

United States Court of Appeals
FOR THE DISTRICT OF COLUMBIA CIRCUIT

No. 25-7207

September Term, 2026

1:25-cv-00699-BAH

Filed On: September 28, 2026

Wanyu Zhang,

Appellant

v.

National Public Radio, Inc., doing business as
NPR,

Appellee

**ON APPEAL FROM THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLUMBIA**

BEFORE: Millett, Walker, and Childs, Circuit Judges

J U D G M E N T

This appeal was considered on the record from the United States District Court for the District of Columbia and on the briefs filed by the parties. See Fed. R. App. P. 34(a)(2); D.C. Cir. Rule 34(j). It is

ORDERED AND ADJUDGED that the district court’s order entered December 18, 2025, be affirmed. The district court correctly concluded that appellant’s complaint failed to state a claim of national origin discrimination under Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq. See Ashcroft v. Iqbal, 556 U.S. 662, 678 (2009) (“To survive a motion to dismiss, a complaint must contain sufficient factual matter, accepted as true, to ‘state a claim to relief that is plausible on its face.’” (quoting Bell Atl. Corp. v. Twombly, 550 U.S. 544, 570 (2007))). Specifically, appellant failed to allege facts plausibly showing that appellee took any action against her because of her national origin. See 42 U.S.C. § 2000e-2(a)(1); Baloch v. Kempthorne, 550 F.3d 1191, 1196 (D.C. Cir. 2008); see also Joyner v. Morrison & Foerster LLP, 140 F.4th 523, 530 (D.C. Cir. 2025). Notably, appellee has explained (and appellant’s own complaint acknowledges) that it terminated appellant’s employment because she lacked work authorization and refused to rehire her based on concerns that she inaccurately responded to a question on her visa application. See Appellee Br. at 2-3, 8-11; Compl. ¶¶ 65, 82, 87. Appellant has not argued that these explanations are inaccurate or pretextual. See Joyner, 140 F.4th at 534. To the extent appellant challenges the district court’s determination that she failed to exhaust administrative remedies for

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certain of her discrimination allegations, she has forfeited any such challenge by mentioning it only “in the most skeletal way.” Al-Tamimi v. Adelson, 916 F.3d 1, 6 (D.C. Cir. 2019) (citation and internal marks omitted).

Pursuant to D.C. Circuit Rule 36, this disposition will not be published. The Clerk is directed to withhold issuance of the mandate herein until seven days after resolution of any timely petition for rehearing or petition for rehearing en banc. See Fed. R. App. P. 41(b); D.C. Cir. Rule 41.

Per Curiam

FOR THE COURT:

Clifton B. Cislak, Clerk

BY: /s/
Daniel J. Reidy
Deputy Clerk