

Equal Pay and Opportunities Act (Sharciga Mushaarka iyo Fursadaha Loo Siman Yahay) (Sharciga Cusub ee Washington, 49.58 [Revised Code of Washington, RCW]) ayaa mamnuucaaya takoorka mushaarka ee ku salaysan jinsiga wuxuuna difaacayaa cadaalad loo sameeyo shaqaalaha dhexdooda ayadoo xal loo helaayo xeerarka ganacsiga iyo farsamooyinka qaybta ka ah sinaan la'aanta dakhliga ee u dhexeeya jinsiyada. Sida uu dhigayo sharcigan shaqaalaha iyo shaqo codsadayaaashaba waxay leeyihiin xuquuq.

## Xuquuqaha Shaqaalaha

### Ujuuro Loo Siman Yahay

Loo-shaqeeyahaaga kuma siin karo ujuuro ka yar inta ay qaataan shaqaalaha kula midka ah ee u shaqeeya iyada oo sababtuna ay tahay jinsigaaga. Shaqaalaha "ayaa si isku mid ah loo shaqaaleysiiyay" haddii ay u shaqeeyaan isla hal loo-shaqeeye; qabashada shaqadoodana ay u baahan tahay xirfad, dadaal, iyo mas'uuliyad isku mid ah; oo shaqooyinkoodana lagu qabto xaalado shaqo isku mid ah. Kala-duwanaanshaha ujuurrada ee shaqooyinka isku mid ah ayaa la aqbali karaa marka ay keliya jiraan duruufaha qaarkood oo aan jinsiga la xiriirin.

### Fursadaha Horumarinta Xirfadaha oo Loo Siman Yahay

Loo-shaqeeyahaaga ma xaddidi karo ama ma kuu diidi karo fursadaha horumarinta xirfadaha iyada oo sababtuna jinsigaaga tahay.

### Wada-hadallada Furan ee Mushaarka

Loo-shaqeeyahaaga kaama mamnuuci karo in aad ka hadasho mushaarkaaga. Loo-shaqeeyahaaga sidoo kale ma qaadi karo tallaabo adiga liddi kugu ah oo ka dhan ah in aad weyddiisay, shaacisay, isbarbardhigtay, ama si kale aad mushaarkaaga ugala hadashay loo-shaqeeyaal kale, ama in aad loo-shaqeeyahaaga aad wax ka weyddiisay mushaarkaaga ama la'aanta fursada horumarinta xirfadaha ama shaqada.

### Shaacinta Kala Duwanaanta Ujuurada iyo Mushaarka

Shirkada aad u shaqayso waa inay ku siisaa cabirka mushaar ama gunnada shaqada cusub kadib marka shaqo lagaaga yabooho wareejin ama dalacsiin gudaha shirkada ah, marka aad codsato. Ogoow: Tani waxay keliya qusaysaa loo shaqeeyaaasha leh 15 ama ka badan oo shaqaale.

### Aargudasho

Loo-shaqeeyahaaga kuuma geysan karo aargudasho oo sabab u ah in si waafaqsan sharcigan u adeegsatay xuquuqdaada, ama in aad gacan ka siisay ama ku dhiirrigelisay shaqaale kale in uu si waafaqsan sharcigan u adeegsado xuquuqahiisa ama xuquuqaheeda.

## Xuquuqaha Codsadaha Shaqada

### Asturnaanta Taariikhda Mushaarka iyo Ujuurada

Loo-shaqeeyayaasha kuma weyddiin karaan ama kaama codsan karaan taariikhda mushaarkaaga ama ujuuradaada marka aad shaqo codsaneysid. Tani waxaa ka mid ah su'aalaha ku qoran foomamka codsiga shaqada, xitaa haddii su'aashu ay tahay mid ikhtiyaari ah. Haseyeeshee, loo-shaqeeyaha waxaa uu xaqiijin karaa taariikhda mushaarkaaga ama ujuuradaada haddii aad si iskaaga u shaaciso macluumaadka ama ka-dib marka lagu soo bandhigo jago oo aadna ka gorgortantey magdhow.

Loo-shaqeeyayaasha sidoo kale shuruud kaagama dhigi karaan in taariikhda mushaarkaaga ama ujuuradaada ay ka soo baxdo shuruudaha qaar, sida in ay u baahdaan in aad horey u kasbatay qaddarka ugu yar ee la cayimay, si ay kuugu tixgeliyaan shaqada.

### Shaacinta Kala Duwanaanta Ujuurada iyo Mushaarka

Loo shaqeeyaaashu waa inay cabir gunno ama heer mushaar baxshaan, qeexitaan guud ka baxshaan dheefaha, ayna qeexitaan guud ka baxshaan gunnooyinka kale marka ay shaqo soo dhejiyaan. Tani waxay keliya qusaysaa loo shaqeeyaaasha leh 15 ama ka badan oo shaqaale.

## Ma u Maleynaysaa in Xuquuqdaada Lagu Duudsiiyay?

Waxaad cabasho u soo gudbin kartaa Waaxda Shaqaalaha iyo Washadadaha ee Gobolka Washington (L&I) haddii aad u maleyso in xuquuqahaaga lagu duudsiyay. *Foomka Cabashada Xeerka Fursadaha iyo Ujuurada Loo Siman Yahay: [www.Lni.wa.gov/go/F700-200-000](http://www.Lni.wa.gov/go/F700-200-000).*

Waxaad sidoo kale xaq u leedahay in tallaabo sharciga madaniga ah aad ka qaado loo-shaqeeyahaaga. Haddii cabasho madani ah loo gudbiyo maxkamad, waaxda L&I ma baari karto cabashadaada.

## Nala soo Xiriir

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