

Takoorka Jihada Galmada iyo Aqoonsiga Jinsiga

Xafiiska OFCCP Waxuu Adiga Kaa Dhawraa Takoorka ama Kalasooca Ku salaysan Jihada Galmada iyo Aqoonsiga Jinsiga

Xafiiska Barnaamijyada Adeecidda Qandaraaska Federaali ah / Office of Federal Contract Compliance Programs (OFCCP) waxuu hirgeliyaa Amarka Madaxweynaha (Executive Order) ee 11246, ee la beddelay, kaasoo mamnuucaya in qandaraasleyaasha federaali ah iyo qandaraasleyaasha ka sii hooseeya ay shaqaalaha iyo shaqo codsadeyaasha u geystaan takoor ku salaysan jihadooda galmada ama aqoonsigooda jinsiga.

1. Maxuu xafiiska OFCCP ku qeexaa jihada galmada iyo aqoonsiga jinsiga?

“Jihada galmadu” waxay tilmaamaysaa soo jiidashada jirka, jeceylka, iyo/ama shucuureed ee uu shakhsigu ka dareemo dadka kale ee ay isku jinsi yihiin iyo/ama jinsi kaladuwan yihiin. Tusaalooyinka jihada galmada waxaa ka mid ah jinsiga kale u tage, khaniisad, khaniis, iyo labada jinsi u tage.

Ereyga “aqoonsiga jinsigu” waxuu tilmaamayaa jinsiga uu qofku niyaddiisa ka dareensan yahay in uu yahay. Waxaa laga yaabaa in uu kaasi ku toosan yahay iyo in kale jinsiga qofka lagu sheegay markii uu dhashay, waxaana laga yaabaa in dadka kale loo muujiyo iyo in kale.

2. Waa maxay takoorka ama kalasooca ku salaysan jihada galmada iyo aqoonsiga jinsiga?

Takoorka shaqada ka yimaadda waxuu caadi ahaan dhacaa marka loo-shaqeeyuhu uu adiga, shaqaalaha ama shaqo codsadhaha, kuula dhaqmo si aanan kuu wanaagsanayn sababtoo ah jihadaada galmada ama aqoonsigaaga jinsiga. Takoorku waxuu weliba dhacaa marka siyaasadaha ama nidaamyada caddaali u muuqda ee loo-shaqeeyuhu ay saamayn weyn oo xun u keenaan shaqaalaha ama shaqo codsadeyaasha sababtoo ah jihadooda galmada ama aqoonsigooda jinsiga.

3. Waa maxay xuquuqda aan haysto?

Waxaad adigu xaq u leedahay in aad ka shaqayso meel ama goob uu ka maqan yahay takoorku, xataa kadeedista, ku salaysan jihadaada galmada ama aqoonsigaaga jinsiga. Adiga laguma kadeedi karo, hoos laguuma dejin karo, laguma eryi karo, lagaama dhimi karo mushaarka, laguuma diidi karo shaqada, ama si kaloo aanan kuu wanaagsanayn laguulama dhaqmi karo sababtoo ah jihadaada galmada ama aqoonsigaaga jinsiga. Marka qaar laga soo qaato, qandaraasleyaashu MA:

- Weydiin karaan shaqaalaha ama shaqo codsadeyaasha macluumaad ama caddayn aqoonsi oo aanay weydiinin dhammaan shaqaalaha ama shaqo codsadeyaasha kale, xataa macluumaadka caafimaadeed ee khuseeya aqoonsigooda jinsiga;
- Diidi karaan in shaqaalaha iyo shaqo codsadeyaashu ay isticmaalaan musqusha ku toosan aqoonsigooda jinsiga;
- Kadeedi karaan shaqaalaha iyo shaqo codsadeyaasha sababtoo ah jihadooda galmada ama aqoonsigooda jinsiga;
- Diidi karaan in dadka isku jinsi ah ee si sharci ah isku qaba ay helaan isla faa’iidooyinka ama dheefaha ay ugu deeqaan dadka is qaba ee labada jinsi kala ah; ama
- Diidi karaan in lammaanaha isku jinsi ah ee xiriir sharci ah ku wada jira ama guri keliya lammaane ku ah ay helaan isla faa’iidooyinka ama dheefaha ay ugu deeqaan lammanaha labada jinsi kala ah ee xiriirrada noocaas ah ku wada jira.

4. Maxuu xafiiska OFCCP dhawraa?

Xafiiska OFCCP waxuu dhawraa xuquuqda shaqaalaha iyo shaqo codsadeyaasha shirkadaha ganacsi kula jira Dawladda Federaali ah. Waxaa taas ka mid ah shaqaalaha bangiyada, shirkadaha farsamada isgaarsiinta, warshadaha xirxiridda hilibka, dukaannada wax iibiya, warshadaha wax soo saara, shirkadaha xisaabinta, iyo shirkadaha dhismaha, marka qaar laga soo qaato.



5. Maxaan sameeyaa haddii aan u arko in loo-shaqeeyahaygu uu aniga ii geystey takoor ku salaysan jihadayda galmada ama aqoonsigayga jinsiga?

Waxaad cabasho u diri kartaa xafiiska OFCCP haddii aad u aragto in adiga takoor lagaaga geystey shaqada ama markii aad shaqo codsanaysay. Uma baahnid in aad hubtid in loo-shaqeeyahaagu uu yahay qandaraasle federaali ah ama qandaraasle ka sii hooseeya si aad cabasho u dirto.

6. Sideen cabasho ugu diraa xafiiska OFCCP?

Waxaad takoor cabasho ka diri kartaa adigoo:

- Internetka foom ku buuxinaya kuna diraya marka aad gasho Barta internetka xafiiska OFCCP;
- Shakhsi ahaan foom ku buuxinaya mid ka mid ah xafiisyada OFCCP; ama
- Foom aad buuxisay boostada, e-mail, ama fakis ugu diraya xafiiska goboleed ee OFCCP ee u xil saaran goobta uu ka dhacay takoorka aad ku eed sheeganayso.

Waxaa foomka laga heli karaa internetka halkan <http://www.dol.gov/ofccp/regs/compliance/pdf/pdfstart.htm> iyo isagoo warqad ku daabacan dhammaan xafiisyada OFCCP. Si aad u ogaato xafiiska kuugu dhow, booqo liiska xafiisyada OFCCP ee internetka kaga yaalla halkan <http://www.dol.gov/ofccp/contacts/ofnation2.htm>.

Waa in aad xasuusato in aad saxiixdo foomkaaga cabashada ee aad buuxisay. Haddii aad sidaas samayn weydo, xafiiska OFCCP waxuu weli kaa qaadi doonaa cabashada laakiin baaraha xafiiska OFCCP ayaa ku weydiin doona in aad foomka saxiixdo marka dambe ee uu ku waraysto. Cabashooyinka ku eed sheegaya takoorka ku salaysan jinsiyadda, midabka, diinta, jinsiga, jihada galmada, aqoonsiga jinsiga, ama asalka waddameed waa in lagu diro muddo 180 maalmood ah ka dib taariikhda uu dhaco takoorka lagu eed sheegto, haddii aanan sabab fiican lagu kordhinin waqtiga lagu diro. Isla waqtigaas 180 maalmood ah ayaa ku dabbakhan cabashooyinka ku eed sheegaya takoorka ka yimaadda ka hadlidda, ka shaac qaaddida, ama weydiimo ka dirista mushaarka.

7. Miyuu loo-shaqeeyahaygu aniga shaqada iga eryi karaa, hoos iigu dejin karaa, ama iila dhaqmi karaa si aanan ii wanaagsanayn cabashada aan diray awgeed?

Maya. Waa sharci darro in loo-shaqeeyahaagu uu kaaga aargoosto dirista cabasho ama ka qaybqaadashada

baaritaan la wado. Xeerasha xafiiska OFCCP ayaa kaa dhawraya kadeedista, cabsigelinta, hanjabaadda, khasabka, ama aargoosashada kaaga yimaadda marka aad xuquuqdaada adeegsato.

8. Miyaan cabashada takoorka ku saabsan u diri karaa xafiiska OFCCP iyo weliba Guddiga gaar ah ee U sinnaanta Fursadaha Shaqada / Equal Employment Opportunity Commission (EEOC)?

Haa, haddii aad u dirto xafiiska OFCCP iyo guddiga EEOC labadoodaba, waxaa cabashadaada baari doonta hay'adda habboon. Mararka qaar, waxaa laga yaabaa in xafiiska OFCCP iyo guddiga EEOC ay ku go'aan gaaraan in ay ka wada shaqeeyaan baaritaanka cabashadaada.

Xafiiska OFCCP waxuu caadi ahaan hayaa cabashooyinka laga diro qandaraasleyaasha federaali ah ee ku eed sheegaya takoorka ku salaysan jihada galmada ama aqoonsiga jinsiga ee qofka. Xafiiska OFCCP waxuu weliba caadi ahaan hayaa cabashooyinka laga diro qandaraasleyaasha federaali ah marka ay u muuqato in ay jirto caadada takoor loo geysto koox shaqaale ama codsadeyaal ah, iyo kuwa ku eed sheegaya takoorka ku salaysan naafonimada ama xaaladda halyeyga dhawran. Caadi ahaan, xafiiska OFCCP waxuu hayaa cabashooyinka laga diro qandaraasleyaasha federaali ah ee ku eed sheegaya takoorka ka yimaadda marka qofku su'aalo ka jeediyo, ka hadlo, ama shaaca ka qaado mushaarka.

9. Maxaa dhacaya haddii la soo helo in aan dhibbane u noqday takoorka shaqada ka yimaadda?

Waxaa laga yaabaa in aad xaq u yeelato tallaabo wax lagu saxo oo adiga ku gelinaysa xaaladdii aad ku sugnaan lahayd haddii takoorku uusan weligii dhicin. Waxaa laga yaabaa in aad xaq u yeelato in shaqo lagu siiyo, lagu dallacsiiyo, dib laguugu celiyo shaqada, ama shaqo kale lagu diro. Waxaa weliba laga yaabaa in aad xaq u yeelato in lagu siiyo mushaar dib laguugu soo celiyo, mushaar hore lagu sii siiyo, in mushaarka lagu kordhiyo ama tallaabooyinkan wax lagu saxo oo isku jira. Maxaa dheer, haddii xafiiska OFCCP uu soo helo in qandaraaslaha federaali ah ama qandaraaslaha ka sii hooseeya uu takoor ama kalasoo geystey, waxuu xafiiska OFCCP ku dhaqaaqi karaa in shirkadda laga reebo ama laga saaro tixgelinta qandaraasyada federaali ah ee mustaqbalka ama in la tirtiro qandaraasyada shirkaddu hadda haysato ama isbeddellada qandaraaska lagu samaynayo.

Wixii macluumaad dheeraad ah:

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Fadlan ogsoonow in xaashidan xaqiiqada lagu bixinayo macluumaad guud. Looguma tala galin in ay beddesho sharciiga iyo shuruucda dhab ahaan khuseeya barnaamijka halkan ku sharraxan.

