

# FURSAD SIMMAN WAA SHARCIGA

Sharciga ayay ka soo horjeedaa helitaankaan caawinta dhaqaalaha Faderaalka oo lagu takoorayo boosaska xiggo: waxay ka soo horjeedo shaqsi walba oo joogo Mareykanka, oo ku saleysan jinsiyada, midika, diinta, jinsiyada (oo ay ku jiraan uurka, dhalashada canuga, iyo xaaladaha caafimaadka ee la xiriirto, fikrada galmada, heerka labeebka, iyo aqoonsiga jinsiga), asalka dhalashada (oo ay ku jiraan aqoonta Ingiriiska xadidan), da'da, curyaanimada, ama ka mid ahaanshaha siyaasada ama aaminadaadaha, ama, ka soo horjeedo ka faa'ide walba, codsadhaha, ama ka qeybqaadanayo barnaamijyada dhaqaale ahaan loogu caawiyay sida waafaqsan Title I ee Xeerka Fursada Shaqaalaha Cusub iyo Fursada, oo ku saleysan heerka muwaadinnimada shaqsiga ama ka qeybqaadanayo WIOA walba barnaamijka lagu caawiyay dhaqaale ahaan Title I ama howsha.

Helaha waa inuusan ku takoorin kuwa walba ee aagaga: go'aansanayo cida laga diiwaangelinayo, ama geleysa, barnaamijka WIOA ee lagu caawiyay dhaqaale ahaan Title I ama howsha; siineyso fursadaha gudaha, ama ula dhaqmayo qof walba ee aan laga eegin, barnaamij noocaas ama howsha; ama sameynta go'aamada shaqaaleysiinta ee maamulka, ama la xiriirto, barnaamij noocaas ah ama howsha.

Helayaasha caawinta dhaqaalaha faderaalka waa inay qaadaan tallaabooyin macquul ah oo lagu hubinayo in xiriirada shaqsiyaadka qaba curyaanimada ay u wax ku oolyihiin sida xiriirada dadka kale. Tani waxay la micna tahay in, xiliga codsiga oo lacag la'aan ku ah shaqsiga, helayaasha waxaa looga baahanyahay inay bixiyaan gargaarka dheeraad ku haboon iyo adeegyada shaqsiyaadka u qalma ee qaba curyaanimada.

## WAXA LA SAMEEYO HADDII AAD AAMINSANTAHAY INAAD LAKULANTAY TAKOORID

Haddii aad u maleysay in laguugu sameeyay takoorida sida waafaqsan barnaamijka WIOA lagu caawiyay dhaqaalaha Title I ama howsha, waxaad ku xareyn kartaa cabashada gudaha 180 maalmood ka bilow taariiqda xadgudubka eedeynta ah ee midkood: Sarkaalka Fursada Simman (ama qofka helaha u xilsaaray ujeedadaan);

**Fursada Simman ee Deegaanka (EO) Sarkaalka:**

**WIOA EO Sarkaalka:** Karen Lilledahl, DEED, Office of Diversity and Equal Opportunity (Xafiiska Kala duwanaanshaha iyo Fursada Simman), 1<sup>st</sup> National Bank Building (Dhismaha Qaranka 1aad), 332 Minnesota Street E200, St. Paul, MN 55101, 651-259-7089 (Codka), 651-297-5343 (Fakis), [Karen.Lilledahl@state.mn.us](mailto:Karen.Lilledahl@state.mn.us)

**Gobolka EO Sarkaalka:** Heather Stein, DEED, Office of Diversity and Equal Opportunity (Xafiiska Kala duwanaanshaha iyo Fursada Simman), 1<sup>st</sup> National Bank Building (Dhismaha Qaranka 1aad), 332 Minnesota Street E200, St. Paul, MN 55101, 651-259-7097 (Cod), 651-297-5343 (Fakis), [Heather.Stein@state.mn.us](mailto:Heather.Stein@state.mn.us)

**Director, Civil Rights Center (CRC), U.S. Department of Labor  
(Agaasimaha, Xarunta Xaquuqaha Madaniga, Waaxda Shaqada Mareykanka)  
200 Constitution Avenue NW, Room N-4123, Washington, DC 20210**  
ama koronta ahaan sida loogu tilmaamay websaydka CRC ee [www.dol.gov/crc](http://www.dol.gov/crc).

Haddii aad ku xareysid cabashadaada helaha, waa inaad sugtaa midkood illaa helaha sameeyo Ogeysiin qoran ee Tallaabada Ugu dambeyso, ama illaa 90 maalmood ayaa dhaaftay (mid walboo degdega ah), ka hor inta aan lagu xareynin Xarunta Xaquuqda Rayidka (fiiri ciwaanka kore). Haddii helahaan uusan ku siinin Ogeysiin Qoran ee Tallaabada Ugu dambeyso oo gudaha 90 maalmood ee maalinta aad ku xareysay cabashadaada, waxaad ku xareyn kartaa cabasho CRC ka hor inta aadan heli Ogeysiintaas. Si kastaba, waa inaad ku xareysaa cabashadaada CRC gduaha 30 maalmood ee dhammaadka waqtiga 90- (micnaha kale, gudaha 120 maalmood kadib maalinta aad ku xareysay caabshada helaha). Haddii helaha uu ku siiyo Ogeysiin qoran ee Tallaabada Ugu dambeyso ee cabashadaada, laakin aadan ku qanacsaneyn go'aanka ama xalinta, waxaad cabasho ku xareyn kartaa CRC. Waa inaad ugu xareysaa cabasho CRC gudaha 30 maalmood ee taariiqda aad heshay Ogeysiinta Go'aanka Ugu dambeeyo.