 2011 to 2017**  
Immigration Law and Crimes; Immigration Law & Practice
  - Chapman School of Law,** Immigration Law and Crimes **Spring 2010**
  - USC Law School,** Legal Writing and Advocacy **7/04 - 12/05**
  - George Washington Law School,** Legal Writing, Research & Moot Court **8/01 - 5/02**
- **Faculty Member** **Feb./March & Nov. 2017**  
Judicial Council of California, course on “Immigration Issues in Domestic Violence Cases”
- **Faculty Member** **2016 & 2017**  
Developed and taught multiple courses at the new immigration judge training program including sessions on assessing credibility of asylum applicants and

**EDUCATION:**

**University of California, Hastings College of the Law**  
Served as the Hastings' Women's Law Journal Symposium Editor  
Recipient of the Public Interest Law Scholar Program Certificate

**J.D. - 5/1997**

**University of California, Los Angeles**  
Graduated *cum laude* & completed the College Honors Program  
Political Science major with an emphasis on American Politics

**B.A. - 6/1994**

**LEGAL ACTIVITIES & HONORS:**

- **Recipient of *Judicial Excellence* awards** by:
  - The Mexican American Bar Association (2018)
  - The Armenian-American Bar Association (2014)
  - The Arab American Lawyers' Association of Southern California (2014)
  - The Iranian American Bar Association (2013)
  
- Recipient of "*Government Lawyer of the Year*" award, Federal Bar Association (2019)
  
- **The American Bar Association**, Judicial Division, "Federal Adjudication Committee," Vice Chair (2020)
  
- **Guest Lecturer & Speaker (a sampling):**  
National Press Club, Federal Bar Association, Migration Policy Institute, Administrative Conference of the United States, National Association of Women Judges, National Union of Health Care Workers, Pacific Council on International Policy, Los Angeles County Bar Association, Southern California Chinese Lawyers Association, Orange County Bar Association, Los Angeles Police Department Muslim Forum, UCLA Law School, Southwestern Law School, La Verne Law School, El Camino Community College, Public Affairs Alliance of Iranian Americans, the Rotary Club.