

Waa maxay Takoorka Shaqada?

Dhaqamada takoorka ee shaqada ee ku saleysan dadka sida gaarka ah takoorka looga ilaaliyo waa sharci darro. Takoorka shaqada wuxuu yimaadaa marka shaqsi loola dhaqmo si aan cadaaalad ahayn iyada oo sabab ay u tahay inuu qofkaas ka mid yahay dadka sida gaarka ah takoorka looga ilaaliyo.



Dadka sida gaarka ah takoorka looga ilaaliyo marka laga hadlo shaqooyinka waxaa ka mid ah:

- Isirka/Midabka (oo ay ku jirto noocyada tima hagaajinta qowmiyadeed)
- Asalka Qaran
- Muwaadinnimada/Xaalada Degenaan
- Caqiidada
- Jinsiyada/Uurka
- Nooca Jinsiga/Aqoonsiga Jinsiga
- Xaaladda Halyeey Ciidan/Militari
- Muuqashada wax Naafinimo dareen, maskax, ama mid jireed ah- Mid dhab ah ama mida la isku liido
- Isticmaalka xayawaanka adeegga
- HIV ama Cagaarshowga C
- Xaalada Guur
- Da'da (40 iyo wixi ka sareeya)
- Xaalada Ahaanshaha War Faafiyaha Shaqaalaha Gobalka

Sidoo kale waa sharci darro in laga aargoosto qof kasta oo soo gudbiya ama ka qaybqaata dacwad takoork.



Takoorka sharci darrada ah wuxuu dhici karaa inta lagu jiro geedi-socodka codsashada shaqada iyada oo ku imaaneysa qaab ah su'aalo weydiin aan cadaalad ahayn oo ka horeysa shaqada, ama xilliga shaqaynta iyada oo shaqada la joogo. Qaababka uu ku dhici karo takoorka shaqada waxaa ka mid ah: dhaqanka kala sooca ah, kaas oo shaqsi loola dhaqmo si ka duwan ama aan cadaalad ahayn marka lala barbardhigo shaqaalaha ay isla shaqeeyaan ee ay isku xaalada ku sugan yihiin ee goobta shaqada jooga kuwaas oo ka baxsan kooxaha dadka sida gaarka ah takoorka looga ilaaliyo; takoorka aan ula kaca ahayn, kaas oo loo-shaqeeyaha uu ku yeelan karo siyaasad ama dhaqan u muuqda mid dhexdhexaad ah, balse sabab u noqda in si cadaalad darro ah loola dhaqmo koox dad ah iyada oo ku saleysan xaalad ay ka mideysan yihiin oo takoorka looga ilaaliyo; deegaanka shaqada ee dhibaateynta/colaada leh, kaas oo xaaladaha lagu shaqeeyo aan loo dulqaadan karin iyada oo ay ugu wacan tahay shaqaalaha oo ka tirsan dadka sida gaarka ah takoorka looga ilaaliyo taas oo haddii qof macquul ah uu ku jiri lahaa booska shaqaalaha uu ku qasbanaan lahaa inuu shaqada iska casilo; ku guuldareysiga in la soo dhaweeyo naafonimo ama caqiido diimeed; ama ka aargoosiga in takoor laga cawday aawadeed.

Takoorka Shaqada waxaa qabta sharciyada gobalka iyo federaalka labaduba, iyo nidaamka maxkamaada iyada oo loo marayo gar-qaadid, taas oo dhalisa xukun ka turjuma oo u adeegsada sharciyada xaaladaha kiiska gaarka ah. Washington State Employment Discrimination Laws (Sharciyada Takoorka Shaqada ee Gobalka Washington) waxaa laga helaa RCW (Revised Code of Washington, Xeerka Sharciyada Joogtada ah ee Washington) 49.60; Cutubka 162 Xeerarka WAC (Washington Administrative Code, Xeerka Maamulka ee Washington) iyo xukun maxkamadeedka sharciga ah. Sharciyada takoorka shaqada ee federaalka waxaa ka mid ah: Title VII of the Civil Rights Act of 1964 (Qodobka VII ee Sharciga Xuquuqda Madaniga ah); Title I of the Americans with Disabilities Act (Qodobka I ee Sharciga Dadka Rer Mareykan ee Naafada ah); Takoorka Da'ada ee Shaqada ee 1967 (Age Discrimination in Employment Act of 1967, ADEA); Sharciga Mushaharka Siman ee 1963 (Equal Pay Act of 1963, EPA); Xeerka Takoor la'aanta Xogta Hidaha (Genetic Information Non Discrimination Act, GINA); Lilly Ledbetter Fair Pay Act (Sharciga Mushaharka Siman ee Lilly Ledbetter); iyo xukun maxkamadeedka sharciga ah.



Guddiga Xuquuqaha Aadanaha ee Gobalka Washington (Washington State Human Rights Commission, WSHRC) wuxuu ka shaqeeyaa inuu ka hortago oo uu suuliyo takoorka iyada oo loo marayo baaritaanka dacwadaha, noocyada khilaaf xalinta, iyo hawlaha waxbarida, tabbabarka iyo gaarsiinta.

Dacwo gudbinta

Qof kasta waxaa waajib ka saaran inuu u hoggaansamo sharciga wuxuuna xaq u leeyahay inuu xaalmarin raadsado marka uu dhib dhaco.

Dacwadaha xadgudubyada RCW 49.60 waa in lagu soo gudbiyo lix bilood gudahooda taariikhda uu dhibka dhacay, marka laga reebo kiiska takoorka uurka, kuwaas oo ay tahay in lagu soo gudbiyo hal sano gudahiisa; iyo dacwadaha war faafiyaha shaqaalaha, oo lagu soo gudbiyo labo sano gudahooda. Dacwadaha ayaa la xalin karaa inta lagu jiro baaritaanka iyada oo ku xiran heshiis dhex mara kooxaha is haya iyo WSHRC.

WSHRC **ma lahan awood** uu wax kaga qabto loo-shaqeeyayaasha ay u shaqeeyaan wax ka yar 8 shaqaale, qabiilad Mareykanka Dhaladka ah, dawlada federaalka, ama dacwadaha ka baxsan Gobalka Washington.



ADEEGSIGA SHARCIGA EE CADAALADA AH

Guddiga Xuquuqaha Aadanaha ee Gobalka Washington waa hay'ad sharci fulin oo dhexdhexaad ah, xaqiiq doon ah; cidna uma doodo inta lagu jiro baaritaanka, balse waxay u doodaan sharciga iyada oo looga dan leeyahay in laga hortago oo la suuliyo takoorka.

Goobaha Guddiga Xuquuqaha Aadanaha ee Gobalka Washington

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Haddii aad u baahan tahay macluumaad dheerad ah, aad qabto su'aalo dheeraad ah, ama aad rabto inaad tababar u qabato hay'adaada, fadlan kala xiriir WSHRC lambarka 360-753-6770 ama 800-233-3247. Macluumaad dheeraad ah oo ku saabsan midan iyo arrimaha kale ee xuquuqaha madaniga ah waxaa laga heli kaa boggeena intarmetka ee barta

www.hum.wa.gov

Guddiga Xuquuqaha Aadanaha ee Gobalka Washington



TAKOORKA SHAQADA

Himilada Guddiga Xuquuqaha Aadanaha ee Gobalka Washington waa inuu ka hortago and uu suuliyo takoorka iyada oo loo marayo adeegsiga sharciga ee cadaalada ah, isticmaalka kheyraadka ee hufan, iyo gacansaar la yeelashada bulshada ee waxtarka leh.