



## Weydiinta Cabashada hore takoorka Shaqada ee ku lug leh Qandaraaslaha Federaalka ama qandaraas hooseedlaha

OMB: 1250-0002

Taariikhda ay dhacayso: 06/30/2026

Akhri tilmaamahan hoose ka hor intaadan buuxin foomkan.

**U gudbinta foomkan OFCCP la mid ma aha buuxinta cabashada.**

### Tilmaamo

Waa sharci-darro in shirkadaha ganacsiga la leh Dowladda Federaalka ay kugu takooraan iyadoo ku saleysan isirkaaga, midabkaaga, diintaada, jinsigaaga, nooca galmada, aqoonsiga jinsiga, asalka qaran, naafanimada, heerka mujaahid ee la ilaaliyo, ama sababtoo ah waxaad wax ka weydiisay, siisay, ama kala hadashay mushaharkaaga ama, xaaladaha qaarkood, mushaharka codsabayaasha ama shaqaalaha kale. Intaa waxaa dheer, waa sharci-darro in shirkadahan ay ka aargoostaan ama haddii kale ay kaa qaadaan tillaabo shaqo oo saameen leh sababtoo ah waxaad gudbisay cabasho ama cabasho ka hor, falalka ama dhaqamada liddka ku ah oo ay sharci darro ka dhigeen mas'uuliyiinta OFCCP, ama aad caawisay ama ka qaybqaadatay qiimeynta u hoggaansanaanta ama baaritaanka cabashada.

Waxaad la xariiri kartaa OFCCP haddii aad u malaynayso in lagugu takooray shaqada, ama marka aad shaqo codsanayso, shirkad ganacsi kula jirta Dawladda Federaalka taas oo ku saleysan isirkaaga, midabkaaga, diintaada, jinsigaaga, nooca galmada, aqoonsiga jinsiga, asal qaran, naafanimada, heerka mujaahidka la ilaaliyo, ama wax ka waydiinta, ka hadalka, ama bixinta magdhawgaaga ama kuwa kale. Waxaad sidoo kale la xiriiri kartaa OFCCP haddii aad aaminsan tahay in loo-shaqeeyaha uu ka aargoostay ama uu si kale kuugu qaaday tallaabo shaqo oo saameen leh sababtoo ah waxaad buuxisay cabasho ama cabashada ka hor, falalka ama dhaqamada liddiga ku ah oo ay sameeyeen mas'uuliyiinta OFCCP, ama aad caawisay ama ka qaybqaadatay qiimeynta u hoggaansanaanta ama cabasho baaris, ama haddii aad u maleyneyso in shirkad ganacsi la leedahay Dowladda Federaalka ay xadgudub ku tahay waajibaadka qandaraaslaha kale ee OFCCP. Uma baahnid inaad si hubaal ah u ogaato in loo shaqeeyuhu yahay qandaraasle federaal ama qandaraasle hooseed si aad ula xariirto OFCCP ama aad u gudbiso cabasho hore. OFCCP waxay ku siin kartaa macluumaadka ku saabsan xuquuqdaada iyo ilaalintaada goobta shaqada si ay ugu wargeliso go'aankaaga ku saabsan inaad cabasho u gudbiso OFCCP.

Si ay OFCCP kuu caawiso, fadlan buuxi macluumaadka hoose. OFCCP waxay dib u eegi doontaa su'aalahaaga si ay u go'aamiso in OFCCP tahay wakaalada saxda ah ee federaalka si ay u maareeyso arrinta. Haddii aad su'aalo qabto ama aad u baahan tahay kaalmo, la xariir Xafiiska Caawinta OFCCP 1-800-397-6251.

### Wakhtiyada kama dambaysta ah ee muhiimka ah

**U gudbinta foomkan ee weydiinta OFCCP kama dhigna in la buuxiyo cabasho. Haddi aadan ku buuxinin cabashada takoorka gudaha wakhtiga xaddidan ee hoos ku xusan, waxa aad waayi doonta xuquuqda aad ku sii mari lahayd OFCCP. Soo gudbinta foomkan ee weydiintu lagama kurdhing karo muddada cabashada. Haddii aad haysato 60 maalmood ama wax ka yar oo aad ku xarayso cabashada wakhtiga ku habboon, booqo bogga OFCCP si aad u hesho [tilmaamo gaar ah](http://www.dol.gov/agencies/ofccp/contact/file-complaint/special-instructions) (<http://www.dol.gov/agencies/ofccp/contact/file-complaint/special-instructions>). Dacwooyinka ku salaysan isirkaaga, midabkaaga, diintaada, jinsigaaga, nooca galmada, aqoonsiga jinsiga, ama meesha aad ka timid waa in lagu xareeyaa OFCCP **180 maalmood** gudahooda ee talaabada uu qaaday loo shaqeeyaha ee aad u malaynayso inay ahayd takoor ama aargoosi.**

Dacwooyinka lagu eedaynayo takoorka ka hadalka, kashifaadda, ama waydiinta mushaharka waa in lagu buuxiyaa OFCCP **180 maalmood** gudahooda ee talaabada uu qaaday loo shaqeeyaha ee aad u malaynayso inay ahayd takoor ama aargoosi.

Cabashooyinka ku salaysan naafanimadaada ama heerkaaga mujaahidnimo waa in lagu buuxiyaa OFCCP **300 maalmood** gudahooda laga bilaabo marka talaabada uu qaaday loo shaqeeyaha ee aad u malaynayso inay tahay takoor ama aargoosi.

### Sidee iyo halkee ayaan ku soo gudbiyaa weydiinta cabashada ka hor?

Si aad u soo gudbiso cabashada hore, buuxi dhammaan qaybaha foomkan. Haddii aadan garanayn jawaabta su'aasha, qor "lama garanayo." Haddii su'aasha aysan khuseynin, qor "N/A."

Haddii aad ku gudbisay gaabka internetka, buuxi meelaha oo guji Gudbi. Haddii aadan internetka ku soo gudbinin, foomka oo dhameystiran ugu soo dir OFCCP boostada, fakis, ama iimayl. U dir foomka xafiiska gobolka OFCCP ee daboolaya gobolka ay dhacdooyinka ka dhaceen. Waxa kale oo aad foomka shakhsi ahaan ugu buuxin kartaa xafiiska OFCCP. Liiska xafiisyada gobolka iyo gobolada uu xafiis walba daboolo waxaa laga heli karaa [shabakada OFCCP](http://www.dol.gov/ofccp/contacts/regkey.htm): (<http://www.dol.gov/ofccp/contacts/regkey.htm>).

**Weydiintan cabashada ka hor ma aha cabasho takoorid**

### Sideen ku heli karnaa?

Magaca (Hore, Dhexe, Dambe): \_\_\_\_\_

Cinwaanka Wadada: \_\_\_\_\_

Magaalada: \_\_\_\_\_ Gobolka: \_\_\_\_\_ Zip Code-ka: \_\_\_\_\_

Taleefon nambarka: \_\_\_\_\_ Iimaylka: \_\_\_\_\_

### Yaan la xiriiri karnaa haddii aanan ku heli karin?

Magaca (Hore, Dhexe, Dambe): \_\_\_\_\_

Cinwaanka Wadada: \_\_\_\_\_

Magaalada: \_\_\_\_\_ Gobolka: \_\_\_\_\_ Zip Code-ka: \_\_\_\_\_

Taleefon nambarka: \_\_\_\_\_ Iimaylka: \_\_\_\_\_

### Haddii uu ku matalo qareen, qof kale, ama urur, bixi macluumaadkooda ee xiriirka:

Magaca (Hore, Dhexe, Dambe): \_\_\_\_\_

Cinwaanka Wadada: \_\_\_\_\_

Magaalada: \_\_\_\_\_ Gobolka: \_\_\_\_\_ Zip Code-ka: \_\_\_\_\_

Taleefon nambarka: \_\_\_\_\_ Iimaylka: \_\_\_\_\_

### Sheeg taariikhda ugu dambeysay ee aad aaminsantahay in lagu takooray ama lagaa aargoostay.

Taariikhda: \_\_\_\_\_

### Ma kula tahay in takoorku ku jiro ama saamaynayo kuwa kale?

Haa  Maya  Ma hubo

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

Magaca loo shaqeeyaha: \_\_\_\_\_

Cinwaanka wadada: \_\_\_\_\_

Magaalada: \_\_\_\_\_ Gobolka: \_\_\_\_\_ Zip Code-ka: \_\_\_\_\_

Taleefon Nambarka: \_\_\_\_\_

Meeshan miyay la mid tahay meeshii takoorku ka dhacay? \_\_\_\_\_ Haa \_\_\_\_\_ Maya

Hadday maya tahay, xaggee ka dhacday takoorku? \_\_\_\_\_

### Maxay ku salaysan tahay in loo shaqeeyuhu kugu takooray?

#### Calaamadee dhammaan kuwa khuseeya:

- |  |   |  |   |
|--|---|--|---|
| <input type="checkbox"/> Jinsiyada               | <input type="checkbox"/> Aqoonsiga jinsiga              | <input type="checkbox"/> Wax kale: _____ | <input type="checkbox"/> Aargoosi   |
| <input type="checkbox"/> Asal Qaran              | <input type="checkbox"/> heerka mujaahid ee la ilaaliyo |  | <input type="checkbox"/> Buuxinta cabashada takoorka  |
| <input type="checkbox"/> Midabka                 | <input type="checkbox"/> Naafanimada                    |  | <input type="checkbox"/> La xiriirida hay'ad dawladeed si aad uga cabato takoorka             |
| <input type="checkbox"/> Diinta                  | <input type="checkbox"/> Ka doodista ciyaarta           |  | <input type="checkbox"/> Ka dacwooda loo shaqeeyaha ee ku saabsan takoorka                    |
| <input type="checkbox"/> Jinsiga (uurka ku jiro) | <input type="checkbox"/> wax ka weydinta ciyaarta       |  | <input type="checkbox"/> Ka qayb qaadashada baaritaanka OFCCP                                 |
| <input type="checkbox"/> nooca galmada           | <input type="checkbox"/> Bandhigda ciyaarta             |  | <input type="checkbox"/> Ka qayb qaadashada cabashada qof kale ee ku saabsan takoorka shaqada |
|  |   |  | <input type="checkbox"/> Wax kale: _____  |

### Weydiintan cabashada ka hor ma aha cabasho takoorid

### Shaqo nooc ee ah ayaad aaminsan tahay in ay ahayd takoor?

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Soo saaris, shaqo ka cayrin, ama shaqo joojin                   | <input type="checkbox"/> Ku guuldareysiga in la siiyo hoy macquul ah naafada ama caqiido diineed oo si dhab ah loo aamin sanyahay, dhawris, ama dhaqan | <input type="checkbox"/> Codsiga ama bixinta macluumaadka caafimaadka ee shaqaalaha  |
| <input type="checkbox"/> Dhibaataaynta (ay ku jirto af lagaado ama dhaqan aan la jeclan) | <input type="checkbox"/> Faa'iidooyinka  | <input type="checkbox"/> Dhaqan si macquul ah qof uga niyad jebin kara takoorka ka soo horjeeda, dacwad xaraynta, ama ka qaybgalka baadhitaan ama dacwad |
| <input type="checkbox"/> Shaqaalaysiinta ama dallacaad                                   | <input type="checkbox"/> Tababarka shaqada   | <input type="checkbox"/> wax kale: _____   |
| <input type="checkbox"/> Shaqo   | <input type="checkbox"/> kala saaridda   |  |
| <input type="checkbox"/> Bixinta (mushaharka ama magdhowga aan sinnayn)                  | <input type="checkbox"/> Gudbin  |  |

### 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 fayl-garaysay? \_\_\_\_\_
- Magaca Xiriirka Wakaalada: \_\_\_\_\_
- Nambarka taleefonka: \_\_\_\_\_
- limaylka: \_\_\_\_\_
- Nambarka Kiiska (haddii la garanayo): \_\_\_\_\_

### Sidee ku ogaatay inaad caawinaad weydiisan karto OFCCP?

- Internet-ka    boorarka    Ururka Bulshada    Kulanka/Dhacdada OFCCP    buug yar
- Wax kale: \_\_\_\_\_

### Bayaanka Xeerka Qarsoonida

Aruurinta macluumaadka iyadoo la isticmaalayo foomkan waxaa oggolaaday mas'uuliyiinta sharciga ah ee OFCCP waxay xoojisaa sidoo kale Ciwaanka VII ee Xeerka Xuquuqda Madaniga ah ee 1964 (Cinwaanka VII), sida la beddelay, iyo Ciwaanka I ee Sharciga Naafada Mareykanka ee 1990 (ADA), sida wax laga beddelay, kaas oo Guddiga Fursadaha Shaqaalaynta Sinanta ee Mareykanka (EEOC) uu dhaqangeliyo. OFCCP waxay u isticmaashaa macluumaadkan si ay kaaga caawiso go'aaminta in OFCCP tahay wakaalada ku haboon in ay baarto cabashadaada. **Bixinta macluumaadkan OFCCP la mid ma aha buuxinta cabashada. Haddii aadan buuxinin cabashada takoorka gudaha waqtiga xaddidan ee kor lagu sharraxay, waxaad wayn doontaa xuquuqdaada aad ku sii mari lahayd OFCCP.** Macluumaadka la ururiyey waxaa laga yaabaa in loo sheego wakaaladaha kale ee laga yaabo inay awood u leeyihiin eedeymahaaga sida EEOC.

Bixinta macluumaadkan waa ikhtiyaari; si kastaba ha ahaatee, ku guuldareysiga bixinta macluumaadka waxay daahi kartaa ama ka joojin kartaa OFCCP inay kaa caawiso xereynta cabashadaada.

## 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 ku dirin foomka weydinta cabashada hore oo**

**dhamaystiran cinwaankan.**