



Takoorka Badqabka iyo Caafimaadka ee ka jira Goobta Shaqada

Baro Xuquuqahaaga

Sharciga Badqabka iyo Caafimaadka Warshadaha ee Washington (Washington Industrial Safety and Health Act) (Cutubka 49.17 Xeerka Dib loo Eegay ee Washington (Revised Code of Washington, RCW), wuxuu farayaa shaqo bixiyeyaasha inay siiyaan xaalado shaqo oo badqab iyo caafimaad leh, inta macquul ah, shaqaalaha gobolkaan. Waaxda Shaqada iyo Shaqaalaha (Department of Labor & Industries) ayaa dhaqan gelinaysa sharcigaan ayadoo u maraysa Laanta Bad-qabka iyo Caafimaadka la Xiriira Shaqada (Division of Occupational Safety and Health, DOSH)*.

Sharcigaan wuxuu dejinayaa shuruudaha ugu yar ee loo shaqeeyaasha ay qasab tahay inay raacaan ayna ilaaliyaan xaquuqdaada soo sheegista walaacyada la xariira badqabka iyo caafimaadka shaqada. Shaqooyinka sharcigu difaacayo waxaa sidoo kale ku jiri kara:

- U gudbinta cabashada badqabka ama caafimaadka shirkada aad u shaqayso, urur shaqaale, ama DOSH.
- Ka qaybgalka kormeerada indho-indhaynta ah ama waraysiyada la xariira kormeerka badqabka iyo caafimaadka goobta shaqada ama baaritaanka takoorka.
- 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.

Loo-shaqeeyahaaga kuma eryin karo kuma takoori karo ama aargoosi kuguma sameen karo keliya maxaa yeelay waxaad ka qayb qaadatay howlo la ilaaliyo sida kuwa kor lagu soo sheegay. Marka ay jiraan xaaladaha noocan ah, talaabooyinka soo socda ayaa mamnuuc ah:

- In hoos lagu dhigo ama shaqada laga tiro.
- In lagu qoondeeyo hawl shaqo ama nis shaqo aan haboonayna.
- In lagaa qaado darajadaada.
- In la yareeyo mushaharkaaga ama dheefaha aad kasbatay.
- In liiska madow lagu geliyo, lagu hanjabo, ama lagu cabsi geliyo.

*Barnaamijka Maamulak Federalka ee Amaanka iyo Caafimaadka (Occupational Safety and Health Administration, OSHA) ayaa daboolaya shaqaalaha sida ku cad sharciga federaalka.

Waxa aad xaq u leedahay goob shaqo oo amaan iyo caafimaad qabta — Waa sharciga!

Waxa aad Samayn Karto

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 inuu la xariiraa DOSH sida ugu dhakhsaha badan ee macquulka ah.

Waa qasab inaad soo gudbisaa cabashadaada 90 maalmood gudahood laga bilaabo xiliga falka takoorka ah uu

dhacay. Foomamka cabashada takoorka ayaa oonleen ahaan looga heli karaa www.Lni.wa.gov/WorkplaceDiscrimination iyo xafiisyada L&I (Waaxda Shaqada iyo Warshadaha) ee maxaliga ah.

Wajibadaaga

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

Haddii ay ku qabsato xaalad khatar badan oo ku gelinaysa khatarta degdega ah ee geerida ama dhaawac wayn oo jireed, aadana haysan waqti aad kula xariirto DOSH, 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 meel kale ah.

Haddii aad su'aalo ka qabto difaacyadaan iyo xaquuqdaan ama aad doonayso inaad cabasho gudbisoo, wac laynka xogta ee bilaashka lagu wici karo ama booqo webseedkeena si aad u hesho xog dheeraad ah.

OGEYSIIS KU SOCDA LOO SHAQEYEAASHA:

Ku dhajinta boorkaan Difaaca Kahortaga Takoorka Shaqaalaha goobta ganacsiga qasab maaha ilaa inuu qayb ka yahay maah ee heshiiska la saxiixay.

OGEYSIIS KU SOCDA SHAQAALAHA:

Waxaad sidoo kale u gudbin kartaa cabasho aargoosi Waaxda Shaqada ee Mareykanka, Maamulka Bad-qabka iyo Caafimaadka Goobta Shaqad (Occupational Safety & Health Administration, 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.

Marka la codsado, taageerada luqadda ajnabiga iyo qaababka lagula xiriirto dadka naafada ah waa la heli karaa. Wac 1-800-547-8367. Isticmaalayaasha TDD, waca 711. L&I waa loo-shaqeeye leh fursado loo siman yahay.

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



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