OGOW XAQUUQDAADA

Takoorida Jinsiga

OFCCP ayaa kaa Illaaliyo Takoorida Ku saleysan Jinsiga

Xafiiska Barnaamijyada Cabashada ee Heshiiska Faderaalka (OFCCP) ayaa fuliyo Amarka Fullinta 11246, sida lagu badelay, taas oo mamnuucdo heshiisyada faderaalka iyo heshiisyada hoose ee ka imaanayo takoorida ka soo horjeedo shaqaalaha iyo codsadayaasha shaqada oo ku saleysan jinsigooda.

1. Waa maxay takoorida ku saleysan jinsiga?

Takoorida shaqada ee guud ahaan ka jirto halka badrooniga kuula dhaqmo, sida shaqaalaha ama codsade si naxariis yar sababtoo ah jinsigaada. Takoorida waxay sidoo kale ka jiri kartaa marka badrooniga u muuqdo xeerarka cadaalada ama nidaamyada ay leeyihiin saameyn xun ee shaqaalaha ama codsadaha shaqada sababtoo ah jinsigooda.

2. Miyuu badroonigeyga isiin karaa si ka duwan ama isiin karaa faa'idooyinkadheeraadka ah ee kala duwan sida ku saleysan jinsigeyga?

Maya. Qandaraaslayaasha laga yaabo inaysan si kala duwan u bixin ama kuma siin karaan faa'idooyinka dheeraadka ah ee ku saleysan jinsigaada. Tusaale ahaan, kuuma diidi karaan fursadaha shaqada waqtiga dheer, tababarka, ama mushaarka lacag bixinta sareyso ama boosaska jinsigaada. Faa"idooyinka dheeraadka ah waxaa ku jira caafimaadka, isbitaalka, shilka, caymiska nolosha, iyo faa'idooyinka shaqo ka fariisiga; wadaagida faa'idada iyo qorshooyinka gunada; fasaxa; iyo xeerarka kale, sharuudaha, iyo mudnaanta badrooniga.

3. Qandaraaslayaasheyda waxay ula dhaqmaan shaqaalaha si ka duwan sida ku saleysan aragtida jinsiga?

Maya. Qandaraaslayaasha laga yaabo inaysan isticmaalin aragtida laguula dhaqmayo si aan cadaalad aheyn sababtoo ah waxaad ku guuldareysatay inaad u hogaansanto filashooyinka ku saabsan sida haweenka ama ragga ay tahay inay u ekaadaan ama u dhaqmaan noocyada shaqooyinka ragga ama haweenka ay tahay inay sameeyaan.

4. Miyay ka illaasanyihiin daryeelbixiyayaasha takoorida ku saleysan jinsiga?

Haa. Qandaraaslayaasha laga yaabo inaysan kuula dhaqmin si ka duwan sida ku saleysan aragtiyada fikradaha ku saabsan daryeelida masuuliyadaha. Tusaale ahaan, qandaraaslayaasha laga yaabo inaysan diidin fursada shaqo la'aanta hooyooyinka ee loo heli karo aabayaasha ama diidaan aabayaasha howlaha shaqada dabacsan ee loo heli karo hooyooyinka.

5. Badrooniga miyuu haystaa inuu isiiyo helitaan simman ee shaqooyinka iyo fursadaha hormarinta?

Haa. Qandaraslayaasha waa inay bixiyaan helitaan simman ee shaqooyinka iyo fursadaha hormarinta. Qandaraaslaha laga yaabo inuusan dajin sharuudaha ku saleysan jinsiga illaa qandaraaslaha taasi u muujin karo in sharuudaha ay sameyn karaan kaliya ragga amakaliya haweenka. Intaa waxaa dheer, qandaraAslaha laga yaabo inuusan dajin sharuudaha taaasi oo laga yaabo in si baahsan u saameyso codsadaha sababtoo ah jinsigooda illaa sharuudahaas ay shaqada la xiriiraan oo lagama maarmaan ah. Qandaraaslayaasha laga yaabo inaysan kuu diidin howsha shaqada tababarka, ama wax kale fursadaha hormarka ee laga yaabo inay u hogaamiso dalacsiinta boosas mushaar sareeyo leh ee ku saleysan jinsiga.

6. Miyay OFCCP iga illaalisaa aniga dhibaateynta galmada ee qandaraaslayaasha?

Haa. Dhibaateynta galmada waa qaab takoorida galmada ah. OFCCP ayaa kaa ilaalisogalmada aan la soo dhaweynin, codsiyada eexashada galmada, hadalada aflagaadada ee ku saabsan jinsiga qofka, iyo hadalka kale ee aanan la rabin ama dhaqanka jirka sida ku saleysan jinsiga. Dhaqamadaan waa ka mamnuuc marka loo sameeyo sida xeerka ama sharuuda ee shaqadaada; markii aad gudbineysid sida dabeecadaha noocaas ah, ama dhahayo maya iyaga waxaa loo isticmaalaa sida aasaaska go'aamada shaqada; ama markii dhaqan noocaas ah SI aanan macquul aheyn u dhexgalo waxqabadka shaqadaada ama aasaaso cabsi gelin, cadaawad, ama jawiga shaqada aflagaadada.

7. Sidee ayay OFCCP u illaalisaa haweenka uurka ah iyo hooyooyinka cusub?

Codsadayaasha u socdo iyo shaqaalaha qandaraslayaasha faderaalka way ka illaalsanyihiin takoorida, oo ay ku jiraan qasaaraha shaqada,mushaaraha, daboolida daryeelka caafimaadka, sababtoo ah uurka, dhalashada canuga, ama xaaladaha caafimaadka ee la xiriiro.
Intaa waxaa dheer, qandaraaslayaasha waa inay bixiyaan hoyada goobta shaqada sababtoo ah uurka, dhalashada canuga, ama xaaladaha caafimaadka la xiriiro ee xaaladaha qaarkood markii qandaraaslayaasha bixiyaan hoyo la is barbardhigi karo ee shaqaalaha kale, sida dadka qaba curyaannimada ama dhaawacyada shaqada la xiriiro.

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8. Sidee ayay shaqaaalaha labeebka ugu illaalsanyiihiin OFCCP?

Qandaraaslayaasha waa ka mamnuuc takoorida ku saleysan aqoonsiga jinsiga. Qandaraaslayaasha waa inay ogolaadaan shaqaalaha iyo codsadaha si loo isticmaalao qubeysyada, badelida qolalka, qubeyska, iyo xarumaha la midka ah ee waaafqsan jinsiga ee ay aqoonsadeen. Intaa waxaa dheer, qandaraaslayaasha bixiyay qorshooyinka faa'idooyinka daryeelka caafimaadka laga yaabo inaysan diidin daboolida daryeelka caafimaadka sida ku saleysan aqoonsiga jinsiga ama heerka labeebka.

9. Maxay illaalisaa OFCCP?

OFCCP waxay ilaalisaa xaquuqaah shaqaal;aha iyo codsadaha shaqada ee shirkadaha ganacsiga la sameynayo Dowlada Faderaalka. Tani waxaa ku jira shaqaalaha bangiyada, shirkadaha warbixinta cilmiga farsamada, warshada hilibka diyaariyo, dukaamada tafaariiqda, warshadaha wax soo saarka, shirkada xisaabinta, iyo shirkada dhismaha, ee waxyaabaha kale ka midka ah.

10. Maxaan sameeyaa haddii aan aaminsannahay in badroonigeyga i takooray sababtoo ah jinsigeyga?

Haddii aad u maleysay in lagaa takooray shaqada, ama codsanayo shaqo, waxaad ku xareyn kartaa cabasho OFCCP. Uma baahnid inaad ogaatid dhab ahaanta in badroonigaada uu yahay qandaraaslaha faderaalka ama qandaraaslaha hoose si markaas aad u xareysid cabasho.

11. Sidee ayaan u gudbiyaa cabashada OFCCP?

Waxaad ku xareyn kartaa cabashada takoorida adiga oo:

- Dhameystirayo oo gudbinayo foomka onleenka dhinacaWebsaydka OFCCP;
- Ku buuxinta foomka qof ahaanta xafiiska OFCCP; ama
- Boos ku dirida, i-meelka, ama fakiseynta foom dhameystiran ee xafiiska goboleedka OFCCP ee daboolo goobta halka ay ka dhacday takoorida sharci darada.

Foomka waxaa laga heli karaa onleenka ee **http://www.dol.gov/ofccp/regs/compliance/pdf/pdfstart.htm** iyo qaab warqad ahaan ah dhammaan xafiisyada OFCCP. Si aad u heshiid xafiis adiga kuu dhow, ka booqo liiska onleenka ee xafiisyada OFCCP **http://www.dol.gov/ofccp/contacts/ofnation2.htm**.

Waa inaad xasuusataa inaad saxiixdid foomkaaga cabashada dhameystiran. Haddii aad ku guuldareysatid inaad sidaas sameysid, OFCCP ayaa weli qaadayo cabashadaada laakin baaraha OFCCP ayaa ku weydiinayo inaad saxiixdid foomka inta lagu jiro wareysiga dabagalka. Cabashada ku xadgudubka takoorida waxay ku saleysantahay jinsiga, midibka, diinta, jinsiga, dooqa galmada, aqoonsiga jinsiga, ama asalka dhalashada waa in lagu gudbiyaa 180 maalmood gudahooda ka bilow taariiqda takoorida sharci darada ah, illaa waqtiga gudbinta waxaa lagu kordiyaa sabab wanaagsan. Isla 180-maalmood naqshada waxay quseysaa cabashooyinka ku xadgudbeyso takoorida ee ka hadlida, siideynta, ama u baahashada ku saabsan lacag bixinta.

12. Miyuu badroonigeyga ceyrin karaa, rquseeya, ama iigu hanjabi karaa si naxasiis yar sABAbtoo ah waXAan xareeyay cabasho?

Maya. sharci daro ayay kuu tahay inay kaa aarsadaan gudbinta cabashada ama ka qeybqaadashada baaritaanka. Sharciyada OFCCP ayaa kaa illaaliyo dhibaateynta, cabsi gelinta, hanjabaada, qasbida, ama ka aargoosashada ee tilmaamaya xaquuqdaada.

13. Miyaan gudbin karaa cabashada takoorida labadaba OFCCP iyo Guddiga Fursada Shaqada Simman (EEOC)?

Haa. Haddii aad ku gudbisid labadaba OFCCP iyo EEOC, cabashadaada waxaa baaraya kaliya mid ka mid ah hay'adahaan.

OFCCP guud ahaan ayaa hayso oo baartaa cabashada laga xareeyay qandaraaslayaasha faderaalka sida ku saleysan coDSadaha dooqa galmada shaqaalaha ama aqoonsiga jinsiga. OFCCP sidoo kale waxay guud ahaan haysaa cabashooyinka halka ay u muuqato inay tahay hanaanka takoorida ee saameyso kooxda shaqaalaha ama codsadayaasha, iyo kuwa lagu eedeeyay takoorida sharci darada ah ee ku saleysan curyaannimada; heerka halyeyga illaalsan; ama ka hadlida, siideynta, ama weydiinta lacag bixin ku saabsan.

14. Maxaa dhacayo haddii ay jiraan natiijada inaan ahaa dhinbane takoorida shaqada?

Waxaad u qalmi kartaa in la daaweyn kugu meeleyso booskaaga aad joogtay haddii ay marnaba ka dhacday takoorid. Waxaad u qalmi kartaa in lagu kireysto, lagu dalacsiiyo, dib laguu qoro, ama dib laguu shaqaaleysiiyo. Waxaad sidoo kale u qalmi kartaa inaad heshid lacag bixinta gadaal, lacag bixinta hore, kordhinta lacag bixinta ama qaarkood iskudarida daaweynadaan. Intaa waxaa dheer, haddii OFCCP ogaato in qandaraaslayaasha faderaalka ama qandaraaslaha hoose in la takooray, OFCCP waxay raadin kartaa in shirkada waa la mamnuucayaa ama laga saarayaa tixgelinta qandaraasyada faderaalka mustaqbalka ama la joojiyo heshiiska hadeer ee shirkada.

Wixii warbixin dheeraad ah:

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Fadlan ogow in warqadaan xaqiiqda ay bixiso warbixin guud. Looguma talo galin sharciga dhabta ah iyo xeerarka la xiriiro barnaamijka halkaan lagu qeexay.

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