

qandaraasyada federaali ah ee mustaqbalka ama in la tirtiro qandaraasyada shirkaddu hadda haysato ama isbeddellada qandaraaska lagu samaynayo.

Wixii macluumaad dheeraad ah:
THE U.S. DEPARTMENT OF LABOR
Office of Federal Contract Compliance Programs
200 Constitution Avenue, NW
Washington, D.C. 20210
1-800-397-6251
TTY: 1-877-889-5627
www.dol.gov/ofccp

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



200 CONSTITUTION AVENUE NW | WASHINGTON, DC 20210 | tel: 1-800-397-6251 | TTY: 1-877-889-5627 | www.dol.gov/ofccp

XUQUUQDAADA OGOW

Hufnaanta Mushaarka

Xafiiska OFCCP Waxuu Hubiyaa in Dadku ay si Nabad ah Su'aalo uga Jeedin karaan, uga Hadli karaan, Shaacana uga qaadi karaan Mushaarkooda

1. Waa maxay takoorka shaqada ka yimaadda ee ku salaysan weydiimo ka dirista, ka hadlidda ama shaac ka qaadidda mushaarkayga ama midka shaqaalaha kale?

Takoorka noocan ahi waxuu caadi ahaan yimaadda marka loo-shaqeeyuhu uu shaqaalaha ama shaqo codsadeyaasha ka qaado tallaabo u xun oo shaqada ku xiran maxaa yeelay waxay weydiimo ka direen, ka hadleen, ama shaaca ka qaadeen lacagta laftigooda la siiyo ama midka la siiyo shaqaalaha ama codsadeyaasha kale. Waxaa tusaale noqon karta loo-shaqeeye oo shaqaale shaqada ka erya maxaa yeelay waxay mushaarkeeda kala hadashay shaqaale kale. Waxaa tusaale kale noqon karta loo-shaqeeye oo dhima saacadaha uu shaqaale shaqeeyo maxaa yeelay dadka ay wada shaqeeyaan ayuu ka waraystay sicirrada mushaarkooda shaqada waqtiga dheeraad ah.

2. Waa maxay xuquuqda aan haysto?

Sida uu dhigayo Amarka Madaxweynaha (Executive Order) ee 11246, waxaad xaq u leedahay in aad weydiimo ka dirto, ka hadasho, ama shaaca ka qaaddo mushaarkaaga ama midka shaqaalaha ama codsadeyaasha kale. Laguma edbin karo, laguma kadeedi karo, hoos laguuma dejin karo, laguma eryi karo, shaqada laguuma diidi karo, ama takoor kale laguuma geysan karo marka aad xaqan adeegsato. Hase yeeshee, waxaa xaqan ka reeban xaalado tiro kooban.

3. Qandaraasleyaasha miyaa laga mamnuucay in ay yeeshaan siyaasado si rasmi ah iyo si aanaan rasmi ahayn sir ugu haya mushaarka?

Haa. Qandaraasleyaasha waxaa caadi ahaan laga mamnuucay in ay yeeshaan siyaasado mamnuuca ama badi xaddida in shaqaalaha ama shaqo codsadeyaashu ay ka hadlaan ama shaaca ka qaadaan mushaarkooda ama midka dadka kale. Tusaale ahaan, waxaa loo arkaa in ay sharciga jebinayso siyaasadda qandaraaslaha ee shaqaalaha ka mamnuucaysa in ay ka wada hadlaan gunnooyinka abaalmarinta ee dhammaadka sanadka, maxaa yeelay waxay shaqaalaha ka mamnuucaysaa in ay ka hadlaan lacagta la siiyo.

4. Maxaa mushaarka loo arkaa?

Mushaarku waxuu caadi ahaan tilmaamayaa lacagaha shaqaalaha la siiyo, ama magaca shaqaalaha lagu bixiyo, ama codsade loogu baaqo. Waxaa taas ka mid ah laakiin kuma koobna mushaarka aasaasi ah, mushaarka shaqada waqtiga dheeraad ah, lacagaha xilliyada shaqada ee aanaan caadi ahayn, gunnooyinka abaalmarinta, faa'iido wadaagyada, mushaarka fasaxa, gunnooyinka, caymiska iyo dheefaha kale, fursadaha saamiyada iyo abaalmarinnada, wadaagga macaashka, iyo hawlgabka.

5. Dhawrista miyay la socdaan qodobbo loo-shaqeeyuhu iskaga difaaci karo ama ka reebaya?

Haa. Amarka Madaxweynuhu waxuu qandaraasleyaasha ugu deeqayaa labo hab oo ay sabab ugu yeeli karaan ama ku difaaci karaan tallaabooyinka ay qaadaan ee sida kale loogu arki karo kuwo takoor ah oo mamnuucan: difaaca "hawlah shaqada ee daruuri ah", iyo difaaca guud, ama "xeerka goobta shaqada".



200 CONSTITUTION AVENUE NW | WASHINGTON, DC 20210 | tel: 1-800-397-6251 | TTY: 1-877-889-5627 | www.dol.gov/ofccp

6. Waa maxay “hawlaha shaqada ee daruuri ah” ee waafaqsan Amarka Madaxweynuhu?

Ereyga “hawlaha shaqada ee daruuri ah” waxuu ka dhigan yahay waajibaadka shaqada ee aasaasi u ah jagada uu shakhsigu shaqada ka hayo. Hawsha shaqada waxaa loo arki karaa mid daruuri ah haddii:

- Helitaanka caddadka mushaarka la siiyo shaqaalaha ama loogu baaqo codsadeyaasha, qaababka mushaarka iyo daraasadaha suuqa laga sameeyo ee mushaarka khuseeya iyo siyaasadaha khuseeya dejinta ama beddelaadda mushaarka shaqaalaha loogu baahdo si loo qabto hawshaas ama hawl kaloo ganacsi oo si caadi ah qofka loogu diro; ama
- Hawsha ama waajibaadka jagada ay ka mid tahay dhawrista iyo xafididda sirta diiwaannada shakhsi ahaaneed ee shaqaalaha, xataa caddadyada iyo noocyada mushaarka la siiyo shaqaalaha, qaababka mushaarka, daraasadaha suuqa laga sameeyo ee mushaarka khuseeya, iyo siyaasadaha khuseeya dejinta ama beddelaadda mushaarka shaqaalaha.

7. Waa maxay difaaca “hawlah shaqada ee daruuri ah”?

Marka uu adeegsado difaaca “hawlah shaqada ee daruuri ah”, waxuu qandaraasluhu iska difaaci karaa takoorka lagu sheego haddii uu muujiyo in uu shaqaale ka qaaday tallaabo qofkaas u xun maxaa yeelay waxuu shaqaaluhu (a) ka war hayey macluumaadka lacagta la siiyo shaqaalaha ama codsadeyaasha kale maadaama ay taasi qayb ka ahayd waajibaadka shaqada ee daruuri ah ee qofkaas oo (b) waxuu macluumaadkaas lacagta shaaca uga qaaday shakhsiyaad aanan si kale u helayn.

Hase yeeshee, xataa shaqaalaha ka war haya macluumaadka lacagta la bixiyo iyadoo qayb ka ah hawlhooda shaqada ee daruuri ah waxay mararka qaar ka hadli karaan, shaaca ka qaadi karaan, ama weydiimo ka diri karaan lacagta la bixiyo. Tusaale ahaan, waxay:

- Ka hadli karaan ama shaaca ka qaadi karaan mushaarka codsadeyaasha ama shaqaalaha marka ay ka jawaabayaan cabasho ama eed rasmi ah; iyadoo qayb ka ah baaritaan, dacwad, dhegeysi, ama waxqabad, xataa baaritaan uu qabto loo-shaqeeyuhu; ama iyadoo waafaqsan

waajibka sharci ahaan qandaraaslaha ka saaran in uu macluumaad bixiyo.

- Mushaarkooda kala hadli karaan shaqaalaha kale.
- Farqiyada suurogal ah in ay u dhexeeyaan mushaarkooda iyo midka shaqaalaha kale kala hadli karaan sarkaal ka socda maamulka qandaraaslaha ama waqtiga ay isticmaalayaan nidaamka cabashada gudaha ee qandaraaslaha.
- Ka hadli karaan ama shaaca ka qaadi karaan caddadka ama noocyada mushaarka ee codsadeyaasha ama shaqaalaha kale marka ay macluumaadka ku helaan habab kaloo aanan ahayn kaga war haynta hawlhooda shaqada ee daruuri ah.

8. Waa maxay difaaca “xeerka goobta shaqadu”?

Marka uu adeegsado difaaca “xeerka goobta shaqada”, waxuu qandaraasluhu iska difaaci karaa takoorka lagu sheego haddii uu muujiyo in uu shaqaale ka qaaday tallaabo qofkaas u xun maadaama uu jebiyey xeer si joogto ah oo isku mid ah shirkadda looga hirgeliyo. Xeerka waa in aanan lagu mamnuucin, ama badi lagu mamnuucin, in shaqaalaha ama codsadeyaashu ay ka hadlaan ama shaaca ka qaadaan lacagta iyaga la siiyo ama midda qof ay wada shaqeeyaan ama shaqo codsade. Tusaalooyinka “xeerasha goobta shaqada” waxaa ka mid noqon kara xeerasha khuseeya isticmaalka fasaxa iyo muddada nasashooyinka.

9. Loo-shaqeeyahayga miyay waajib ku tahay in uu ii sheego lacagta shaqaalaha kale la siiyo?

Maya. Amarka Madaxweynaha ee 11246 loo-shaqeeyaasha uma dhigayo in ay shaqaalaha ama shaqo codsadeyaasha macluumaad ka siiyaan mushaarka shaqaalaha ama codsadeyaasha kale.

10. Cidma ayuu 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.

Cabasho Dirista

11. Maxaan sameeyaa haddii aan u arko in loo-shaqeeyahaygu uu aniga ii geystey takoor maadaama aan su'aal ka jeediyey, ka hadlay, ama shaaca ka qaaday mushaarkayga ama mushaarka shaqaale ama codsade kale?

Waxaad cabasho u diri kartaa xafiiska OFCCP. Uma baahnid in aad hubtid in loo-shaqeeyahaagu uu yahay qandaraasle federaali ah ama qandaraasle ka sii hooseeya si aad cabasho u dirto.

12. 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/pdftstart.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 sidaan 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 ka yimaadda ka hadlidda, shaac ka qaadidda, ama weydiimo ka dirista mushaarka 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 ku salaysan jinsiyadda, midabka, diinta, jinsiga, jihada galmada, aqoonsiga jinsiga, ama asalka waddameed.

13. 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.

14. Miyaan cabasho u diri karaa xafiiska OFCCP iyo 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 ka yimaadda ka hadlidda, shaac ka qaadidda, ama weydiimo ka dirista mushaarka. 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 jihada galmada ama aqoonsiga jinsiga ee qofka, naafonimada, ama xaaladda halyeyga dhawran.

15. 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 weligiis dhicin. Waxaa laga yaabaa in aad xaq u yeelato in shaqo lagu siiyo, lagu dallacsiyo, 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 kalasooc geystey, waxuu xafiiska OFCCP ku dhaqaaqi karaa in shirkadda laga reebo ama laga saaro tixgelinta