

UNITED STATES DISTRICT COURT FOR THE DISTRICT OF OREGON

Muhammad Ashraf v. Providence Newberg Medical Center

Ashraf · No. 3:24-cv-02166-JR · Decided December 22, 2025

SUMMARY

The United States District Court for the District of Oregon adopted a magistrate judge’s Findings and Recommendation concerning Muhammad Ashraf’s revised motion to amend his complaint. The court granted leave to amend the gender discrimination and retaliation claims but denied leave to amend all other remaining claims.

CASE DETAILS

COURT	United States District Court for the District of Oregon
WRITING FOR THE COURT	Karin J. Immergut
JURISDICTION	United States District Court for the District of Oregon
DECIDED	December 22, 2025
DOCKET	3:24-cv-02166-JR
DISPOSITION	other
PROCEDURAL POSTURE	Plaintiff objected to a magistrate judge's Findings and Recommendation concerning Plaintiff's Revised Motion to Amend Complaint. The district court reviewed the objected-to portions de novo, adopted the Findings and Recommendation in full, and granted the motion to amend in part and denied it in part.
STANDARD OF REVIEW	De novo review of the portions of the magistrate judge's Findings and Recommendation to which objections were made; no de novo review is required for unobjected-to factual or legal conclusions, although the district judge may review them sua sponte.
PRECEDENTIAL VALUE	unpublished district court order

TOPICS

- motion to amend
- employment discrimination
- retaliation
- civil procedure

PRACTICE AREAS

- civil procedure
- employment law
- civil rights

QUESTIONS PRESENTED

1. Whether the district court should adopt the magistrate judge's Findings and Recommendation concerning Plaintiff's Revised Motion to Amend Complaint.
2. Whether Plaintiff should receive leave to amend his gender-discrimination and retaliation claims and his other remaining claims.

HOLDINGS

1. A district court must make a de novo determination of the portions of a magistrate judge's Findings and Recommendation to which a party objects, but need not conduct de novo or other review of unobjected-to factual or legal conclusions.
2. Plaintiff was granted leave to amend with respect to his gender-discrimination and retaliation claims, but was denied leave to amend with respect to all other remaining claims.

KEY QUOTATIONS

“This Court GRANTS IN PART AND DENIES IN PART Plaintiff’s Revised Motion to Amend Complaint, ECF 29. This Court GRANTS Plaintiff leave to amend with respect to his gender discrimination and retaliation claims and DENIES Plaintiff leave to amend with respect to all other remaining claims.”

FACTUAL BACKGROUND

Plaintiff Muhammad Ashraf sought leave to file a revised amended complaint asserting, among other claims, gender-discrimination and retaliation claims. The magistrate judge recommended granting the motion in part and denying it in part. After reviewing Plaintiff's objections, the district court adopted that recommendation.

PROCEDURAL HISTORY

Magistrate Judge Jolie A. Russo issued a Findings and Recommendation recommending that Plaintiff's Revised Motion to Amend Complaint be granted in part and denied in part. Plaintiff objected, and the district court conducted de novo review of the portions to which objections were made. The district court adopted the Findings and Recommendation in full, allowing amendment of the gender-discrimination and retaliation claims while denying leave to amend all other remaining claims.

DISPOSITION

other

CASES CITED

- Thomas v. Arn, 474 U.S. 140, 149-50 (1985)
- United States v. Reyna-Tapia, 328 F.3d 1114, 1121 (9th Cir. 2003) (en banc)
- Thomas v. Arn, 474 U.S. 140, 154 (1985)

OPINION

IN THE UNITED STATES DISTRICT COURT FOR THE DISTRICT OF OREGON
MUHAMMAD ASHRAF, Case No. 3:24-cv-02166-JR Plaintiff, ORDER ADOPTING F&R v.
PROVIDENCE NEWBERG MEDICAL CENTER, Defendant. Muhammad Ashraf, South Jordan,
UT 84009. Pro se. Colleen O. Munoz and Lisa P. Shevlin, Littler Mendelson, P.C., 1300 SW Fifth
Avenue, Suite 2050, Portland, OR 97201. Attorneys for Defendant.

IMMERGUT, District Judge. Magistrate Judge Russo has issued a Findings & Recommendation (“F&R”), ECF 33, recommending that Plaintiff’s Revised Motion to Amend Complaint, ECF 29, be granted in part and denied in part. This Court has reviewed de novo the portions of the F&R to which Plaintiff objected, and this Court ADOPTS Magistrate Judge Russo’s F&R.

Under the Federal Magistrates Act (“Act”), as amended, the court may “accept, reject, or modify, in whole or in part, the findings or recommendations made by the magistrate judge.” 28 U.S.C. § 636(b)(1)(C). If a party objects to a magistrate judge’s F&R, “the court shall make a de novo determination of those portions of the report or specified proposed findings or recommendations to which objection is made.” *Id.* But the court is not required to review, de novo or under any other standard, the factual or legal conclusions of the F&R to which no objections are addressed.

See *Thomas v. Arn*, 474 U.S. 140, 149–50 (1985); *United States v. Reyna-Tapia*, 328 F.3d 1114, 1121 (9th Cir. 2003) (en banc). Nevertheless, the Act “does not preclude further review by the district judge, sua sponte” whether de novo or under another standard. *Thomas*, 474 U.S. at 154. This Court has reviewed de novo the portions of Judge Russo’s F&R to which Plaintiff objected.

Judge Russo’s F&R, ECF 33, is adopted in full. This Court GRANTS IN PART AND DENIES IN PART Plaintiff’s Revised Motion to Amend Complaint, ECF 29. This Court GRANTS Plaintiff leave to amend with respect to his gender discrimination and retaliation claims and DENIES Plaintiff leave to amend with respect to all other remaining claims. IT IS SO ORDERED. DATED this 22nd day of December, 2025. /s/ Karin J. Immergut Karin J. Immergut United States District Judge