

# Kev ntxub ntxaug hauv kev kawm ntaub kawm ntawv

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## **Kev ntxub ntxaug hauv kev kawm ntaub kawm ntawv kuj txhaum cai nyob rau hauv lub xeev Minnesota**

Nyob rau hauv Minnesota Human Rights Act txoj cai, tej tsev kawm ntawv kuj yog ib qho chaw uas raug txwv tsis pub kom muaj kev ntxub ntxaug. Thiab nws kuj yog ib qho txhaum cai nyob rau hauv tej tsev kawm ntawv yog lawv lam ua ub ua no rau koj txawv tshaj lawv ua rau lwm leej lwm tus neeg tsis hais hauv cov tsev kawm ntawv ntiav los dawb, cov tsev kawm ntawv qis los yog siab vim los ntawm koj qhov:

- Race
- Color
- Creed
- Religion
- National Origin
- Sex
- Age (yog hais tias koj muaj li 25 xyooos rov sau)
- Marital Status
- Disability
- Public Assistance
- Sexual Orientation

Cov no lawv hu ua “Protected Classes.” Nws kuj muaj tej yam tshwj tseg hais txog Minnesota Human Rights Act yuav tiv thaiv koj li cas ntawm tej yam uas raug tiv thaiv. Xav paub ntau ntxiv txog tej chaw uas raug tiv thaiv thiab tej yam uas rau tiv thaiv, nyeem ntawm Koj Txoj Cai, *Your Rights*.

## **Nov yog ib cov qauv hais tias li cas thiaj li yuav yog kev ntxub ntxaug nyob rau hauv kev kawm ntawv.**

Kev ua tsis ncaj ncees hauv kev kawm ntawv yeej muaj ntau. Tab sis tsis yog kev ua tsis ncaj ncees txhua yam yuav txhaum kev cai. Nov yog ib co qauv tias kev ntxub ntxaug tsis raws kev raws cai ntawm kev kawm ntawv zoo li cas:

- Ib lub tsev kawm ntawv qib siab (college) tsis kam txais cov neeg tshaj 50 xyooos mus kawm ntawv.
- Tus kws qhia ntawv ua thiab hais hais lus tsis zoo rau cov neeg hais lus Asmeslivkas (English) tsis mee rau qhov nws pheej xav hais tias cov no yuav kawv tsis tau ntawv thiab pheej hais tias cov neeg no tsis tsim nyog yuav tuaj kawm ntawv.

- Ib tug tub ntxhais kawm ntawv Esxias (Asian) raug lwm tus tub ntxhais kawm ntawv hais ub hais no rau nws tom tsev kawm ntawv. Nws hais qhia rau tus kws qhia ntawv thiab tus thawj coj (principal) ntawm lub tsev kawm ntawv ntawd. Lub tsev kawm ntawv ntawd kuj tsis ua ab tsi cheem lwm cov tub txhais kom txhob hais ub hais no los yog ua ub ua no rau tus tub ntxhais Esxias ntawd txawm hais tias nws twb hais rau lub tsev kawm ntawv ntawd tau ib ob lim tiam (week) los lawm.
- Ib lub tsev kawm ntawv qib siab (college) tsis kam txais cov tub ntxhais kawm ntawv uas txawv nqaij txawv tawv mus kawm ntawv nyob rau lub tsev kawm ntawv ntawd vim lub tsev kawm ntawv ntawd xav cia kom muaj cov tub ntxhais kawm ntawv yog neeg tawv dawb ntau xwb.

## **Yuav ua li cas (What to do)**

Yog koj xav hais tias koj raug ntxub ntxaug:

- Sau cia tej yam koj xav hais tias lawv ua tsis ncaj ncees.
- Sau hnuv thiab vas thib thaum hnuv lawv ua tsis ncaj ncees rau koj cia.
- Sau cov neeg nyob ntawd thaum lub sijhawn lawv ua tsis ncaj ncees rau koj cov npe.
- Sau tej lus ntawm coj neeg nyob ntawd hais cia.

## **Tsis txhob tos! (Do not wait!)**

Tej zaum nws kuj yuav yog ib qho nyuab hais tias li cas thiaj yog kev ntxub ntxaug thiab li cas thiaj li tsis yog kev ntxub ntxaug. Kev ntxub ntxaug kuj yuav tsis zoo ib yam txhua txhua zaus. Tab sis yog koj xav hais tias koj yog ib tug neeg tau raug kev ntxub ntxaug, tsis txhob tos.

Hu rau qhov chaw ua haujlwm Department of Human Rights sai. Koj tsuas muaj li ib xyoos ntawm hnuv koj tau raug ntxub ntxaug ntawd ua ntaub ntawv foob lawv xwb.

**Peb teb xov tooj hnuv Monday-Friday, thaum 8:00 teev sawv ntxov txog 4:30 teev tsaus ntuj. (Phone calls - hours)**

## **Xov tooj (Phone)**

(651) 539-1100

Hu dawb: 1-800-657-3704

TTY: (651) 296-1283 (rau cov neeg muaj teebmeem tsis hnov lus zoo).

## **Tus neeg txhais lu (Getting an interpreter)**

Yog koj xav tau ib tug neeg pab txhais lus rau koj nrog peb cov neeg ua haujlwm tham, peb mam nrhiav ib tug los pab txhais lus rau koj dawb. Peb mus cov neeg ua haujlwm uas txawj hais lus Hmoob thiab lus Spanish.

Hu rau peb thiab hais tias, “Kuv xav tau ib tug neeg txhais lus \_\_\_\_.” (“I need a Hmong interpreter.”)

## **Koj tsis tas yuav teem caij thiaj yuav tuaj ntsib peb ntawm peb qhov chaw ua haujlwm (You do not need an appointment)**

Peb txais tos cov neeg cia li tuaj xwb thaum 9:00 teev sawv ntxov txog 4:00 teev tsaus ntuj, hnuv Monday txog Friday.

## **Peb qhov chaw nyob (Our address)**

Minnesota Department of Human Rights  
Freeman Building  
625 Robert Street North  
Saint Paul, MN 55155

## **Email**

Koj sau ntawv tuaj rau peb raws li qhov chaw nyob saum no, los you e-mail rau peb ntawm [info.MDHR@state.mn.us](mailto:info.MDHR@state.mn.us)

*Yog koj tau sau email tuaj rau peb qhov chaw ua haujlwm tiamsis koj tsis tau hnov los ntawm peb tsib hnuv tom qab, thov hu xov tooj tuaj rau peb ntawm 651-539-1100 (Rau cov neeg tsis hno lus zoo 651-296-1283) los yog hu dawb 1-800-657-3704.*

***Cov ntaub ntawv no yuav teb tsis tau tag nrho kev ntxub ntxaug uas hais txog kev kawm ntawv uas muaj nyob rau hauv Minnesota Human Rights Act txoj cai.***