
Kev Ntxub Ntxaug Thiab Kev Saib Tsis Tau Thuam Nyob Rau Tom Hauj Lwm

Job Discrimination and Harassment at Work

Hom Kev Ntxub Ntxaug Thiab Kev Saib Tsis Taus Thuam Twg Txhaum Taus Kev Cai?

Tsis muaj leej twg ua tau txawv rau koj thab saib tsis tau thuam koj tom hauj lwm raws tej yam no:

- Haiv neeg
- Poj niam lost xiv neej
- Xim nqaij tawv
- Hom dab qhuas
- Kev dab qhuas
- Lub teb chaws yus yug (tab sis lawv muaj cai taij kom koj muab ntawv qhia tias koj muaj cai ua hauj lwm ntawm teb chaws U.S. no)
- Kev muaj poj muaj sev
- Tau nyiaj xoom qhaub
- Xiam oob khab
- Hnub nyoog
- Kev nyiam nrog txiv neej los yog poj niam nkaus xwb



Ib lub chaw ua huaj lwm twg tsis muaj cai tshem koj tawm, hais lus phem los koj txawv vim tias koj them tsis taus nuj nqes rov qab (bankruptcy). Tej zaum them tsis taus nuj nqes rov qab yog ib qhov tsis txais koj tabsi yauv tau muaj lwm yam ua rau lawv tsis txais koj thiab.

Tej Yam Uas Yog Kev Ntxub Ntxaug Yog Li Cas Tiag Thiab Kev Saib Tsis Taus Thuam?

- Tsuas nce hauj lwm thiab nyiaj txiag rau cov neeg dawb tawv xwb, tab txawm lwm haiv neeg uas ua hauj lwm ntawv kawm tib yam, txawj tib yam, thiab ua tau hauj lwm tib yam nkaus.
- Koj cov neeg nrog koj ua hauj lwm tis npe phem rau koj raws koj haiv neeg. Koj tus nai paub txog tab sis nws tsis ua dab tsi txwv tej ntawd li.
- Koj tus nai taij kom koj nrog nws mus yos ua ua nkauj ua nraug los yog hais txog kev sib deev rau koj. Koj tsis xav tau kev ua nkauj ua nraug nrog nws thiab koj tsis nyiam nws

tej lus. Tus nai hais rau koj tias you koj tsis koom ua li nws hais ces nws yuav tsis nce nyiaj rau koj.

- Koj lub chaw hauj lwm tsis kam nce hauj lwm rau cov poj niam muaj txiv vim nws xav tias tej zaum cov poj niam no yuav xeeb me nyuam thiab yuav tso hauj lwm tseg.
- Koj tus nai cem koj thiab saib tsis taus koj npaum lwm tus neeg ua hauj lwm vim koj hais lus Askiv tsis tshua tau.
- Koj qhov chaw hauj lwm muab koj tshem hauj lwm thaum koj muaj 56 xyoo lawm, tom qab uas koj twb ua txoj hauj lwm tau 20 xyoo lawm vim tias koj “laus heev kawm tsis tau tej yam tshiab lawm.”

Kuv Yuav Ua Li Cas Yog Lawv Ntxub Ntxaug Tim Tsum Koj Los Yog Thab Kuv?

Yog tias neeg thab koj ntxub ntxaug tim tsum koj los yog vim koj yog ib haiv neeg txawv, koj yog poj niam los yog txiv neej, koj coj dab qhuas txawv los yog lwm yam li ntawd, koj yuav tsum qhia tus neeg uas thab thab koj ntawd kom tsum.

Yog tias lawv tseem pheej ua ntxiv los yog yog tias koj tsis xis hais kom lawv tsum, koj yuav tsum tshaj tawm rau tus nai los tus Human Resources. Muab sau ntawv tshaj tawm. Luam ib daim tseg.



Kuv Yuav Ua Li Cas Txog Kev Ntxub Ntxaug Thiab Kev Saib Tsis Taus Thuam?

- Sau tag nrho tej yam uas tshwm sim rau koj uas koj xav tias tsis yog cai muaj lawm.
- Sau lub vas thib thiab sij hawm, thiab tag nrho cov npe ntawm cov neeg lwm tus uas nyob ntawd thaum ntawd.
- Thaum twg koj nrog koj tus nai tham, sau ntawv txog tag nrho cov lus uas nws hais thiab tej yam neb sib tham txog ntawd tib si.
- Sau ntawv qhia koj tus nai txog koj tej kev txhawj xeeb txog kev ntxub ntxaug thiab kev saib tsis taus thuam.

Yog Kuv Tshaj Tawm, Kuv Puas Yuav Raug Teeb Meem?

Tsis raug. Tej chaw hauj lwm tsis muaj cai ua li cas rov qab rau koj yog koj tau qhia ncaj ncaj thiab tiag tiag tias koj yog ib tug raug kev ntxub ntxaug thiab kev thab tsis raws kev tsis raws cai lawm.

Qee zaum yus paub tsis meej tias yam twg thiab yog kev ntxub ntxaug kev saib tsis taus thuam, yam twg thiaj tsis yog. Yog koj xav tias koj raug ntxub ntxaug thiab kev saib tsis taus thuam, thov hu rau cov koom haum hauv no ib lub twg.

Qhov yus qhia tawm tias muaj kev ntxub ntxaug thiab kev saib tsis taus thum no yuav tsum ua sai sai tom qab kiag uas muaj qhov kev ntxub ntxaug ntawd. Lub sij hawm no tsis ntev heev. Yog yus tsis tshaj sai rau lub sij hawm no ces yuav kuj plam txoj cai hais txog qhov kev ntxub ntxaug ntawd lawm thiab. Hu rau cov koom haum kom sai, tsis li ces koj kuj yuav plam kev tiv thaiv koj tej cai lawm thiab.

Minnesota Department of Human Rights

190 East 5th St., Suite 700
St. Paul, MN 55101

Xov tooj: (800) 657-3704
Xov tooj rau cov lag ntseg (TTY):
(651) 296-1283

www.humanrights.state.mn.us

Minneapolis Department of Civil Rights

City Hall, Room 239
350 South 5th St
Minneapolis, MN 55415

Xov tooj: (612) 673-3012
Xov tooj rau cov lag ntseg (TTY):
(612) 673-2044

www.ci.minneapolis.mn.us/citywork/civil-rights/commission.html

Equal Employment Opportunity Commission

330 South 2nd Ave., Suite 430
Minneapolis, MN 55401

Xov tooj: (612) 335-4040
Xov tooj rau cov lag ntseg (TTY):
(612) 335-4045

www.eeoc.gov



Yuav nrhiav lwm yam Legal Aid Society ntaub ntawv, nrog rau cov ntawv ua tham txog hauv daim ntaub ntawv no, mus saib tos www.lawhelpmn.org/LASMfactsheets.

Txhob siv daim ntawv qhia no yog tias nws twb ua tawm los dhau ib xyoos lawm.

Sau ntawv rau peb kom tai cpv mtawv kho hloov tshiab, daim ntawv qhia txhua yam uas muaj tiag, los yog lwm hom siv los qhia. Cov ntawv qhia uas muaj tiag yeej muab lus teb tsis tas rau ib qho teeb meem kev cai lij

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