

Cabashada Takoorka / Cabashada Nidaamka

Cabashooyinka ku saabsan micnaynta ama adeegsiga siyaasadda degmada ah in inaan *la takoorin qofka* waxaa loo halin doonaa raacitaanka hanaanka soo socda:

Hab rasmiga ahayn

Qof kasta oo uu dareensan yahay in isaga / iyada lagu takooray arrintaan waa kala hadli karaa maamulaha / waaxda dhismaha, kaas oo ka bacdina baari doonaa cabashada iyo wax ka qabashada cabashada [shan] maalmood gudahood. Haddii jawaabtaan aan qancin wayso qofka cabanaya, isaga / iyada ayaa lagu bilaabi karaa nidaamka rasmiga ah.

Haddii maamulaha dhismaha / waaxda ah mawduuca cabashada, qofka si toos ah ayaa u gudbin karaa cabashada maamulka ee Khayraadka Aadanaha. Haddii kormeeraha ah mawduuca cabashada, cabashada waa in lagu xereeyaa xafiska Guddiga.

Hab rasmi ah

Complaints regarding the interpretation or application of the district's nondiscrimination policy shall be processed in accordance with the following procedures:

- Tallaabo 1: Cabasho qoraal ah waa in lagu xereeyaa maamulaha maamulaha dhismaha / waaxda [shan] cisho oo maalmaha dugsiga la helo jawaabta cabashada rasmi gudahood ah. Maamulaha / waaxda maamulaha dhismaha waa baari doonaa, go'aan mudnaanta dacwada iyo tallaabada la qaadaayo, haddii ay jiraan, iyo uga jawaawaaya, qoraal ahaan, qofka cabanaya [10] maalmood gudahood.
- Tallaabo 2: Haddii qofka cabanaya jecelyahay in uu ku sameeyo racfaan go'aanka horjoogaha maamulaha / waaxda, isaga / iyada waa u soo gudbin karaa racfaan qoraal ah maamulaha Khayraadka Aadanaha [shan] maalmood gudahood ka dib marka la helo jawaabta maamulaha dhismaha maamulka / waaxda ee cabashada. Maamulka Khayraadka Aadanaha ayaa la kulmi doona dhammaan dhinacyada ku lug leh, go'aan ayaa gaaraya iyo ka bacdina uga jawaawaaya, qoraal ahaan, qofka cabanaya [10] maalmood gudahood.
- Tallaabo 3: Haddii qofka cabanaya jecelyahay in uu ku sameeyo racfaan go'aanka maamulaha Khayraadka Aadanaha, isaga / iyada waa u soo gudbin karaa racfaan qoraal ah Agaasimaha Guud [shan] maalmood gudahood ka dib marka la helo jawaabta maamulaha Khayraadka Aadanaha. Agaasimaha Guud ayaa la kulmi doona dhammaan dhinacyada ku lug leh, go'aan ayaa gaaraya iyo ka bacdina uga jawaawaaya, qoraal ahaan, qofka cabanaya [10] maalmood gudahood.
- Tallaabo 4: Haddii qofka cabanaya aan ku qanacsanayn go'aanka Kormeeraha Guud, racfaan qoraal ah ayuu lagu xereyn karaa guddida dugsiga [shan] malmaad oo ah maalmaha dugsiga ka dib marka la helo jawaabta Kormeeraha Guud ee Tallaabada 3. Si loo xaliyo cabashada, Guddiga Dugsiga ayaa la kulmi doona dhammaan dhinacyada ku lug leh iyo wakiiladooda kulanka Guddiga joogtada. Koobi ka mid ah go'aanka Guddiga ayaa loo diraaya qofka cabanaya [10] maalmood shirka gudihiisa.

Haddii qofka cabanaya aan ku qanacsanayn ka dib markii maaanka nidaamka cabashada maxaliga ah, ama muddo 90 maalmood, hadba kii soo horeeya, isaga / iyada waxaa laga yaabaa in ay u xareeyan rafcaan qoraal ah Kormeeraha Guud ee Waxbarashada Dadweynaha.