



California li hom kab ke pov thaiv thiab pab txhawb nqa

Ntaub Ntawv Hais Txog Kev Sib Cais Raws Kev Xiam Oob Qhab: Kev Ntiav Haujlwm

Ob Hlis Ntuj 2018, Tshaj Tawm #F109.08 - Hmong

Nqe I ntawm Tsab Cai Neeg Meskas Uas Muaj Kev Xiam Oob Qhab (ADA, Americans with Disabilities Act) txwv kev sib cais raws kev xiam oob qhab los ntawm cov chaw ua haujlwm ntiag tug. Kev sib cais xam muaj kev kho mob uas tsis muaj vaj huam sib luag, kev ua pauj thiab kev tsim txom siab ntsws rau cov neeg ua haujlwm thiab cov neeg tso npe thov nkag ua haujlwm uas muaj kev xiam oob qhab. Nws kuj tseem xam muaj kev tsis muab tej kev hloov kho uas muaj laj thawj rau qhov chaw ua haujlwm tej kev nqis tes ua, tej cai tswj lossis tej chaw ua haujlwm txhawm rau pab ua kom yooj yim rau tus neeg ua haujlwm lossis tus neeg tso npe qhov kev xiam oob qhab. Qhov uas tau muab nyob rau phab ntawv thib plaub yog tsab ntawv piv txwv txhawm rau thov kev pab ua kom yooj yim uas muaj laj thawj, thiab nyob rau phab ntawv thib tsib yog tsab ntawv txhawb nqa piv txwv los ntawm tus kws txawj kho mob.

Tsab Cai Kev Ua Haujlwm thiab Vaj Tse Ncaj Ncees hauv California (FEHA, Fair Employment and Housing Act) los kuj muab cov kev pov thaiv uas zoo sib thooj thiab. Ib qho kev ua txhaum twg txog ntawm ADA ces yeej yog ib qho kev ua txhaum txoj cai lijchoj hauv xeev lawm thiab. Li cas los xij, nyob rau qee zaum, txoj cai lijchoj hauv xeev kuj yuav muab tau kev tiv thaiv nyob rau theem siab dua txoj cai lijchoj hauv tsoom fww. Piv txwv tias, tsab cai ADA saib xyuas cov chaw ua haujlwm uas muaj neeg ua haujlwm txog 15 leej lossis tshaj ntawd, thiab FEHA saib xyuas cov chaw ua haujlwm uas muaj neeg ua haujlwm txog tsib leeg lossis tshaj ntawd.

Cov uas tau muab hauv qab no yog cov peev txheej online txhawm rau kawm paub ntau ntxiv txog ntawm kev sib cais raws kev xiam oob qhab

thiab cov kev pab ua kom yooj yim uas muaj laj thawj nyob rau hauv kev ua haujlwm:

- Koom Haum Saib Xyuas Kev Muaj Vaj Huam Sib Luag hauv Teb Chaws Meskas (U.S. Equal Opportunity Commission) lub website: <http://www.eeoc.gov/laws/types/disability.cfm>
- Rooj Tsav Xwm Saib Xyuas Kev Ua Haujlwm thiab Vaj Tse Ncaj Ncees hauv California (California Department of Fair Employment and Housing) lub website: <http://www.dfeh.ca.gov/Employment>
- Vas sab Kev Pab Ua Kom Yooj Yim rau Luag Haujlwm (Job Accommodations Network) lub website, kom paub xov xwm hais txog cov kev pab ua kom yooj yim uas muaj laj thawj hauv kev ua haujlwm: <http://askjan.org>
- Kev Pab Raws Cai ntawm Chaw Ua Haujlwm (Legal Aid at Work) lub website, txhawm kom tau tej peev txheej thiab kev sawv cev raws cai: www.legalaidatwork.org.

Kev Txhawb Nqa Tus Kheej

Yog koj ntseeg hais tias koj tau raug muab cais, koj tuaj yeem foob kev tsis txaus siab fab kev tswj tuav dej num (lossis “foob”) rau lub Koom Haum Saib Xyuas Kev Muaj Vaj Huam Sib Luag ntawm Kev Ua Haujlwm (EEOC, Equal Employment Opportunity Commission) hauv tsoom fww, lossis foob rau Rooj Tsav Xwm Saib Xyuas Kev Ua Haujlwm thiab Vaj Tse Ncaj Ncees hauv California (DFEH, California Department of Fair Employment and Housing). Koj yuav tsum tau foob kev tsis txaus siab fab kev tswj tuav dej num, thiab tau txais “txoj cai rau tsab ntawv foob” los ntawm EEOC lossis DFEH, ua ntej koj yuav tuaj yeem foob txog kev sib cais raws kev xiam oob qhab rau hauv tsev tu plaub hauv tsoom fww thiab hauv xeev. Cov kev tsis txaus siab tuaj yeem muab foob mus rau EEOC tsis dhau 300 hnuv suav txij hnuv uas muaj kev sib cais, thiab foob rau DFEH tsis dhau ib xyoos suav txij hnuv uas muaj kev sib cais.

Cov txheej txheem ntawm kev xa ntawv foob rau EEOC lossis DFEH raug muab piav qhia nyob rau hauv cov website hais txog ntawm EEOC thiab DFEH ntawm

<https://www.eeoc.gov/employees/charge.cfm> thiab
<https://www.dfeh.ca.gov/filing-a-complaint-online/>

EEOC thiab DFEH sib koom kev feem xyuam rau kev ntsuam xyuas cov kev tsis txaus siab los ntawm kev sib cais hais txog kev ua haujlwm. Yog hais tias DFEH lees txais koj qhov kev tsis txaus siab rau kev ntsuam xyuas thiab koj qhov kev tsis txaus siab muaj raws li cov kev tseev kom muaj ntawm kev xa ntawv foob rau EEOC, tom qab ntawd DFEH yuav xa koj qhov kev tsis txaus siab mus ntxiv rau EEOC. Yog hais tias koj foob rau EEOC, ces nws yeej xa nws ib qhov luam qauv ntawm qhov kev tsis txaus siab mus rau DFEH lawm.

Kev Sib Foob

Cov kev ua txhaum txog ntawm cov kev cai lijchoj uas sib tham saum toj no kuj tseem yuav raug siv raws cov kev sib foob ntawm haujlwm ntiag tug thiab. Thov kom paub txog hais tias cov cai lijchoj ntawm cov tswj ciam tuav nruj rau lub ncuaj sij hawm ntawm kev xa ntawv foob. Lub sij hawm tag rau kev xa ntawv foob kuj yuav luv txog 90 hnub suav txij hnub uas muaj “txoj cai rau tsab ntawv foob” uas tau los ntawm cov txheej txheem kev tsis txaus siab fab kev tswj tuav dej num ntawm EEOC. Yog hais tias koj txiav txim siab yuav foob ntxiv mus, koj yuav tsum tham txog cov hnub tag sij hawm no nrog ib tug kws lijchoj ntiag tug tso.

Yog hais tias koj tab tom nrhiav txog kev puas tsuaj fab nyiaj xtiag uas tsawg dua \$10,000, lwm txoj hau kev xaiv yog foob qhov teeb meem kev sib cais rau hauv Tsev Tu Plaub Hais Cai Me (Small Claims Court). Cov cai lijchoj txog ntawm cov tswj ciam uas sib tham saum toj no yuav siv tau. Koj yuav tsis tuaj yeem siv tau ib tug kws lijchoj yog hais tias koj mus rau lub tsev tu plaub hais cai me. Ib lub web txuas mus rau kev tshaj tawm ntawm Disability Rights California uas piav qhia txog tus txheej txheem ntawm kev siv Kev Hais Cai Me (Small Claims) rau cov teeb meem kev sib cais tuaj yeem nrhiav tau nyob rau ntawm <http://www.disabilityrightsca.org/pubs/520601.pdf>. Koj tseem tuaj yeem nrhiav xov xwm hais txog cov teeb meem hais cai me ntawm lub website Tsev Tu Plaub hauv California (California Courts) ntawm <http://www.courts.ca.gov/1062.htm>.

**Tsab Ntawv Piv Txwv txhawm rau Thov Kev Pab Ua Kom Yooj Yim
Uas Muaj Laj Thawj**

[Hnub Tim]

Hawm txog [Qhov Chaw Ua Haujlwm]:

Kuv sau ntawv tuaj thov kev pab ua kom yooj yim uas muaj laj thawj rau kuv li kev xiam oob qhab. Kuv [yog ib tug neeg ua haujlwm ntawm/tab tom tso npe thov nkag rau ib txoj haujlwm ntawm] [Npe Chaw Haujlwm ntawm Tsoom Fwv]. Vim kuv qhov kev xiam oob qhab, kuv xav tau cov kev pab ua kom yooj yim raws li txuas ntxiv mus no: [teev cov npe kev pab ua kom yooj yim]. Kuv tus [kws kho mob/kws kho mob puas hlwb/kws npliag neeg lub siab/kws txawj kho mob/neeg tuav ntaub ntawv zej tsoom/kws txawj kho mob rau neeg ua haujlwm /lwm tus (piav qhia)] tau pom tau hais tias cov kev pab ua kom yooj yim/cov kev hloov kho no tseem ceeb heev rau kuv qhov kev xiam oob qhab. Thov caw saib tsab ntawv uas xa tuaj nrog ua ke no los ntawm [tus kws kho mob lossis tus kws txawj lub npe].

Txoj cai lijchoj hauv tsoom fwv thiab hauv xeev tseev kom cov chaw ua haujlwm yuav tsum pab ua kom yooj yim rau cov neeg ua haujlwm thiab cov neeg tso npe thov nkag ua haujlwm uas muaj kev xiam oob qhab. Thov caw teb rov qab rau qhov kev thov no tsis dhau [hnuv tim]. Yeej meem tiv tauj tau rau kuv ntawm [koj tus najnpawb xov tooj thiab/lossis chaw nyob e-mail] yog hais tias koj muaj lus nug dab tsi. Ua tsaug.

Nrog kev saib siab,

[Koj lub npe]

[Koj qhov chaw nyob]

Tsab Ntawv Txhawb Nqa Piv Txwv los ntawm ib tug Kws Kho Mob

[Hnub Tim]

Hawm txog [Npe Chaw Haujlwm ntawm Tsoom Fwv]:

Kuv yog tus [kws kho mob/kws kho mob puas hlwb/kws npliag neeg lub siab/kws txawj kho mob/neeg tuav ntaub ntawv zej tsoom/kws txawj kho mob rau neeg ua haujlwm] rau [Npe], thiab kuv swm nrog nws tus mob. [Nws] muaj ib qhov kev xiam oob qhab uas ua rau muaj cov tswj ciam kev ua tau haujlwm muaj meej. Cov tswj ciam no xam muaj [teev cov tswj ciam kev ua tau haujlwm uas yuav tseev kom muaj qhov kev pab ua kom yooj yim uas tau thov ntawd].

[Qhov kev pab ua kom yooj yim uas tau thov] tseem ceeb heev rau [Npe] txhawm rau [ua haujlwm ntawm/tso npe thov nkag ua haujlwm ntawm] [Qhov chaw ua haujlwm]. [Piav qhia hais tias qhov kev pab ua kom yooj yim ntawd yuav pab lossis pab txhawb rau tus neeg ntawd tau li cas].

Ua tsaug rau qhov uas muab qhov kev pab ua kom yooj yim no rau [Npe].

Nrog kev saib siab,
[Npe thiab Qib Haujlwm]

Hnub Hloov Tshiab Zaum Kawg: Hnub tim 29 Ib Hlis Ntuj 2018

Peb xav hnov xov los ntawm koj! Thov caw ua kom tiav qhov kev ntsuam xyuas txuas ntxiv mus no txog ntawm peb cov kev tshaj tawm thiab qhia rau peb paub hais tias peb tab tom ua li cas! [\[Ua Qhov Kev Ntsuam Xyuas\]](#)

Xav tau kev pab raws cai ces hu rau 800-776-5746 lossis sau kom tiav [qhov kev thov daim foos thov kev pab](#). Hais txog lwm cov hom phiaj ces hu rau 916-504-5800 (Sab Qaum Teb ntawm California); 213-213-8000 (Sab Qab Teb ntawm California).

Disability Rights California tau txais kev pab peev los ntawm ntau qhov chaw, xav paub tag nrho cov npe teev tseg ntawm cov chaw pab nyiaj peev, ces mus saib tau hauv <http://www.disabilityrightsca.org/Documents/ListofGrantsAndContracts.html>