

# OGOW XUQUUQDAADA



**Xafiiska Xuquuqha Aadanaha iyo Sinnaanta Deegaanka  
Fairfax County**



# KUWAAN ANNAGU NAHAY

Xafiiska Degaanka Fairfax County ee Barnaamijyada Xuquuqda Aadanaha iyo Sinnaanta (OHREP) ayaa fulisa Xeerka Xuquuqda Aadanaha ee degaanka Fairfax County iyo Sharciga Guriyeynta Cadaaladda ah ee degaanka Fairfax County, oo mamnuucday kal-takooridda **shaqaalaynta, guriyeynta, u waafajinta dadweyne, waxbarashada gaarka ah, iyo deynta**. OHREP waxay qaabbishaa oo ay baartaa cabashooyinka ay xereeyaan qof kasta oo aaminsan in lagu takooray gudaha Deeganka Fairfax County.

Xafiiskayagu waxa kale oo bixiyaa adeegyo waxbarasho oo ku saabsan u hoggaansanaanta Sharciga Xuquuqda Aadanaha iyo Sharciga Caddaaladda Guriyaynta ee muwaadiniinta, loo-shaqeeyayaasha, ururada, meheradaha, iyo meheradha guriyaynta ka jira deegaanka Fairfax County.



# OGOW SHARCIGA

Sharciga Xuquuqda Aadanaha ee Degaanka Fairfax County iyo Sharciga Guriyeynta ee deegaanka Fairfax County ayaa mamnuucaya takooridda loo geysto qof kasta iyada oo loo eegayo ka mid ahaanshahooda mid ka mid ah kuwa soo socda **kooxaha la difaaco:**




- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Isir                         | <input checked="" type="checkbox"/> Dhalmada ama xaaladaha caafimaad ee la xiriira, oo ay ka mid tahay ilmo nuujintu** |
| <input checked="" type="checkbox"/> Midab                        |  |
| <input checked="" type="checkbox"/> Diin                         |  |
| <input checked="" type="checkbox"/> Lab ama dheddig              | <input checked="" type="checkbox"/> Da'da  |
| <input checked="" type="checkbox"/> Doorbid lab ama dheddig      | <input checked="" type="checkbox"/> Naafonimada  |
| <input checked="" type="checkbox"/> Isku Aqoonsi lab ama dheddig | <input checked="" type="checkbox"/> Isha laga helay fuundaynta*  |
| <input checked="" type="checkbox"/> Xaaladda guurka              | <input checked="" type="checkbox"/> Xaaladda cidamo ka tirsaan hore  |
| <input checked="" type="checkbox"/> Xaaladda qoyska*             |  |
| <input checked="" type="checkbox"/> Uurka                        | <input checked="" type="checkbox"/> Ka soo jeed qarameed   |

\* Waxay khuseysaa guriyaynta kaliya.

\*\* Ma khuseeyo guriyaynta.

# OGOW XUQUUQDAADA

Ma hubtid in in xuquuqdaada sharciga lagu xad gudbbay? Sharciga Xuquuqda Aadanaha ee Degaanka Fairfax County iyo Sharciga Guriyeynta ee deegaanka Fairfax County ayaa mamnuucayaa ku kala-takooridda:

-  **Shaqada:** Loo-shaqeeye leh shaqaale afar ama ka badan ah, wakaalad shaqo, ama urur shaqo iyo shaqaale ayaa darajada xilkaaga hoos u dhigtay, shaqada kaa eriday, ama kuu diidday u waafajin macquul ah, ama kuu diidday dallacsiin iyada oo ku saleysan xubinnimadaada koox la difaaco.
-  **U Waafajinta Dadweynaha:** Mulkiile, maareeye/kormeere, ama shaqaale meel u furan dadwaynaha kuu diiday inaad marin u hesho iyo si buuxda ugu raaxaysato u waafajinno iyo wixii tasiilaad ah ee la xiriira, u mudnaan, ama faa'iidooyinka kale ee ku saleysan xubinnimadaada koox la difaaco.
-  **Deynta:** Bangi, urur maaliyadeed, shirkad moorgeej, hay'ad amaahin, ama meherad ku siisay, kuu diidday, ama kaa joojisay amaahdaada ama adeegyo kale oo maah sababo la xiriira xubin ka haantaada koox la difaaco.



**Waxbarashada Gaarka Ahy:** Hay'ad waxbarasho oo gaar loo leeyahay ama wakiilladeeda, shaqaalaheeda, mulkiileyaasheeda, ama maamuleyaasheeda oo adiga si ka duwan kuula dhaqmay markay yihiin shuruudaha, xaaladaha, dheefaha, u mudnaanta, ama adeegyada hay'addaas sababuna thay adiga oo xubin ka koox difaacan.



**Guriyeynta:** Marka laguugu diido iibsi, kiraysi, ama kolba in yar bixinta guriyaynt ama macaamillada kale ee la xiriira guriyaynta, iyada oo ku saleysan jinsi, midab, diin, ka soojeed qaran, jinsi, waayeelnimo (da'da 55 ama ka wayn), heer qoyseed (qoysaska leh carruurta da'doodu ka yar tahay 18), xaaladda guur, doorbid lab ama dheddig, isku aqoonsi jandar, heer ciidan ka tirsanaan hore ahaan, il dhaqaale, ama naafonimada. Marka lagugula kaco xayeysiis kaa-takoortaan ama kelmado kasta oo kala takooritaan la xiriira hanti ma guurto ama macaamil la xiriira hanti ma guurto, ama laguugu hanjabay, lagu qasbay, lagaa cabsiyay, ama lagaa farageliyay inaad ku dhaqanto xaquuqda guriyaynta caddaaladda ah ama aad ka caawisay dadka kale inay ku dhaqmaan xuquuqdaas.



**Aargoosashada:** Qof—sida loo-shaqeeye, mulkiile meherad, ama mulkiile guri—oo adiga kaaga aargoosta xareyntaada cabashada takoorka ama markhaati-furkaaga, caawintaada, ama ka-qaybqaadashadaada baaritaan, dacwad, ama dhageysi kasta ha noqdaane.



# SIDA LOO XEREEOYO CABASHADA

Haddii aad u malayso in lagu geystey takoorka sharcidarrada ah, waxaad ku xareyn kartaa cabasho OHREP gudaheeda 365 laga soo bilaabo laga bilaabo taariikhda takoorka la sheegtay. Si aad u xarayso cabasho ama aad weydiiso su'aalo ku saabsan xeraynta cabashada:

**NA SOO WAC:** 703-324-2953, TTY 711

**BOOQO BARTAYADA INTERNETKA:**  
[fairfaxcounty.gov/humanrights](http://fairfaxcounty.gov/humanrights)

**BOOQO XAFIISKAYAGA:**  
Fairfax County Government Center  
12000 Government Center Parkway, Suite 318  
Fairfax, VA 22035-0093

**Wax lacag ku dallac ah la iskama qaado** xeraynta cabashada.

Cabashada **waan in lagu xereeyaa gidahooda 365 maalmood** laga soo bilaabo taariikhda kala-takoorka la sheegtay.

# 6DA TALAABO OO LAGU XEREYO CABASHO

Bilow illaa dhammaad, waa inaad ka filataa tallaabooyinka soo socda inta lagu guda jiro habsocodka baaritaanka.

1. Waxaad buuxin su'aalo weyddiinno qaadasho.
2. Arrimo baare ayaa socodsiin doona ka qaadidi waraysi telefoon ama qof ahaanba ah si aad u diyaarisaan cabashada.
3. Waxaad diyaarin oo aad saxeexi foomka cabashada.+
4. Baaruhu wuxuu ogeysiinayaa ka jawaabha eedaynta.
5. Baaritaan dhammeystiran ayaa dhacaya si loo ogaado xaqiiqooyinka.
6. OHREP ayaa go'aaminaysa inay caddaymuhu ay taageerayaan ama aysan taageerayn sheegashadaada.

+ Cabashadaada looma qaddaraniyo in “la xereeyay” illaa aad saxeexo, oo OHREP ay aqbasho oo ay ku shaabbadeyso cabashada oo leh taariikh fayl.



# **SIDAAN ANNAGU KUUGU ADEEGNO ADIGA**

OHREP waa wakaalad maamuleed dhexdhexaad ah, oo xaqiiqo-raadin ah, fulisana Xeerka Xuquuqda Aadanaha ee degaanka Fairfax County iyo Sharciiga Guriyeynta Cadaaladda ah ee degaanka Fairfax County. Annagu ma bixino wakiilnimo sharciyeed.

Xafiiskayagu ayaa wax kaga qabta kala-takoorka iyada oo:

- Xallisa kiisaska iyada oo loo maro qaadasho, u fiirsi, dhexdhexaadin, baaritaan, heshiisiin, iyo dhageysi dadwayne.
- Tijaabisa si ay u ogaato xaddiga kala-takoorka ka jira deegaanka Fairfax County.
- U diyaarisa khudbo-jeediyeyaal iyo barnaamijyo ku saabsan mowduucyada xuquuqda madaniga ah, oo ay ka mid yihiin ku kala-takoorka guriyaynta iyo shaqada.

Waxa kale oo aad ka heli kartaa daabacaadyo lacag la'aanah oo ku saabsan kala-takoorka boggayaga internetka iyo marka aad weyddiisato.

# Xafiiska Xuquuqaha Aadanaha iyo Sinnaanta Deegaanka Fairfax County

12000 Government Center Parkway, Suite 318  
Fairfax, VA 22035-0093  
Tel: 703-324-2953, TTY 711  
[fairfaxcounty.gov/humanrights](http://fairfaxcounty.gov/humanrights)



**Daabacaaddii Deegaanka Fairfax County, Va.**

**Deegaanka Fairfax County ayaa u heellan inayna ka jirin kala-takoorka ku saleysan naafonimada dhammaan barnaamijyada, adeegyada iyo waxqabadyada deegaanka. U waafajinta macquulka xeerka naafada ADA iyo qaabab ka duwan oo macluumaad ayaa la bixin doonaa marka la codsado.**



**Sebtember 2020 (Somali)**