



Cabashada Takoorka Shaqada ee ku lug leh Qandaraaslaha Federaalka ama Qandaraasle Hoose

Loogu talagalay isticmaalka OFCCP kaliya: Nambarka Weydiinta Cabashada Ka hor:

OMB: 1250-0002

Taariikhda ay dhacayso: 06/30/2026

Foomkan.

Akhri tilmaamaha hoose ka hor intaadan dhamaystirin

Tilmaamo

Waxaad u dacwoon kartaa OFCCP haddii aad u malaynayso in lagugu takooray shaqada, ama marka aad shaqo codsanayso, shirkad ganacsi kula jirta Dawladda Federaalka oo salaysan isirkaaga, midabkaaga, diintaada, jinsigaaga, nooca galmada, aqoonsigaaga jinsiga, asal qaran, naafanimo, meesha aad ka timid, ama wax ka waydiinta, ka hadalka, ama bixinta magdhawgaaga ama kuwa kale. Waxaad sidoo kale buuxin kartaa cabasho haddii aad aaminsan tahay in loo shaqeyaha uu ka aargoostay ama haddii kale uu qaaday tallaabo shaqo oo saameen hun kugu yeelatay sababtoo ah waxaad gudbisay cabasho, falal ama dhaqamo ka soo horjeeday oo ay sameeyeen mas'uuliyiinta OFCCP, ama aad caawisay ama ka qaybqaadatay qiimeynta u hoggaansanaanta ama baaritaanka cabashada ama haddii aad u malayni in shirkad ganacsi la samaynaysa Dawladda Federaalka ay ku xad-gudbayso waajibaadka qandaraaslaha kale ee OFCCP. Uma baahnid inaad si hubaal ah u ogaato in loo shaqeyuhu yahay qandaraasle federaal ah ama qandaraasle hoose si loo gudbiyo cabasho. Haddii aad su'aalo qabto ama aad u baahan tahay kaalmo, kala xariir Xafiiska Caawinta OFCCP 1-800-397-6251.

Wakhtiyada kama dambaysta ah ee gudbinta cabashada

Haddi aadhan ku buuxin cabashada takoorka gudaha wakhtiga xaddidan ee hoos ku xusan, waxa aad waayi doonta xuquuqdaada aad ku sii mari lahayd OFCCP.

Dacwooyinka ku salaysan isirkaaga, midabkaaga, diintaada, jinsigaaga, nooca galmada, aqoonsiga jinsiga, ama meesha aad ka timid, waa in lagu buuxiyaa OFCCP 180 maalmood gudahooda ee talaabada uu qaaday loo shaqeyaha ee aad u malaynayso in uu ku takooray ama aargoostay.

Dacwooyinka lagu eedaynayo takoor ka hadalka, kashifaadda, ama waydiinta mushaharka waa in lagu buuxiyaa OFCCP 180 maalmood gudahooda ee talaabada uu qaaday loo shaqeyaha ee aad u malaynayso in uu ku takooray ama aargoostay.

Cabashooyinka ku salaysan naafanimadaada ama heerkaaga mujaahidnimo waa in lagu buuxiyaa OFCCP 300 maalmood gudahooda laga bilaabo talaabada uu qaaday loo shaqeyaha ee aad u malaynayso in uu ku takooray ama aargoostay.

Buuxi foomkan

Ku daabac ama ku qor macluumaadka foomka. Haddii aad u baahan tahay meel banaan oo aad ku qeexo waxa kugu dhacay, isticmaal warqad gooni ah. Xusuusnow inaad ku lifaaqdo warqadda foomka. **Saxeexaaga ayaa looga baahan yahay foomka cabashada, haddii aanu ku jirin foomka marka aad gudbisno, waxaanu ku waydiin doonaa inaad saxeexo.** Haddii aad u oggolaatay qof kale inuu buuxiyay cabashada isagoo ku hadlaya magacaaga, saxeexa wakiilkaaga ayaa looga baahan yahay foomka cabashada. Haddii aad buuxinayso cabasho takoor ah sababta oo ah heerkaaga mujaahidka la ilaaliyo, waxaanu ku waydiin doonaa inaad keento Shahaadada Siidaynta ama Ka saarida Waajibka Firfircoon (sidoo kale loo yaqaan DD Foom 214).

Sidee iyo halkee ayaan ku buuxiyaa cabashada?

Si aad cabasho uga gudbisno OFCCP, ku buuxi dhammaan qaybaha foomkan, haddii aan lagu calaamadnaynin mid ikhtiyaari ah. Haddii aadhan garanaynin jawaabta su'aasha, qor "lama garanayo." Haddii su'aal aysan khuseyn, qor "N/A."

Haddii aad internet-ka ka buuxinayso, buuxi meelaha guji oo Gudbi. Haddii aadan internetka ku buuxin, u soo dir foomka aad buuxiyay OFCCP boostada, fakis, ama iimayl. U dir foomka xafiiska gobolka OFCCP ee daboolaya gobolka ay dhacdooyinka ka dhaceen. Waxa kale oo aad shakhsi ahaan uga buuxsan kartaa xafiiska OFCCP. Liiska xafiisyada gobolka iyo gobolada uu xafiis walba daboolo waxaa laga heli karaa [website-ka OFCCP: \(http://www.dol.gov/ofccp/contacts/regkey.htm\)](http://www.dol.gov/ofccp/contacts/regkey.htm).

Markaad buuxiso foomkan, waxaad buuxinaysaa cabasho ku saabsan takoorka shaqada oo aad ku caddaynayso in loo shaqeyaha uu ku takooray. Sharci ahaan, waxaa nalaga baahan yahay inaan ogeysiino loo shaqeyaha cabashada.

Miyaad u gudbisay OFCCP su'aal cabasho hore?

- Haa Maya **Fiiro gaar ah:** Haddii aad haysato in ka badan 60 maalmood oo aad ku buuxiso cabashada wakhtigeeda, waxaanu kugu dhiirigelinaynaa inaad soo gudbisno cabasho hore ka hor intaadan gudbin cabashada. OFCCP waxay dib u eegi doontaa su'aalahaaga si ay u go'aamiso in OFCCP tahay wakaalada saxda ah ee federaalka si ay u maareyso arrinta.

Sideen kula soo xariiri karnaa?

Magaca (Hore, Dhexe, Dambe): _____
Cinwaanka wadda: _____
Magaalada: _____ Gobolka: _____ Zip Code-ka: _____
Nambarka taleefonka: _____ Iimaylka: _____

Ma leedahay wakii? (waa Ikhtiyaar)

Haddii uu ku matalo qareen, qof kale, ama urur, bixi macluumaadkooda ee xiriirka:
Magaca (Hore, Dhexe, Dambe): _____
Cinwaanka wadda: _____
Magaalada: _____ Gobolka: _____ Zip Code-ka: _____
Nambarka taleefonka: _____ Iimaylka: _____
Yaan la xiriirnaa haddii aan u baahano macluumaad dheeraad ah? _____ Adiga _____ Wakiilkaaga

Waa maxay magaca loo shaqeyaha ee aad aaminsan tahay inuu ku takooray?

Magaca Loo-shaqeyaha: _____
Cinwaanka wadda: _____
Magaalada: _____ Gobolka: _____ Zip Code-ka: _____
Nambarka taleefonka: _____
Magaca Xiriirka Kheyraadka Aadanaha (Waa Ikhtiyaar): _____
Iimaylka (Waa Ikhtiyaar): _____
Meeshaan ma isla goobtii takooru ka dhacay? _____ Haa _____ Maya
Hadday ahay maya, xagee ka dhacday _____

Sheeg taariikhaha aad aaminsantahay in lagu takooray ama lagaa aargoostay.

Taariikhda: _____

Maxay ku salaysan tahay in loo shaqeyuhu uu ku takooro?

Hubi dhammaan kuwa khuseeya:

- | | | | |
|---|--|--|--|
| <input type="checkbox"/> Isirka | <input type="checkbox"/> Nooca galmada | <input type="checkbox"/> Wax ka weydiinta ciyaarta | <input type="checkbox"/> Aargoosi |
| <input type="checkbox"/> Asalka garankaaga | <input type="checkbox"/> Aqoonsiga Jinsiga | <input type="checkbox"/> Shaacinta Mushaharka | <input type="checkbox"/> Gudbinta cabashada takooru |
| <input type="checkbox"/> Midibka | <input type="checkbox"/> Heerka Halyeyga la Ilaaliyo | <input type="checkbox"/> Wax kale: _____ | <input type="checkbox"/> La xiriirida hay'ad dawladeed si aad uga cabato takooru |
| <input type="checkbox"/> Diinta | <input type="checkbox"/> Naafanimada | | <input type="checkbox"/> Ku dacwoodida loo shaqeyaha ee ku saabsan takooru |
| <input type="checkbox"/> Galmada (oo ay ku jirto uurka) | <input type="checkbox"/> Ka doodista ciyaarta | | <input type="checkbox"/> Ka qayb qaadashada baaritaanka OFCCP |
| | | | <input type="checkbox"/> Ka qayb qaadashada cabashada qof kale ee ku saabsan takoorida shaqada |
| | | | <input type="checkbox"/> Wax kale: _____ |

Miyaad ka buuxisay eeddan takoorka shaqada hay'ad kale oo federaal ah ama maxalli ah (tusaale, Komishanka Fursadaha Shaqaalaysiinta ee loo siman yahay ama gobolka ama maxalli ah oo shaqo cadaalad ah ama Komishanka Xuquuqul Insaanka)?

Haa Maya ma hubo

Hadday haa tahay, wakaaladee? _____

goormaad buuxisay? _____

Magaca Xiriirka Wakaalada: _____

Nambarka taleefonka: _____

limaylka: _____

Nambarka Kiiska (haddii la garanayo): _____

Noo sheeg waxa dhacay

Hoos ku sharax waxa aad u malaynayso in loo-shaqeeyaha sameeyay ama aanu samayn ee aad aaminsantahay in ay sababay takoor ama aargoosi, oo ay ku jiraan:

1. Sababta aad u rumaysan tahay in falalkaas ay ku salaysan yihiin: isirkaaga; midabkaaga; diintaada; galmada; jihada galmada; aqoonsiga jinsigaada; asalka qaranka; naafada; heerka mujaahidka; iyo/ama weydiimo ku saabsan, wada hadal, ama siidaynta mushaharkaaga ama mushaharka dadka kale; iyo/ama aargoosi la xariirta buuxinta cabashada, ka qaybqaadashada dacwadaha takoorka, ka soo horjeeda takoorka sharci darrada ah, ama fulinta xuquuq kasta oo kale oo ay ilaaliso OFCCP.
2. Gormee (taariikhdee) falalka loo shaqeeyaha oo dhaceen, meesha ay ka dhaceen, iyo cidda ku lug lahayd.
3. Waa maxay waxyeellada, haddii ay jiraan, adiga ama kuwa kale ee soo gaaray oo sababay falalka loo shaqeeyaha.
4. Sharax nocee, haddii ay jirto, loo-shaqeeyaha ama dadka matalaya loo shaqeeyaha ee loo soo bandhigay falalkooda.
5. Yaa ku jiray xaalad isku mid ah ama isku mid ah adiga iyo sida loola dhaqmay. Ku dar macluumaadka sida isirka, midabka, diinta, jinsiga, nooca galmoodka, aqoonsiga jinsiga, asalka qaranka, naafanimada, ama heerka mujaahidka ee la ilaaliyo ee shakhsiyaadkan, haddii la yaqaan
6. Macluumaad nocee ayaad ka haysaa qandaraasyada dawlada dhexe ee shirkadu lahayd wakhtiga dhacdooyinka aad ku qeexday cabashadan

Saxeexa iyo Xaqiijinta

Waxaan ku caddeeyey cigaabta been-abuurka ah in macluumaadka kor lagu sheegay uu yahay run oo sax ah inta aqoontayda ama aan rumeesanahay. Waxaan halkan ku fasaxayaa in la sii daayo xog kasta oo caafimaadka baaritaankan loo baahanyahay.

Saxeexa: _____ Taariikhda _____

Bayaanka Xeerka Qarsoonnimada

Aruurinta macluumaadka iyadoo la isticmaalayo foomkan waxaa oggolaaday mas'uuliyiinta sharciga ee OFCCP waxay xoojisaa sidoo kale Ciwaanka VII ee Xeerka Xuquuqda Madaniga ah ee 1964 (Cinwaanka VII), sida wax laga beddelay, iyo Ciwaanka I ee Sharciga Naafada Mareykanka ee 1990 (ADA), sida wax laga beddelay, kaas oo Guddiga Fursadaha Shaqaalaynta Siman ee Mareykanka (EEOC) uu dhaqangeliyo. OFCCP waxay u isticmaashaa macluumaadkan si ay uga baarto dacwooyinka oo ay u samayso baaritaanada xadgudubyada lagu eedeeyay sharciyadan takoorka shaqada. OFCCP waxay siin doontaa koobiga cabashadan loo shaqeeyaha kaas oo laga soo gudbiyay. OFCCP waxa kale oo laga yaabaa inay cabashadan u gudbiso wakaaladaha kale ee laga yaabo inay awood u leedahay, oo ay siiso koobiga cabashada wakaalada gudbinta ee laga yaabo inay awood u leedahay. Xogta la ururiyey waxa ay noqon kartaa: 1) lala habsaday kuwa kale oo laga yaabo in ay aqoon u leeyihiin cabashada; 2) loo isticmaalo gorgortanka dejinta loo shaqeeyaha ama inta lagu guda jiro soo bandhigidda caddaynta dhageysiga; ama 3) loo sheego wakaaladaha kale ee awooda u leh cabashada.

Bixinta macluumaadkan waa ikhtiyaari; si kastaba ha ahaatee, ku guul daraysiga bixinta macluumaadkan waxa laga yaabaa inay dib u dhigto ama ka hor istaagto OFCCP inay baarto cabashadaada iyo, arrimaha uu daboolo Ciwaanka VII ama ADA, waxay saamayn kartaa xaqaaqada u leedahay inaad ku dacwayso sharciyadaas.

Bayaanka Culayska Dadweynaha

Waqtiga lagu qiyaaso in lagu buuxiyo foomkan waa 15 daqiiqo, oo ay ku jiraan wakhtiga dib u eegista tilmaamaha, buuxinta foomka iyo u dirida OFCCP. Fadlan ogow inaan lagaaga baahnayn inaad ka jawaabto ururinta macluumaadka ilaa ay muujiso Nambarka Kontaroolka OMB ee hadda jira.

Haddii aad hayso faallooyin ku saabsan culayska la qiyaasay ama dhinac kasta oo kale ee foomkan weydiinta cabashada ka hor, oo ay ku jiraan soo jeedinta dhimista culayska, u dir Qaybta Siyaasadda OFCCP (1250-0002), 200 Dastuurka Avenue, NW, Qolka C3325, Washington, D.C. 20210. **Fadlan ha u dirin foomka cabashada oo dhamaystiran ciwaankan.**