

1 DR. BETHANY ALHAIDARI

Dr. Bethany Al-Haidari is an interdisciplinary human rights scholar, educator and practitioner with extensive professional and lived expertise in international human rights law, domestic violence, sexual assault, children's rights, persecution in authoritarian regimes, and inequity in systems.

She holds a PhD in Human Rights Law and has two decades of experience in education, survivor advocacy, international legal analysis, crisis response, and cross-border human rights work. Her professional background spans academic research, policy development, litigation support, organizational leadership, and direct services for individuals navigating complex trauma, wrongful detention, international human rights disputes, and family or systemic injustice.

Dr. Al-Haidari's work integrates rigorous legal scholarship with trauma-informed practice, cultural competency, and global human rights frameworks. She provides expert consultation, survivor-centered advocacy, strategic analysis, educational programming, and public speaking for institutions, legal teams, and organizations seeking deeper understanding of trauma, abuse dynamics, child safety, and international human rights challenges.

WORK EXPERIENCE

EXECUTIVE DIRECTOR - Sage Advocacy Center

February 2023 - PRESENT

Washington State

As Executive Director of Sage Advocacy Center, I lead a multi-program, community-based, and nationally accredited victim services agency providing critical support to survivors of domestic violence, sexual assault, child abuse, and crime. I oversee a multidisciplinary team of managers, advocates, forensic interviewers, therapists, prevention educators, and administrative staff across multiple state and federally funded programs.

In this role, I am responsible for:

- Developing and executing organizational strategy, ensuring agency success, stability, and alignment with all state and federal laws, regulations, and victim services standards.
- Overseeing budget planning, financial management, and grant compliance for numerous state, federal, and foundation funding streams.
- Creating and implementing trauma-informed, survivor-centered policies and protocols while strengthening staff wellbeing, performance, and professional growth.
- Leading Central Washington's multidisciplinary team (MDT) for child abuse investigations, partnering with law enforcement, prosecuting attorneys, medical providers, and child protective services to ensure coordinated and compassionate responses spanning across four counties.
- Driving organizational planning, capacity expansion, and program development, ensuring sustainable growth and community impact.
- Ensuring delivery of high-quality, culturally competent advocacy services for survivors of all ages and backgrounds.
- Serving as a public voice for survivors, human rights, and systemic reform, representing the agency in community forums, media, task forces, legislative advocacy, and regional coalitions.

EDUCATION

UNIVERSITY OF GALWAY, SCHOOL OF LAW [IRELAND]

- PhD Human Rights Law

UNIVERSITY OF WASHINGTON, SCHOOL OF LAW [SEATTLE]

- LLM General Law

AMERICAN UNIVERSITY OF PARIS [FRANCE]

- MA in Middle East & Islamic Studies

CENTRAL WASHINGTON UNIVERSITY

- BA Sociology & Ethnic Studies

BIRZEIT UNIVERSITY [PALESTINE]

- Palestine & Arabic Studies

CERTIFICATES

Teaching English as a Foreign Language

Yoga Teacher (E-RYT 200)

SKILLS

- National Policy Leadership & Multi-State & International Partnerships
- Multidisciplinary Child-Safety & Health Integration & Investigation
- Organizational Vision, Strategy & Executive Leadership
- Research Translation, Data Strategy & Quality Improvement
- Trauma-Informed Systems Design
- Federal/State Grant Management & Fiscal Stewardship
- Board Relations, Fundraising & Strategic Philanthropy

WORK EXPERIENCE

CASE MANAGER - The Middle East Democracy Center **Washington, D.C.** **2020-2023**
(formerly: The Freedom Initiative & POMED)

I worked on developing and executing the organizational research, advocacy, and case management strategy. I managed high-profile and complex international human rights cases involving wrongful detention, state retaliation, and political imprisonment in the Middle East of U.S. citizens and lawful permanent residents and their immediate family members. I coordinated case strategy, conducted research and documentation, and partnered with legal teams, diplomats, FBI, State Department, the White House, members of congress, NGOs, journalists, and family members to advocate for the release of wrongfully detained individuals.

Key responsibilities and accomplishments:

- Managed a portfolio of high-profile and highly-sensitive wrongful detention cases in Saudi Arabia, Egypt, the UAE, and other countries.
- Conducted detailed case analysis, human rights documentation, risk assessments, strategy, and support of the immediate family members of detainees.
- Developed advocacy strategies incorporating legal, diplomatic, media, and international mechanisms.
- Coordinated communication between families, attorneys, policymakers, and international partners.
- Delivered reports, briefing materials, expert testimony, and public advocacy statements on political imprisonment and human rights violations.
- Served as spokesperson on cases and human rights representing the Organization and our work on live TV, in publication, and radio for CNN, BBC World News and the Washington Post
- Directly contributed to securing the release of multiple wrongfully detained individuals in the Middle East and their safe return to the United States
- Strengthened global awareness of systemic abuses through research-driven campaigning, congressional briefings and testimony, and publications.

SENIOR FELLOW - Human Rights Foundation **New York City (remote)** **2022-2024**

I provided research, expert insights, and strategic guidance on cases involving wrongful detention, human trafficking, entrapment, political repression, cross-border family law conflicts, and threats to vulnerable populations living under authoritarian regimes. Developed and executed advocacy and lobbying strategy & supporting with organization of annual Oslo Freedom Forward event.

Key contributions:

- Developed legal and policy briefings on human rights abuses, governance structures, and authoritarian legal systems.
- Conducted analysis of gender-based violence, domestic abuse, coercive control, and retaliation within repressive states, including Saudi Arabia and published annual reports.
- Advised HRF leadership on emerging human rights crises, legislative trends, and international mechanisms for accountability.
- Worked directly with trafficking victims and their family members, supporting with case strategy, filings, and briefings
- Collaborated with researchers, lawyers, journalists, and global partners to document abuses and advance policy solutions, including filings to the United Nations and Global Magnitsky filings.
- Managed relationships with high profile human rights defenders for organization & planned retreats



DR. BETHANY ALHAIDARI

WORK EXPERIENCE

HUMAN RIGHTS LOBBYIST - The Center for International Policy

D.C. 2020 - 2021

As a human rights lobbyist with the Center for International Policy in partnership with Freedom Forward, I worked directly with the Executive Director to design and execute lobbying strategies focused on global women's rights, gender-based violence, and state-enabled coercive control issues. I led advocacy campaigns targeting U.S. policymakers, congressional offices, and key federal agencies to influence foreign policy decisions impacting women and marginalized groups worldwide. Worked on coalition building involving multiple key stakeholders across the United States and Europe.

Key responsibilities and accomplishments include:

- Developed and executed comprehensive lobbying strategies on women's rights, gender-based persecution, and human rights accountability.
- Drafted policy recommendations, legislative proposals, briefing materials, letters, legislation, and advocacy memos for Congressional and federal agency engagement.
- Conducted research on gender-based violence, authoritarian regimes, U.S. foreign policy, arms deals, and state repression.
- Coordinated meetings with congressional offices, policy advisors, and human rights coalitions to advance human rights goals.
- Supported Freedom Forward campaigns aimed at ending U.S. support for abusive governments and promoting accountability for gender-based violations.
- Cultivated strategic relationships with NGOs, think tanks, journalists, and advocacy networks worldwide.
- Provided direct support to the Executive Director in shaping messaging, campaign direction, coalition-building, public advocacy efforts, and direct work with survivors.

CHIEF EXECUTIVE OFFICER - OZ Yoga & Wellness Company

Saudi Arabia

2017-2020

As CEO and Founder of OZ Yoga & Wellness, I established and led Saudi Arabia's first licensed yoga studio, first registered yoga school, and the first business in the country with majority ownership held by a foreign woman. I built the company from inception into one of the region's leading wellness organizations, serving more than 12,000 clients annually, leading multiple successful international wellness retreats, and securing major contracts with corporate, governmental, and international partners.

Key achievements and responsibilities:

- Founded and grew a wellness company from zero clients into a multimillion-riyal operation serving 12,000+ clients per year, securing contracts with the Embassy of Canada, the U.K. Embassy, the Saudi Arabian Ministry of Communications, PriceWaterhouseCoopers (PwC), and several others.
- Led marketing, communications, and community engagement strategies across Saudi Arabia and international markets.
- Launched the first General Sports Authority licensed yoga studio & yoga alliance certified yoga teacher training school (RYS) in the country, developed approved curriculum and successfully led multiple teaching trainings licensing hundreds of women to become yoga instructors
- Managed all aspects of business operations, including licensing, compliance, staffing, advertising, financial planning, sales, and expansion.
- Developed innovative international wellness, retreat, and training programs within a culturally sensitive and legally complex environment leading multiple successful retreats to India, Bali and Seychelles

4

DR. BETHANY ALHAIDARI

WORK EXPERIENCE

LECTURER & DOCTORAL RESEARCHER - Irish Centre for Human Rights

2014-2017

As a Lecturer and Doctoral Researcher at the Irish Centre for Human Rights at the National University of Ireland, I developed curriculum, designed course materials, and taught graduate-level classes in international law, global conflict, and Islamic legal foundations. My work combined rigorous academic research with practical insights drawn from human rights fieldwork, advocacy, and lived experience in authoritarian environments.

Key contributions:

- Developed and co-taught core components of the LLM in Global Law and Conflict, covering international human rights law, armed conflict, state violence, and authoritarian legal structures with Dr. Kathleen Cavanaugh.
- Designed and delivered a graduate-level Foundations of Islamic Law lecture series, focusing on legal history, jurisprudence, gender dynamics, and comparative legal analysis.
- Supervised student research and provided academic mentorship to LLM candidates.
- Conducted doctoral research examining coercive control at state level, human rights violations in authoritarian regimes, and systemic gender-based oppression.
- Contributed scholarly work and participated in academic conferences, workshops, and interdisciplinary collaborations.
- Integrated real-world case studies and human rights investigations into classroom teaching to enhance student understanding of global justice challenges.

LECTURER - Prince Mohammed bin Fahd University Al-Khobar, Saudi Arabia

2011-2014

I taught undergraduate courses in communication, English language, composition, and critical thinking, while designing curriculum tailored to the needs of women students in a restrictive educational environment. I supported students in developing analytical writing skills, media literacy, public communication, and real-world advocacy through published work and debate.

Key contributions:

- Developed and taught university-level curriculum in composition, communication, and critical thinking.
- Mentored students in writing and publication, guiding them to successfully place op-eds in Arab News, the Saudi Gazette, and other regional media outlets.
- Led student debate groups, fostering public speaking, argumentation, and structured analysis.
- Integrated global communication frameworks with culturally relevant and gender-sensitive instructional practices.
- Provided academic advising, student support, and individualized writing coaching.
- Awarded Most Liked Teacher (2013) based on student voting and faculty evaluation.

LECTURER - AMIDEAST

Tunis, Tunisia

2010-2011

I developed curriculum and taught Business English and professional communication courses to university students, young professionals, and government scholarship candidates. I also supported programming at the U.S. State Department-affiliated American Corner, facilitating cultural exchange, English learning initiatives, and community engagement events.



DR. BETHANY ALHAIDARI

WORK EXPERIENCE

LECTURER - AMIDEAST
(continued)

Tunis, Tunisia

2010-2011

Key contributions:

- Designed and delivered Business English curriculum focused on professional writing, presentations, job readiness, and cross-cultural communication.
- Taught intensive English courses to students preparing for U.S. academic programs or professional advancement.
- Supported the American Corner by developing workshops, conversation clubs, and cultural exchange programming.
- Provided academic and professional guidance to students navigating rapidly changing social and political landscapes.
- Worked on the ground during the Arab Spring, adapting curriculum and classroom safety protocols in response to political unrest, protests, and security challenges.
- Supported student resilience and learning continuity amid national upheaval.
- Strengthened U.S.–North Africa educational ties through community programming and skills-based instruction.

TEACHER - French International School of Dakar

Dakar, Senegal

2008-2010

As a preschool teacher in the Petite Section and Moyenne Section at the French International School in Dakar, I taught early childhood learners in a bilingual French/English environment and supported their cognitive, linguistic, and socio-emotional development. I implemented curriculum aligned with the French national education system, monitored student progress, and maintained ongoing communication with parents and school leadership.

Key contributions:

- Taught bilingual early childhood education classes focusing on foundational literacy, language acquisition, socio-emotional development, and creative learning.
- Implemented French national curriculum standards within the Petite and Moyenne Sections.
- Designed age-appropriate lesson plans, activities, and developmental assessments.
- Conducted regular evaluations of student progress and provided detailed reports to parents and administrators.
- Facilitated strong parent–teacher relationships through consistent communication and culturally competent engagement.
- Supported the integration of diverse student backgrounds within a multicultural international school setting.
- Contributed to classroom management, early learning environment design, and school community activities.

PUBLIC SPEAKING & AUTHORED PUBLICATIONS

OP-ED: Our Children Deserve Better: Local Child Abuse Victims Receive 425% than the National Average - November 15, 2025

For the Wenatchee World:

https://www.wenatcheeworld.com/opinion/our-children-deserve-better-local-child-abuse-victims-receive-425-less-than-the-national-average/article_63ae9375-3db7-4b45-805f-93eabd90f24.html

EXPERT WITNESS: State of Nevada, 2023

Hired by the state to cover international child wellbeing and Saudi Arabia. Covered dynamics of domestic violence and abuse not previously noted in the case. My testimony substantially altering the outcome of the case to protect a vulnerable child and mother.

GRADUATION COMMENCEMENT CEREMONY SPEAKER • CLASS OF 2022

University of Washington School of Law – Seattle, WA

· <https://www.youtube.com/watch?app=desktop&v=pQrgciLq4Ss> (speech beginning at 42:00)

COMMENTATOR, BBC World News (Live)

Salma AlShehab: Concern for Saudi Student Jailed 34 Years for Tweets

<https://www.bbc.com/news/world-middle-east-62574102>

CONGRESSIONAL TESTIMONY • NOVEMBER 10, 2020

U.S. House of Representatives Tom Lantos Human Rights Commission – November 10, 2020

· <https://humanrightscommission.house.gov/events/hearings/human-rights-saudi-arabia-update>

OP-ED: THE SEXUAL ABUSE OF CHILDREN IS ON THE RISE, AND WE NEED YOUR SUPPORT TO STOP IT • JANUARY 11, 2024

Co-Authoring with East Wenatchee Chief of Police Rick Johnson for the Wenatchee World

· https://www.wenatcheeworld.com/opinion/opinion-rick-johnson-and-bethany-alhaidari-sexual-abuse-of-children-in-our-valley-is-on/article_c03f2a16-af20-11ee-aa2f-ab5436a6a955.html

ANNUAL RESEARCH REPORT; SAUDI ARABIA'S HUMAN TRAFFICKING MECHANISMS • AUGUST 2023

Authored for the Human Rights Foundation

· <https://hrf.org/latest/human-trafficking-in-saudi-arabia-report/>

ANNUAL RESEARCH REPORT: IN THE SHADOWS OF AUTHORITARIANISM: EGYPTIAN AND SAUDI TRANSNATIONAL REPRESSION IN THE U.S. • APRIL 2023

Co-Authoring for the Middle East Democracy Center (formerly the Freedom Initiative)

· <https://mideastdc.org/publication/in-the-shadows-of-authoritarianism/>

ANNUAL RESEARCH REPORT: SAUDI ARABIAN GOVERNMENT REPRESSION IN THE U.S. AND WORLDWIDE • OCTOBER 4, 2021

Authored for the Middle East Democracy Center (formerly the Freedom Initiative)

· <https://mideastdc.org/publication/friend-or-foe/>

KEYNOTE SPEAKER: Law & Society Association Annual Meeting on Law and Society, Toronto, Canada, 2018

On Women's Rights In Saudi Arabia