



GUDDIGA OHIO EE XUQUUQDA MADANIGA

Ma og tahay...

OCRC waa baraha aasaasiga ah iyo dhaqan geliyaha sharciyada Ka soo horjeeda Takoorka Ohio, O.R.C. Cutubka 4112?

Guddiga Xuquuqda Madaniga ee Ohio (OCRC) waa hay'ad sharci dejiyayaashu ay sameeyeen oo awood u leh inay helaan, baaraan ama soo saaraan qoraalka lagu eedeeynayo anshaxa sharci darada ah. Sharciyada Ka soo horjeeda Takoorka ee Ohio, ee hoos taga Cutubka 4112 ee Xeerka Dib loo habeeyay ee Ohio, waxayna mamnuucayaan takoorka ku aadan waxyaabahaan soo socda:

- Shaqada
- Guriyenta
- Guryaha Dadweynaha
- Deynta
- Naafada iyo Waxbarashada Sare

OCRC waxay bixisaa dhowr ka mid ah adeegyada iyo hawlaha dadweynaha?

Sanad kasta xubnaha shaqaalaha OCRC ee lixda xafiis goboleed waxay baaraan kumaanaan dacwadood, oo eedeynta shaqada aasaasiga ah. OCRC ayaa sidoo kale waxay sii wadaan inay shaqada la wadaagaan Guddiga Fursadaha Shaqada Loo Siman yahay (EEOC) iyo Wasaarada Guriyaynta iyo Horumarinta Magaalooyinka (HUD) ee US si wax looga qabto kiisaska laga soo xareeyo hay'adaha federaalka.

OCRC waxay bixisaa dhexdhexaadin lacag la'aan ah iyo adeegyada kale ee xalinta khi-laafaadka dhinacyada keysaska laga xareeyo hay'adda. Waxaa intaas dheer, hay'addu waxay siisaa tababar lacag la'aan ah iyo waxbarasho dadweynaha.

Sanad kasta, arday ka socota fasalada 5-12 ayaa fursad u hela in ay u soo gudbiyaan maqaalo, farshaxano iyo qoraalo isku dhafan warbaahinta oo ah abaal-marinta sannadlaha ah ee MLK. Intaa waxaa dheer, in ardayda dugsiga sare, jaamacadaha iyo dugsiga sharci-ga ay helaan fursado ay uga qayb galaan tartanka iyo tababarada shaqada. OCRC waxay leedahay Darbiga Halyeeyada Xuquuqda Madaniga oo xusaya dadka reer Ohio ee ka soo qayb qaatay asaasidii xuquuqda madaniga ah.

Waxaad xaq u leedahay inaad ka badbaado takoorka goobta shaqada?

Waa sharci daro in loo-shaqeeyaha leh afar qofood ama wixii ka badan inuu kaj oojiyo, u diido inuu shaqo siiyo ama u diido fursadaha shaqo ama haddii kale saamayn kara sharuuda ama xaalada kale ee shaqo iyadoo sababtu tahay xaaladda la badbaadiyoi ee - jinsiyadda, midabka, isirka, asalka qaranimada, jinsi, da'da (haddii ay ka badan tahay 40), diinta, heerka ciidamada ama naafo u qalma.

Waxay sharci daro **ku tahay shaqeeyaha, hay'adaha shaqada iyo ururada shaqada** ay weyddiidaan ama isku dayaan inay helaan ama soo aruuriyaan diiwaanka bulshada la badbaadiyo mudada ka horaysa inta aan shaqada la bilaabin iyo/ama in la daabaco ama la soo saaro war qoraal ah oo lagu tilmaamayo doorashada ama xaddidaadda gaarka ah ee bulshooyinka la badbaadiya. Waxaa iyana sido kale sharci daro ah in lagu soo qoro ama daabaco **codsiga shaqada** xayeysiimo tilmaamaya doorashada shaqaalaynta ama xaddidaadda.

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Ma og tahay...

Waxaad xaq u leedahay inaad ka badbaado takoorka guriyeynta iyo adeegyada amaahda?

Xaq u yeelashada iibsashada guriga, kirashada aqal kiro ah, degganaanta guryaha iskaashatada ama helitaanka amaahda guriga ama caymiska looma diidi karo iyadoo lagu salaynayo noocyada bulshada la badbaadiyo. Noocyada bulshada laga badbaadiyo ee shaqada, waxaa iyana sidoo kale "xaalada qoyska" loo badbaadiya sida tan guryaha. "Xaalada qoyska." waxaa lagu qeexaa qoyska ka kooban waalid ama qofka ilmaha masuulka ka ah ee la deggan carruurta ka yar da'da 18 iyo/ama dumar uur leh ama qof ku guda jira howsha helitaanka haynta sharciga ah ee carruurta yaryar, ayaa sido kale ah xaaladdaha la badbaadiyo ee guryaha.

Wixii macluumaad dheeraad ah, fadlan tixraac Xuquuqda Guriyeynta Caddaaladda & Warqada xaqiiqda Waajibaadka.

Sidoo kale, "xaalada guurka" waa qaybaha la badbaadiyo ee adeegyada amaahda sida uu dhigayo Cutubka 4112 ee Xeerka Dib Loo Saxay ee Ohio.

Wixii macluumaad dheeraad ah, fadlan tixraac warqada xaqiiqda Amaahda

Dhammaan dadku waxay xaq u leeyihiin inay si siman ugu raaxeysanayaan mudnaanta, faa'iidooyinka iyo adeegyada goobaha hoyga dadweynaha?

Waa sharci daro in milkiile, shaqaale ama maamulaha goobta hoyga dadweynaha ay diidaan ku raaxaysiga buuxda ee faa'iidooyinka, goobaha ama mudnaanshaha goobta hoyga dadweynaha sababoo ah nooca bulshada la badbaadiyo. Goobaha hoyga dadweynaha waxaa ka mid ah hoteelada, baararka iyo makhaayadaha, dukaamada, basaska, tagaasida, diyaatarada, bangiyada, goobaha jimicsiga ama goob kasta oo bixisa hoy, faa'iidooyin, xarumo ama mudnaanta dadweynaha ee la taaban karo, oo goosgoos ah, shaqsiyan iyo mahad daro ku saleysan.

Dhammaan dadku waxay xaq u leeyihiin inay helaan waxbarashada sare?

Waa sharci darro in la takooro qofna iyadoo ku saleysan naafanimadooda gelitaanka iyo/ama iskuqorista barnaamij kasta oo tacliimeed, ka qayb galka hawlaha hay'adaha waxbarashada, abaalmarinta gargaarka dhaqaale, helitaanka guryaha ama adeegyada kale ee la siiyaa ardayda aan naafada aheyn.

**** Dhammaan kiisaska guryaha mooyee, soo sheegida eedeynta takoorka ah waa in loo soo gudbiyaa OCRC lix bilood gudahood ka dib markii ay dhacay dhaqanka laga cabanayo. Eedeynta Guryaha waa in lagu soo xereeyaa hal sano gudaheed. ****

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