

# Kev Sib Cais Txog Cov Neeg Tsis Yog Pojnim Txivneej thiab Qhov Yog Pojnim Txivneej

## OFCCP OFCCP Tiv Thav Koj Kom Tsis Pub Raug Cais Raws Kev Tsis Yog Pojnim Txivneej thiab Qhov Yog Pojnim Txivneej

*Lub Chaw Haujlwm ntawm Tsoomfww Txoj Haujlwm Cog Lus Ua Raws / The Office of Federal Contract Compliance Programs (OFCCP) yuam siv Tsab Ntawv Xaj 11246, raws li tau hloov kho, uas yog txwv tsoomfww cov tuam txhab koom tes nrog thiab cov tuam txhab me koom tes nrog kom tsis pub muaj kev sib cais rau cov neeg ua haujlwm thiab kev ntiav neeg ua haujlwm raws li qhov lawv tsis yog pojnim txivneej los yog qhov yog pojnim txivneej.*

### 1. OFCCP teev lub ntsiab lus ntsig txog kev tsis yog pojnim txivneej thiab qhov yog pojnim txivneej li cas?

“Kev Tsis Yog Pojnim Txivneej” ntsig txog tus neeg uas muaj lub cev, kev hlub, thiab/lossis lub siab xav txawv li cov neeg uas yog pojnim los yog txivneej ib yam thiab/lossis cov uas tsis yog ib yam. Cov piv txwv ntawm cov tsis yog pojnim txivneej suav nrog cov tsis ua pojnim txivneej (lossis sib txawv pojnim txivneej), lesbian, gay, thiab bisexual.

Lub ntsiab lus “qhov yog pojnim txivneej” ntsig txog ib qho kev txaus siab rau qhov yog pojnim txivneej ntawm tus kheej. Nws yuav yog thiab tsis yog rau kev xam tias yog pojnim txivneej thaum yug, thiab tej zaum kuj yuav tsis ua rau lwm tus neeg pom.

### 2. Kev sib cais raws yog tsis yog pojnim txivneej thiab qhov yog pojnim txivneej yog dab tsi?

Kev sib cais ntiav ua haujlwm uas feem ntau pom muaj qhov uas tus tswv ntiav neeg ua haujlwm ua rau koj, thaum yog ib tus neeg ua haujlwm lossis ib tus neeg thov ua haujlwm, tsis tau txais kev mob siab rau vim yog koj qhov tsis yog pojnim txivneej lossis qhov yog pojnim txivneej. Kev sib cais tuaj yeem tshwm sim qhov uas tus tswv ntiav neeg ua haujlwm zoo li tsab cai saib xyuas kev ncaj ncees lossis cov txheej txheem muaj qhov cuam tshuam tsis zoo rau cov neeg ua haujlwm lossis cov neeg

thov ua haujlwm vim yog qhov lawv tsis yog pojnim txivneej lossis qhov yog pojnim txivneej.

### 3. Kuv cov cai yog dab tsi?

Koj muaj cai ua haujlwm hauv qhov chaw haujlwm uas tsis pub muaj kev sib cais, suav nrog kev ua phem, vim qhov koj tsis yog pojnim txivneej lossis qhov yog pojnim txivneej. Koj tsis tuaj yeem raug ua phem, txo qib, laj tawm, them nyiaj tsaug, tsis txais ua haujlwm, lossis lwm yam kev ua phem tsis nyiam vim qhov koj tsis yog pojnim txivneej lossis qhov yog pojnim txivneej. Lwm yam ntxiv, cov neeg cog lus nrog TSIS TUAJ YEEM:

- Nug cov neeg ua haujlwm lossis cov neeg thov ua haujlwm txog ib co ntaub ntawv lossis kev qhia txog tus kheej uas lawv tsis nug txhua lwm tus neeg cov neeg ua haujlwm lossis cov neeg thov ua haujlwm, suav nrog cov ntaub ntawv kev kho mob ntsig txog qhov lawv yog pojnim txivneej;
- Tsis pub cov neeg ua haujlwm thiab cov neeg thov ua haujlwm siv chav dej uas haum rau qhov lawv yog pojnim txivneej;
- Ua phem rau cov neeg ua haujlwm thiab cov neeg thov ua haujlwm vim yog lawv qhov tsis yog pojnim txivneej lossis qhov yog pojnim txivneej;
- Tsis kam muab cov kev pab rau cov neeg uas yog pojnim lossis txivneej ib yam sib txi ua txij nkawm raug kev cai lij choj ib yam li cov kev pab uas lawv tau muab rau cov txij nkawm uas tsis yog pojnim txivneej ib yam; lossis
- Tsis kam muab cov kev pab rau cov ua khub hauv pab pawg lossis cov koon nyob ua ke uas yog pojnim txivneej ib yam raws li lawv tau muab rau lwm cov neeg koom nyob ua ke uas tsis yog pojnim txivneej ib yam.

### 4. OFCCP tiv thav leej twg?

OFCCP tiv thav cov cai ntawm cov neeg ua haujlwm thiab cov neeg thov ua haujlwm ntawm cov tuam txhab uas ua lag luam nrog Tsoomfww. Qhov no suav nrog cov neeg ua haujlwm ntawm txhab nyiaj txiag, cov tuam txhab thev naus laus zis xovtooj, nqaij qhww nqaij, cov chaw tso khoom, cov chaw tsim khoom, cov chaw teev ntaub ntawv nyiaj txiag, thiab cov tuam txhab tsim vaj tse, nrog rau lwm yam.



**5. Kuv yuav ua li cas yog kuv ntseeg tias kuv tus tsev ntiav neeg ua haujlwm muaj kev sib cais txog kuv vim qhov kuv tsis yog pojniam txivneej lossis qhov yog pojniam txivneej?**

Koj tuaj yeem sau ib daim ntawv foob nrog OFCCP yog tias koj xav tias koj raug cais ntawm chaw haujlwm lossis thaum thov ua haujlwm. Koj tsis tas yuav tsum paub tseeb tias koj tus tswv ntiav neeg ua haujlwm yog tsoomfwv tus neeg koom tes nrog lossis cov chaw koom tes nrog me txhawm rau sau ntawv foob.

**6. Kuv yuav sau ntawv foob mus rau OFCCP li cas?**

Koj tuaj yeem sau ntawv foob kev sib cais uas yog:

- Sau kom tiav thiab xa daim ntawv foob hauv online hla OFCCP tus Web site;
- Tuaj sau kom tiav daim ntawv foos ntawm OFCCP lub chaw haujlwm; lossis
- Muab xa hauv ntawv, xa email, lossis fev daim ntawv foos sau tiav mus rau OFCCP lub chaw haujlwm hauv cheeb tsam uas suav nrog thaj chaw uas muaj qhov kev sib cais tshwm sim.

Muaj daim ntawv foos hauv online ntawm <http://www.dol.gov/ofccp/regs/compliance/pdf/pdfstart.htm> thiab muaj ua daim ntawv ntawm txhua OFCCP lub chaw haujlwm. Txhawm rau nrhiav lub chaw haujlwm nyob ze koj tshaj plaws, mus saib cov npe hauv online ntawm OFCCP lub chaw haujlwm ntawm <http://www.dol.gov/ofccp/contacts/ofnation2.htm>.

Koj yuav tsum nco ntsoov kos npe koj daim ntawv foos sau tiav. Yog tias koj tsis ua li ntawv, OFCCP yuav saib xyuas koj daim ntawv foob tab sis OFCCP tus kws tshawb nrhiav qhov tseeb yuav hais kom koj kos npe rau daim ntawv foos thaum lub sij hawm xam phaj tshuaj xyuas. Cov ntawv foob txog kev sib cais raws li haiv neeg, cev nqaij daim tawv, kev ntseeg, pojniam txivneej, cov tsis yog pojniam txivneej, qhov yog pojniam txivneej, lossis lub tebchaws yug yuav tsum sau ntawv nyob hauv 180 hnub txij hnub tau txais daim ntawv foob, tshwj tsis yog tau ntxiv lub sij hawm foob raws qhov muaj laj thawj. Ib lub sij hawm 180-hnub thov rau daim ntawv foob kev sib cais rau kev sib tham, nthuav tawm, lossis cov lus nug txog kev them nyiaj.

**7. Puas yog kuv tus tswv ntiav ua haujlwm tuaj yeem ua pauj, txo qib, lossis tsis mob siab rau vim qhov kuv tau sau ntawv foob tsis txaus siab?**

Tsis yog. Nws yog ib qho txhaum cai rau koj tus tswv ntiav ua haujlwm qhov kev ua pauj rau koj lossis lub

chaw haujlwm sau ntawv foob lossis cov neeg koom tshawb nrhiav qhov tseeb. OFCCP cov kev cai tiv thaiv koj kom tsis pub raug ua phem, kev khuj, ua phem, quab yuam, lossis ua pauj rau qhov tau siv koj cov cai foob.

**8. Puas yog kuv tuaj yeem sau ntawv foob kev sib cais nrog tag nrho ob qho OFCCP thiab Pab Pawg Ua Haujlwm Saib Xyuas Vaj Huam Sib Luag Kev Ntiav ua Haujlwm Equal Employment Opportunity Commission (EEOC)?**

Yog, yog tias koj sau ntawv foob mus rau tag nrho ob qho OFCCP thiab EEOC, koj daim ntawv foob yuav raug tshawb nrhiav qhov tseeb. Hauv qee qhov piv txwv, OFCCP thiab EEOC yuav xaiv ua haujlwm ua ke los tshawb nrhiav qhov tseeb ntawm koj daim ntawv foob, OFCCP feem ntau khaws cov ntawv foob ntsig txog tsoomfwv cov chaw haujlwm koom tes nrog uas foob ke sib cais raws tus neeg qhov tsis yog pojniam txivneej lossis qhov yog pojniam txivneej. OFCCP kuj tseem khaws cov ntawv foob txog tsoomfwv cov chaw haujlwm koom tes nrog uas pom tias muaj feem xyuam nrog kev sib cais uas cuam tshuam txog pab pawg neeg ua haujlwm lossis cov neeg thov ua haujlwm, thiab cov kev sib cais no yog cuam tshuam txog kev xiam oos qhab lossis yog qub tub rog. Feem ntau, OFCCP khaws cov ntawv foob cuam tshuam txog tsoomfwv cov chaw haujlwm koom tes nrog uas tau sib cais raws li qhov ib tus neeg thov txog, tham txog, lossis nthuav tawm kev them nyiaj.

**9. Yuav muaj dab tsi tshwm sim yog tias muaj qhov pom tias kuv tau raug sib cais kev ua haujlwm?**

Koj yuav tau txais qhov kev hais daws uas muab koj tso rau txoj haujlwm koj yuav tau ua yog tias tsis muaj qhov kev sib cais tshwm sim. Koj yuav tau txais kev ntiav ua haujlwm, nce qeb, rov qab zoo li qub, lossis rov raug xaiv. Koj yuav tsum tau txais kev them nyiaj rov qab, them nyiaj ua ntej, them nyiaj nce ntxiv lossis qee cov cuam tshuam txog qhov kev hais daws no. Tsis tas li ntawv xwb, yog tias OFCCP pom tias tsoomfwv cov chaw koom tes nrog lossis cov chaw koom tes nrog me muaj kev sib cais, OFCCP tuaj yeem yuav txwv lub tuam txhab lossis muab tshem tawm ntawm kev cog lus tsis pub muaj kev cog lus nrog tsoomfwv yav tom ntej lossis tsis pub muaj cov kev cog lus tam sim no lossis thim cov kev cog lus.

**Yog xav paub ntxiv:**

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Thov nco tseg tias cov ntaub ntawv no tau muab ntau cov ntsiab lus. Nws tsis muaj lub hom phiaj rau tsab kev cai lij choj thiab cov cai ntsig txog txoj haujlwm uas piav qhia hauv no.

