



Khashkhashaadda galmada: Akhbaarta dhallinyarada

Sexual Harassment: Information for Youth

Waa maxay Khashkhashaadda Galmadu?

Khashkhashaadda jinsigu waa markuu qof kuula dhaqmo si aadan jeclayn jinsigaaga ama cayntaada dartood. Waxay ku dareensiin kartaa ceebow, baqdin, xasillooni darro, ama murugo. Waxaa laga yaabaa in aadan hubin dareenka ay kugu reebtay.

Khashkhashaadda jinsigu waxay ku dhici kartaa dadkoo dhan rag iyo dumarba, laakiin qofka jinsigiisa ama cayntiisa darteed ayaa lagu maagaa.

Maxay yihiin tusaalooyin ka mid ah khashkhashaadda jinsiga?

- 1) Hadal qof kugu yiraahdo oo aadan jeclaysan. Sida:
 - Macallin ama qof weyn ayaa jirkaaga wax ka yiri, yiri waan kaa helay, kuu sheegay kaftan afxumo ah, ama ka hadlay dhaqammadooda galmada ku saabsan.
 - Tababaraha cayaaraha ayaa ku yiri ma cayaari kartid haddii aadan ii oggolaan in aan jirkaaga taabto.
 - Arday kale oo kugu yiraahda cay ka dhan ah khaniisyada iskuulka dhexdiisa, internetka, ama qoraalka tekestiga iyagoo u arka in aadan u dhaqmin sidii nin ama haween laga rabay.
- 2) Qof baa kuu taabtay si aadan jeclaysan adigoo aan raalli ka ahayn. Tusaale:
 - Arday aad isku fasal tihiin ayaa markaad dhaafaysay baska dhexdiisa kaa taabtay barida.
 - Arday aad isku fasal tihiin ayaa isku dayay in uu kaa xayuubiyo dhar jinsi gaar ah loo yaqaan. Tusaale, qofbaa qabar ka xayuubiyay gambadeeda ama xijaabka, qof gabar isu baddalay ayuu ka dhiftay silsiladda ama ama gabar rajabeetadeed ayuu qabtay shaarka gudihiisa.
 - Cayaartoy ayaa si jinsi ah u qabtay cayaartoy kale oo lagu ogyahay khaniisnimo si uu u galiyo xasillooni darro.
- 3) Qof baa ku tusay wax ku galiya xasillooni darro. Tusaale:
 - Arday baa farriin tekesti ah kuugu soo diray sawir isagoo qaawan, adiguna raali kamaad ahayn.
 - Meesha basku istaago ayaa qof ku tusay cawradiisa.
 - Macallin ama qof weyn ayaa kula wadaagay sawirrada ama filimmada qaawan

- 4) Qof baa si jinsi ah dadkale horttoda adiga kaaga hadlay. Tusaale:
 - Qof maqaayadda kaala shaqeeya ayaa kaa fidiyey xan ku saabsan ficilladaada la xiriira galmada jinsiga.
 - Qof ayaa baraha bulshada ku fidiyey sawirro adigoo qaawan adiguna aadan u oggolaan
- 5) Fasal ama goob kale oo cadaawad lagugu tuso, taasoo kugu adkaysay in aad qayb ka qaadatid. Tusaale:
 - Macallin ayaa yiri gabdhuhu way ku liitaan sayniska.

Khashkhashaadda Jinsigu Sharcidarro ayay iskuulka ku tahay

Khashkhashaadda jinsigu sharcidarro ayay ku tahay iskuulka iyo arrimaha iskuulka la xiriira sida, cayaaraha, masraxa, ama shaqobarashada iskuulku kafaalo qaaday.

Khashkhashaadda jinsigu 2 qaab ayay iskuulka sharcidarro uga tahay:

- 1) Markuu qof kaa ballan qaado inuu ku dhaqaalaynayo ama uusan dhib kuu gaysanayn haddii aad la samaysid wax jinsi la xiriira ama haddi aadan khashkhashaaddiisa qofna u sheegin. Tusaale, macallin baa ku yiri A baan ku siinayaa haddi aad isu kay qaawisid.
- 2) Khashkhashaadda waxay noqotay mid aad u xun ama mid marwalba dhacda ilaa aad dareentay xasilloonidarro iyo ammaan xumo iskuulka markaad joogtid ama hawlaha iskuulka ka qaybqaadanaysid, ama waxyeello bay u geysatay shaqadaada iskuulka.

Xusuusnow, khashkhashaadda waxaa loogu dhiirraday waa jinsiga ama caynta aad tahay. Taas macnaheedu waa in waxyaalaha badanaaba sharcigu ilaalinayo ay ku jiraan khashkhashaadda ardayda LGBTQ-ga ah.



Sida sharcigu yahayba, iskuullada dawladdu waa in:

- Ay leeyihiin nidaam khashkhashaadda jinsiga ah
- Ay leeyihiin qaab ay uga warbixiyaan khashkhashaadda jinsiga
- Ay baaritaan ku sameeyaan dhammaan cabashooyinka la xiriira khashkhashaadda jinsiga
- Ay tillaabooyin ded-deg ah ka qaadaan joojinta khashkhashaadda jinsiga, isla markaana hubiyaan in aysan dib dambe u dhicin.

Maxaan Sameeyaa Hadday Dhacdo?

- Si faahfaahsan u qor wixii kugu dhacay iyo goortay kugu dheceen. Haddii khashkhashaadu ay tahay qaab ah dhambaalo (texts) ama emaylo, aan la doonayn ah, nuqul kala har dhambaaladaa.
- U sheeg qof aad aaminsan tahay (waalid, la taliye, macallin, iwm)
- Haddaad doonaysid in iskuulku sameeyo baaritaan, waa in aad mas'uullada iskuulka u sheegtid, sida maamulaha. Qof weyn oo aad aaminsan tahay ayaad weydiisan kartaa in uu kaa caawino qoraalka warbixinta. Iskuulku wuxuu ku khasban yahay in uu joojiyo khashkhashaadda jinsiga markii mas'uul ka tirsan iskuulku uu ogyahay arrintaas.

- Haddii maamulaha iskuulku ku maqli waayo, u sheeg maamulka ka sarreeya ama xubin ka mid ah guddiga iskuulka. Sidoo kale, warbixin baad siin kartaa iskuduwaha Title IX-ka iskuulka (“Title Nine”), kaas oo mas’uul ka ah takoorka jinsiga inuu wax ka qabto. Iskuulkaaga weydiiso macluumaadka sida loola xiriiro ah.
- Waxaad kaloo la xiriiri kartaa mas’uullo ka baxsan iskuulka, gaarahaan haddii iskuulkaagu xaaladdaada uusan wax ka qabanayn. La xiriir:

**Waaxda Xuquuqda Aadanaha ee Minnesota
(Minnesota Department of Human Rights)**

Telefanka: (651) 539-1100 ama 1-(800) 657-3704

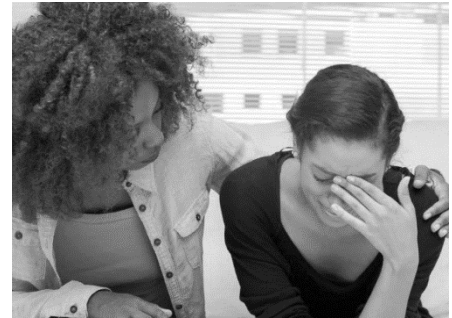
TTY: (651) 296-1283

<http://mn.gov/mdhr>

**Wasaaradda Waxbarashada Maraykanka
(US Dept of Education, Office for Civil Rights)**

Telefanka: 1-(800) 421-3481

www2.ed.gov/about/offices/list/ocr/index.html



Khashkhashaadda Jinsiga waa ku Sharcidarro Shaqada

Khashkhashaadda jinsiga ee uu sameeyo kormeere, kula shaqeeye, ama macmiil waa ku sharci darro goobta shaqada markii:

- Ay marar badan dhacdo ama ay aad u xumaato ilaa aad dareentid amnixumo AMA xasilloonidarro markaad shaqada joogtid, ama
- Qofka ku khashkhashayaa uu ku gooddiyo inuu ku cayrinayo, ama saacadaha xun kuu baddalayo, ama mushaar xun, ama khasaare kale kugu dhacayso.

Xusuusnow, Khashkhashaadda noocaan ahi waxay ku wajahnaankartaa jinsigaaga ama cayntaada. Taas macnaheedu waa in waxyaalaha sharcigu badanaaba ilaalinayo ay ku jiraan shaqaalaha LGBTQ-ga.

Maxaan sameeyaa hadday dhacdo?

- ❓ Ka samee qoraal faahfaahsan wixii kugu dhacay iyo goortay dheceen. Nuqulo kala har dhambaaladda khashkhashaada ah.
- Warbixin sii kormeere - aan ahayn oo kaliya qof kula shaqeeya. Warbixintu qoraal bay ku fiican tahay. Iimeel baad diri kartaa ama warqad baad qori kartaa adigoo koobbi kala haraya.
- Haddii kormeerahaagu yahay kan khashkhashaadda samaynaya, maammulka sarreeya u sheeg. Haddii shirkadaadda ama hay'adaaddu ay leedahay Xafiis Shaqaale (HR), la xiriir iyagana.

Waxaad kale oo warbixinta khashkhashaadda jinsiga siin kartaa mas'uullada gobolka ama dawladda federaalka, gaar ahaan haddi qolyaha aad u shaqaysid wax ka qaban waayaan dacwadaada:

Minnesota Department of Human Rights

(Waaxda Xuquuqda Aadanaha ee Minnesota)

Taleefan: (651) 539-1100 ama 1-(800) 657-3704

TTY: (651) 296-1283

<http://mn.gov/mdhr>

Equal Employment Opportunity Commission

(Hay'adda Fursadda u Sinnaanta Shaqada)

Taleefan: (612) 335-4040

TTY: (612) 335-4045

www.eeoc.gov



Ogow: Waa sharcidarro in qof shaqada looga eryo inuu warbixin ka sameeyey khashkhashaadda jinsiga darteed. Haddii laguugu hanjabo in shaqada lagaaga eryi doono soo sheegida khashkhashaada, ku qor warkaas ashtakadaadda.

Khashkhashaadda jinsiga ama dabagalidda meelaha kale

Khashkhashaadda jinsigu waxay kaloo ka dhacdaa meelaha ka baxsan shaqada ama iskuulka. Tusaaleyaasha waxaa ka mid ah:

- Qof aad is shukaansan jirteen oo ku dabagala, yimaada gurigaaga, ama ku basaasa.
- Qof aad is shukaansan jirteen oo kugu handada in uu kashifayo LGBTQ-nimadaada, una adeegsada handadaaddaas inuu ku gumaysto, khashkhasho, ama ka faa'iidaysto.
- Qof baa gaarigaaga ama gurigaaga kharribay isagoo ku qoraya cay la xiriirta jinsigaaga.
- Hantiilaha gurigaaga ayaa kugu handaday inuu kaa saarayo guriga asagoo u sababaynaya jinsigaaga cayntiisa.

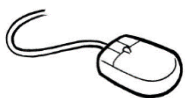
Kiraystayaashu dhawrisyo kale ayay xaq u leeyihiin si aan dhib uga imaan hantiilaha guriga ama dad la deggan sarta shuqadoodu ku taal.



Ka eeg warqadayada xogta aruursan [Khashkhashaada Galmada Mulkiilaha Gurigu uu Rabo](#) ama [Amarka Amaan Helida iyo Amarka Khashkhashaada](#) wixii kale ee akhbaar ah.

Maxaan sameeyaa hadday dhacdo?

- ❓ Ka samee qoraal faahfaahsan wixii kugu dhaqay iyo goortay dheceen. Nuqulo kala har dhambaaladda khashkhashaada ah.
- Kaalmo u doono qof aad aaminsan tahay sida daaweeyaha nafsiga ama saaxiib dhow.
- Dhibaataaynta u sheeg booliiska. La wadaag wixii macluumaad suurto gal ah, sida:
 - Magaca kan ku khashkhashay haddaad garanaysid
 - Sida wax u dheceen iyo inta jeer oo ay dheceen
 - Wixii qoraal tekesti ah ama warqad ah oo ka yimid khashkhashaada
- Maxkamadda xaafaddaada ka dalbo Xukunka Joojinta Dhibaataaynta (HRO). Foomka aad buuxinaysid [meeshooduu yaal ama samayso](https://www.LawHelpMN.org/forms) ee khadka (online) ka halkaan www.LawHelpMN.org/forms (ingiriisi kaliya)



- Qaybta *Abuse and Harassment (Tacdiga iyo Khashkhashaada)*
- Riix *Harassment Restraining Order (Amarka khashkhashaad ka reebida)*

- ❓ Sidoo kale waxaa jira, hay'addo lacag la'aan uga caawiya dadka Amaradda Amaan siinta ah iyo Amaradda Ilaalinta ah haddii aad ku nooshahay Degmooyinka, Hennepin, Ramsey, ama degmada Washington, la xiriir ururka la yiraa Tubman Safety Project.

Ka eeg warqadayada xogta aruursan ee

[Amarka Amaan Helida iyo Amarka Khashkhashaada](#) wixii kale ee akhbaar ah.

Caawinaad iyo Gargaarka

Xaaladahaas mid walba oo ka mid ah waxaad kale oo aad caawinaad iyo kaalmo ka heli kartaa:

- The Sexual Violence Center (SVC) (*Xarunta Colaadda Jinsiga*)
Caawinaad 24-saac wac 1-(800) 871-5111 or (952) 448-5425
www.sexualviolencecenter.org
- Minnesota Coalition Against Sexual Assault (MNCASA)
(*Isutagga Minnesota ee la Dagaallanka Weerarka Jinsiga*)
Taleefan: (651) 209-9993
www.mncasa.org
- Minnesota Indian Women's Sexual Violence Coalition
(*Isutagga Colaadda Jinsiga ee Haweenka Hindida ee Minnesota*)
Macluumaad gobolkoo dhan ah waxaad ka heli kartaa websaydkooda
www.miwsac.org



- Hay'adda Outfront ee Minnesota
Caawinaad 24-saac ah: 1-(800) 800-0350
www.outfront.org
- CLUES (Comunidades Latinas Unidas en Servicio) (*Dadka Laatiinaha ah*)
Taleefan: (651) 379-4200 ama (612) 746-3500
www.clues.org
- Tubman Safety Project (HRO and OFP help in the Twin Cities area)
Phone: (612) 870-2400
<https://www.tubman.org/get-help/legal-services/protective-orders.html>

Xog Urursan oo ku saabsan macluumaadka sharciga MA AHA talo xagga sharciga. La tasho qareen. Ha isticmaalaan xogtan urursan haddi ay 1 sano ka soo wareegtay xilligii la daabacay. Weydiiso xogtii ugu dambeysay, liiska xogta urursan, ama aad ku hesho habab kale.

© 2025 Minnesota Legal Services Coalition. Qoraalkan waa la sii badin karaa waxaana loo adeegsan karaa oo kaliya hab shaqsi ah iyo waxbarasho kaliya. Xuquuqda kale waa mid la dhawray. Ogeysiiskan waa inuu la socdaa nuqul kasta oo la sii daabaco. Dib u daabicidda, sii qeybinta, iyo in loo isticmaalo hab ganacsi ah waa mid si adag loo mamnuucay.