Aargoosiga Badqabeed iyo midka Caafimaadeed ee ka dhaca Goobta Shaqada

Xuquuqahaaga

Sharciga gobolku wuxuu uga baahan yahay loo-shaqeeyayaasha inay bixiyaan xaalado shaqo oo badqab iyo caafimaadba leh. Waaxda Shaqada iyo Warshadaha ee Gobolka Washington (Department of Labor & Industries, L&I) waxay dhaqangelisaa sharcigan, kaasoo ilaalinaya xuquuqdaada inaad ka soo warbixiso walaacyada badqabeed iyo kuwa caafimaadeed ee ka qabto goobta shaqada.*

Waxa aad xaq u leedahay goob shaqo oo amaan iyo caafimaadba leh.

Sharcigu waxa kale oo uu ilaalinaya xuquuqdaada inaad soo sheegto walaacyada badqabka iyo caafimaadka goobta shaqada. Hawlaha sharcigu difaacayo waxaa ka mid ah:

- U gudbinta cabashada badqabka ama caafimaadka loo-shaqeeyahaaga, ururkaaga, ama L&I.
- Ka qaybgalka kormeerada indho-indhaynta ah ama waraysiyada la xariira kormeerka badqabka iyo caafimaadka goobta shaqada ama baaritaanka aargoosiga.
- Ka qaybgalka kulannada badqabka ama shaqooyinka kale ee la xariira badqabka iyo caafimaadka shaqada.
- Ku dhaqan xaq kasta oo lagu qeexay ama lagu sheegay Sharciga Badqabka iyo Caafimaadka Ganacsiga ee Washington (Washington Industrial Safety and Health Act).

Loo-shaqeeyahaaga kuma eryi karo kuma takoori karo ama aargoosi kuguma sameen karo keliya maxaa yeelay waxaad ka qayb qaadatay hawlo la ilaaliyo: Talaabada anshax-marineed ee mamnuuca ah waxaa ka mid noqon kara:

- In hoos laguu dhigo ama shaqada laga tiro.
- In laguu qoondeeyo hawl shaqo ama nis shaqo aan haboonayna.
- In lagaa qaado darajadaada.
- In la yareeyo mushaharkaaga ama dheefaha aad kasbatay.
- In laguu hanjabo ama lagu cabsi geliyo ama lagu geliyo liiska 'do not hire (ha shaqaaleysiin)'.

* Barnaamijka Maamulka Badqabka iyo Caafimaadka Goobta Shaqada (Occupational Safety and Health Administration, OSHA) ayaa daboolaaya goobaha shaqada sida ku cad sharciga federaalka.

Markii la codsado, taageero luuqadeed iyo habab xog-gudbineed loogu talagalay dadka naafada ah ayaa diyaar ah. Wac 1-800-547-8367. Isticmaalayaasha Qalabka Isgaadhsiinta ee Dhagoolayaasha (Telecommunication Device for the Deaf, TDD), waca 711. L&I waa loo shaqeeye fursadooda loo wada siman yahay.

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Waxa Ay Tahay Inaad Sameyso

Haddii aad rumeysan tahay in lagugu ciqaabay ama shaqada lagaa eryay markii aad ku dhaqantay xaquuqdaada badqabka iyo caafimaadka ee goobta shaqada, adiga ama wakiilkaaga waa inaad la soo xariirtaan L&I sida ugu dhakhsaha badan ee macquulka ah.

Waa inaad ku soo xareysaa cabashadaada 90 maalmood gudahood laga soo bilaabo markii falka aargoosiga ahi uu dhacay. Foomamka cabashada ku aadan Aargoosiga Badqabka iyo Caafimaadka ayaa onlaynka looga heli karaa barta **Lni.wa.gov/WorkplaceRetaliation** (Linkiyada daabacaadan ku jira waxaa lagu heli karaa oo keliya Ingiriisi) iyo xafiisyada L&I ee maxalliga.

Waajibaadkaaga

Xaq uma lihid inaad diido shaqada ama aad ka baxdo shaqada keliya sabab la xariirta inaad aaminsan tahay in shardiga badqabka ama caafimaadka lagu xadgudbay.

Haddii ay ku qabsato xaalad khatar badan oo ku gelinaysa khatarta degdega ah oo aad ku muteysan karto geeri ama dhaawac wayn oo jireed, aadana haysan waqti aad kula xariirto L&I, diidmadaada shaqada waxaa difaaci kara sharciga. Si sharcigu kuu difaaco, waxaa qasab ah inaad:

- Marka hore uga waranto cida aad u shaqayso khatarta aadna ka codsato in la saxo marka ay suuragal tahay.
- Marka xigta, codso oo aqbal shaqo u beddelid meel kale ah.

Haddii aad su'aalo ka qabto difaacyadaan iyo xaquuqdaan ama aad doonayso inaad cabasho gudbiso, wac 360-902-6088 ama booqo websayddkeena si aad u hesho xog dheeraad ah.

OGEYSIIS KU SOCDA LOO-SHAQEEYAASHA:
Ku dhajinta dukumeentigan boorka waa mid ikhtiyaari ah haddii aysan ka ahayn inuu qayb ka yahay heshiiska qoraal ee la saxiixay.

OGEYSIIS KU SOCDA SHAQAALAHA:
Waxaad sidoo kale u gudbin kartaa cabasho aargoosi Waaxda Shaqada ee Mareykanka, (U.S. Department of Labor) Maamulka Badqabka iyo Caafimaadka Goobta Shaqada (OSHA) 30 maalmood gudahood laga inta uu dhacay ficilka aargoosiga. In kasta oo OSHA aysan sameyn doonin baaritaan madaxbanaan, gudbinta cabashada OSHA waxay kuu ogolaaneysaa inaad codsato dib u eegis federaal ah oo ku saabsan cabashadaada aargoosiga haddii aadan ku qanacsaneyn go'aanka ugu dambeeya ee gobolka. La xariir Xafiiska Gobalke ee OSHA oo ku yaala 300 Fifth Ave., Suite 1280, Seattle, WA 98104-2442 ama wac 206-757-6700.

Division of Occupational Safety and Health
Lni.wa.gov/go/F417-188-303 | 1-800-423-7233

Washington State Department of Labor & Industries