



Hais Lus Sib Daj Sib Deev, Kov Lub Cev Txhaum Cai: Lus qhia rau Cov Hluas

Sexual Harassment: Information for Youth

Hais lus sib daj sib deev, kov lub cev txhaum cai yog dabtsi?

Hais lus sib daj sib deev, kov lub cev txhaum cai yog thaum lwm tus coj tus cwjpwms tsis zoo rau koj es koj tsis nyiam vim koj yog tus pojniam/txiv neej. Tej zaum ua rau koj txhaj muag, ntshai, tsis khab seeb lossis tu siab. Tej zaum koj twb tsis paub tias koj xav li cas txog qhov ntawd.

Hais lus sib daj sib deev, kov lub cev txhaum cai yog thaum muaj tshwm sim tau rau txhua tus, tsis hais pojniam txiv neeg, tabsis yog ua rau lawv vim lawv yog tus pojniam lossis txiv neej.

Tej co piv txwv ua yog hais lus sib daj sib deev, kov lub cev txhaum cai yog dabtsi?

1) Tej yam lwm tus neeg hais rau koj es koj tsis nyiam. Piv txwv:

- Tus xibfwb qhia ntawv lossis lwm tug neeg muaj hnuv nyoog hais lus txog koj lub cev, tias lawv nyiam koj, hais lus deev tso dag rau koj, lossis tham txog lawv tej kev siv deev.
- Tus xib hwb kis las hais rau koj tias tsis pub koj uasi yog koj tsis kam nws kov koj lub cev.
- Lwm tus menyuam kawm ntawv hais lus phem rau koj txog pojniam nyiam pojniam txiv neej nyiam txiv neej tim tsev kawm ntawv, hauv vassab, lossis ntaus ntawv hauv xov tooj vim lawv xav tias koj tsis coj li ib tus txiv neej lossis pojniam yuav tsum coj.

2) Leejtwg kov koj tsis tau tso cai, kov tau qhov koj tsis nyiam. Piv txwv:

- Tus neeg nrog koj kawm ntawv caij tsheb npav ntsiab koj lub pob twg thaum koj taug kev los dhau.
- Tus neeg nrog koj kawm ntawv rub hle koj tej khaub ncaws pojniam/txiv neej hnav. Piv txwv, ib tug muab tus menyuam ntxhais txoj phuum npog tauhau lossis “hijab,” rub hle, rub tus menyuam tub hloov uas ntxhais txoj saw caj dab lossis ntsiab ib tug ntxhais lub khiab mis sab nraum nws lub ntsho.
- Ib tug txhob txwm ntsiab tus tub nyiam lwm tus txivneej li kev sib deev kom nws tsis khab seeb.

3) Lwm tus muab dabtsi rau koj saib es koj tsis nyiam. Piv txwv:

- Ib tug neeg nrog koj kawm ntawv xa duab liab qab txog nws tus kheej hauv xov tooj rau koj, uas koj tsis nyiam.
- Ib tug nyob tim qhov chaw tos tsheb npav thws khaub ncaws tib nplig rau koj saib.
- Tus xibfwb qhia ntawv lossis tus neeg muaj hnuv nyoog muab mej cab rau koj saib.

- 4) Leejtwg tham txog koj rau lwm tus txog kev sib deev. Piv txwv:
 - Tus neeg nrog koj ua haujlwm tom khw noj mov taug xaiv txog koj txoj kev sib deev.
 - Leejtwg muab koj cov duab liab qab tso tawm hauv vassab tsis tau koj lus tso cai.
- 5) Chav kawm ntawv lossis lwm qhov chaw ua rau koj kawm ntawv tsis tau. Piv txwv:
 - Tus xibfwb qhia ntawv tias menyuam ntxhais tsis keej science.

Hais lus sib daj sib deev, kov lub cev txhaum cai yog ib qho txhaum cai hauv tsev kawm ntawv

Hais lus sib daj sib deev, kov lub cev txhaum cai txhaum cai hauv tsev kawm ntawv **THIAB** hauv kawm ntawv tej chaw ua si li kis las, yeeb yam, lossis tej chaw ua haujlwm tsev kawm ntawv xamus.

Hais lus sib daj sib deev, kov lub cev txhaum cai txhaum cai hauv tsev kawm ntawv los ntawm 2 yam:

- 1) Leejtwg hais tias nws mam li coj kom zoo dua rau koj lossis tsis ua kom koj txhaum plaub yog tias koj ua dabtsi txog kev sib deev nrog nws, lossis yog koj tsis txhob qhia leejtwg txog qhov hais lus sib daj sib deev, kov lub cev txhaum cai. Piv txwv, tus xibfwb qhia ntawv hais rau koj tias nws mam muab tus A rau koj yog koj hle koj cov khaub ncaws rau nws.
- 2) Qhov hais lus sib daj sib deev, kov lub cev txhaum cai phem heev lossis tshwm sim heev dhau lawm es koj tsis nyiam lossis tsis muaj kev ruaj ntseg hauv tsev kawm ntawv lossis tsev kawm ntawv cov kev ua si, lossis nws ua rau koj kawm ntawv tsis zoo.

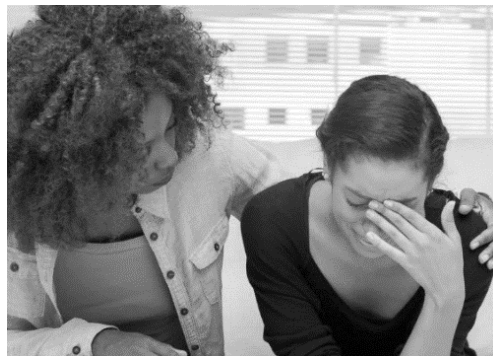
Nco ntsoov, qhov hais lus sib daj sib deev, kov lub cev txhaum cai nov yog tshwm sim vim koj yog tus poj niam/txiv neej. Qhov no ntxhais tau tias suav cov menyuam kawm ntawv LGBTQ rau qhov kev tiv thaiv no thiab.

Raws li kevcai, TAGNRHO cov tsev kawm ntawv yuav tsum:

- Muaj txoj cai txog hais lus sib daj sib deev, kov lub cev txhaum cai.
- Muaj txoj kev los qhia txog kev hais lus sib daj sib deev, kov lub cev txhaum cai.
- Xwj txhua qhov hais lus sib daj sib deev, kov lub cev txhaum cai.
- Ua li ua tau los tshem qhov hais lus sib daj sib deev, kov lub cev txhaum cai thiab kom tsis txhob tshwm sim ntxiv lawm.

Kuv yuav ua li cas yog muaj tshwm sim?

- Sau kom ntxaws cia tias ua li cas rau koj thiab thaum twg. Yog hais tias ntaus ntawv zes/thab hauv xovtoo, lossis xa email, khaws cov lus sau cia.
- Qhia ib tug neeg koj ntseeg siab (niam/txiv, tus pab tswv yim kawm ntawv, xibfwb qhia ntawv, lossis lwm tus).



- Yog koj xav kom tsev kawm ntawv xwj, koj YUAV TSUM qhia ib tug neeg tswj tsev kawm ntawv, xws li tus thawj tswj tsev kawm ntawv (principal). Koj hais kom lwm tus neeg muaj hnub nyoog koj ntseeg pab koj sau daim ntawv. Tsev kawm ntawv tsuas pab tau qhov hais lus sib daj sib deev, kov lub cev txhaum cai kom tsum yog tias ib tug neeg tswj tsev kawm ntawv paub.
- Yog tus thawj tswj kawm ntawv tsis mloog, koj mam li qhia rau tus thawj tswj cov tsev kawm ntawv lossis ib tug tsum tsa sawv cev rau tsev kawm ntawv (school board). Koj kuj ua tau daim ntawv rau tsev kawm ntawv qhov Title IX (Title Cuaj) Tus Coj Lag Luam Haujlwm, uas yog tus thawj coj ntawm cov teebmeem xaiv pojniam txiv neej hais lus sib daj sib deev, kov lub cev txhaum cai. Hais kom tsev kawm ntawv muab lawv xovtooj/email rau koj.
- Koj kuj ua tau ntawv mus rau tub ceevwm tawm hauv koj lub tsev kawm ntawv, tshwj xeeb yog koj lub tsev kawm ntawv tsis los kho koj tej teebmeem. Tiv tauj:

Minnesota Department of Human Rights

Phone: (651) 539-1100 lossis 1-(800) 657-3704

TTY: (651) 296-1283

<http://mn.gov/mdhr>

US Dept of Education, Office for Civil Rights

Phone: 1-(800) 421-3481

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

Hais lus sib daj sib deev, kov lub cev txhaum cai yog ib qho txhaum cai hauv chaw ua haujlwm

Hais lus sib daj sib deev, kov lub cev txhaum cai los ntawm koj tus nais saib xyuas koj, lwm cov neeg ua haujlwm, lossis neeg tuaj sab nrauv tuaj txhaum cai thaum:

- Nws tshwm sim heev dhau lawm, lossis phem dhau lawm ua koj tsis muaj kev ruaj ntseg lossis khab seeb tom chaw ua haujlwm, LOSSIS
- Tus neeg hais lus sib daj sib deev, kov lub cev txhaum cai hawv tias yuav muab koj rho tawm haujlwm, muab sijhawm ua haujlwm phem thiab them tsawg dua, lossis ua lwm yam kev phem.

Nco ntsoov, yam kev ua phem no yog vim koj yog tus pojniam/txivneej. Qhov no ntxhais tau tias suav cov neeg LGBTQ rau qhov kev tiv thaiv no thiab.

Kuv yuav ua li cas yog nws tshwm sim?

- Sau kom ntxaws cia tias ua li cas rau koj thiab thaum twg. Khaws cov lus sau/hais thab cia.



- Qhia rau tus nais saib xyuas – tsis yog ib tug nrog koj ua haujlwm xwb. Zoo dua yog koj sau ntawv qhia nws. Koj xa email lossis sau ib daim ntawv thiab luam ib daim tseg rau koj.
- Yog koj tus nais saib xyuas yog tus hais lus sib daj sib deev, kov lub cev txhaum cai, koj qhia rau tus nais saib xyuas siab dua nws. Yog koj lub chaw ua haujlwm lossis koomhaum muaj ib kem Human Resources, tiv tauj lawv.

Koj kuj sau ntawv txog qhov hais lus sib daj sib deev, kov lub cev txhaum cai mus rau tub ceevxwm hauv lub xeev thiab tsoom fwv teb chaws, tshwj xeeb yog koj tus nais tsis teb koj cov lus tsis txaus siab.

Minnesota Department of Human Rights

Phone: (651) 539-1100 lossis 1-(800) 657-3704

TTY: (651) 296-1283

<http://mn.gov/mdhr>

Equal Employment Opportunity Commission

Phone: (612) 335-4040

TTY: (612) 335-4045

www.eeoc.gov

Cim cia: Nws txhaum kevcai yog muaj tus neeg rho tawm haujlwm vim nws mus qhia txog qhov kev hais lus sib daj sib deev, kov lub cev txhaum cai. Yog hais tias hawv yuav muab koj rho tawm haujlwm vim qhia txog qhov raug zes/thab, muab cov lus no sau rau hauv koj daim ntawv foob.

Hais lus sib daj sib deev, kov lub cev txhaum cai lossis Soj Caum Qab nyob Lwm Cov Qhov Chaw

Hais lus sib daj sib deev, kov lub cev txhaum cai muaj tshwm sim sab nraud chaw ua haujlwm lossis tsev kawm ntawv. Tej co piv txwv yog:

- Ib tug neeg koj tham dua los pheej caum koj, tuaj tom koj tsev, lossis soj koj qab.
- Ib tug neeg koj tham dua los hawv tias nws yuav qhia sawvdaws tias koj yog LGBTQ thiab siv txoj kev hawv los tswj, ua phem, lossis siv koj.
- Leejtwg tsoo koj lub tsheb lossis tsev puas thiab hais phem txoj koj nyiam pojniam/txivneej.
- Tus tswv tsev hawv yuav ntiab koj tawm tsev vim koj yog pojniam/txivneej.

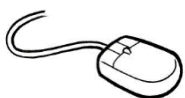


Neeg xauj tsev muaj kev tiv thaiv txog kev hais lus sib daj sib deev, kov lub cev txhaum cai los ntawm lawv cov tswv tsev lossis lwm cov neeg nyob hauv lub tsev txheej loj.

Saib peb daim ntawv tseeb [Hais Lus Saib Tsis Tau, Kov Lub Cev Lossis Yuam Deev thaum Xauj Tsev thiab Ntawv Tiv Thaiv thiab Ntawv Txwv Tsis Pub Thab Los Ze](#) yog xav paub ntxiv.

Kuv yuav ua li cas yog nws tshwm sim?

- Sau kom ntxaws cia tias ua li cas rau koj thiab thaum twg. Khaws cov lus sau/hais thab cia.
- Nrhiav kev pab los ntawm ib tug neeg koj ntseeg siab xws li tus kws nrog neeg tham lossis tus phoojywm zoo.
- Qhia tub ceevxwm txog qhov thab zes no. Qhia lawm kom ntau li ntau tau, xws li:
 - Tus neeg ua phem lub npe, yog koj paub.
 - Ua li cas thiab pestsawg zaus .
 - Tej ntawv ntaus hauv xov tooj lossis ntawv tus neeg ua phem sau rau koj.
- Ua daim ntawv Txwv Tsis Pub Thab Zes (HRO) hauv tsev hais plaub hauv koj lub zos. Lawv muaj cov ntawv nyob tim lossis koj mus ua ib daim ntawm [ready-to -file HRO form](#) hauv vassab ntawm www.LawHelpMN.org/forms (lus Askiv xwb)



- Hauv qab *Abuse and Harassment*
- Nias rau *Harassment Restraining Order*

- Nws kuj muaj cov koomhaum uas pab txog cov ntaub ntawv tiv thaiv “Restraining Orders” thiab “Orders for Protection” dawb xwb. Yog koj nyob hauv Hennepin, Ramsey, lossis Washington county, tiv tauj lub Tubman Safety Project.

Saib peb daim ntawv [Ntawv Tiv Thaiv thiab Ntawv Txwv Tsis Pub Thab Los Ze](#) yog xav paub ntxiv.

Kev Txhawb thiab Pab

Rau cov teebmeem no koj muaj kev txhawb thiab pab los ntawm:

- The Sexual Violence Center (SVC)
24-hour help line: (612) 871-5111 lossis (952) 448-5425
www.sexualviolencecenter.org
- Minnesota Coalition Against Sexual Assault (MNCASA)
Phone: (651) 209-9993
www.mncasa.org
- Minnesota Indian Women’s Sexual Violence Coalition
Nrhiav kev pab cuam thoob xeev ntawm lawv lub vassab
www.miwsac.org

- OutFront Minnesota
24-hour help line: 1-(800) 800-0350
www.outfront.org
- CLUES (Comunidades Latinas Unidas en Servicio)
Phone: (651) 379-4200 lossis (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>



Cov ntawv Qhia Tseeb yog qhia kom paub txoj kevcai xwb TSIS yog muab txwv yim txog txoj kevcai. Mus ntsib ib tug kws lij choj rau tswv yim. Tsis txhob siv daim ntawv qhia tseeb yog tias nws qub tshaj ib xyos lawm. Nug peb txog cov hloov tshiab, daim ntawv qhia txog cov ntawv qhia tseeb, lossis lwm hom ntawv.

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