



## Ogeysiinta Dhaqamoo Arimoo qaaske eh

**Ogeysiintun may sharahaasee sitha aqbaarta aafimaatka atha ka quseyta oo laku yaaba inii la isti'maala oo la fasaha ii sithii atha ka helaasa helowka aqbaartun. Walaalow si tahadar eh an fiiri.**

Hattii atha qobto wal su'aala eh ee ogeysiiyowkun quseyta, walaalow kula hiriir Sarkaalka Arimoo qaaske eh ee Harunta (802) 488-6900

### AY RAAHA DOONO OGEYSIINTUN

Ogeysiintun may sharahaasee dhaqamoogaana ii inii:

- Hirfadla kasta ee daryeelka aafimaat lan ogolaathi inii galaan aqbaarta ee diiwaanka aafimaatkaa.
- Qiiboo dhan ii barnaamijyatha Howard Center.
- Tabaru'a kasta may an ogolaathanee inii ka kaalmeeya atha oo ku helaasa atheegoo Howard Center.
- Shaqaaloo kulushoo, shaqaalaga ii shaqaalaga kala.
- Hay'athoo Howard Center kulushoo, meeloo ii gooboo may rahaayaana heerarka ogeysiintun. Hubnoo shaqaalaga ee hay'athoogun, dhiniyaalka ii gooboo may wathaaga koraana aqbaarta aafimaatka oo kooba kan kala oo anla dhaqamowka eh, beesa biyowka ama ujeedooyinka hooloo sithii laka sheegi ogeysiintun.

### BALANQAADKAANA OO LA HIRIIRA AQBAARTA AAFIMAATKA

**Fahamsanna inii aqbaarta aafimaatka quseyta atha ii aafimaatkaa qaas eyiin. May balanqaadney inii illaalina arimooga qaaska ii aqbaarta aafimaatkaa ee atha ka quseeya.** May abuurney diiwaanka daryeelka ii atheegyada atha ku helaasa hay'ada. May an baahannaa inii ka siina daryeel taya leh oo an hogaansanna sharuuthuu shariga qaarshoo. Ogeysiintun may quseytee diiwaanoo kulushoo ee daryeelkaa ee lahaku saari hay'ada, hattii suubiyeen shaqaalaga hay'ada ama taqtarkaa qaaska eh. Taqtarkaa qaaska eh may la haatha koree heerar shal duwan ama ogeysiina la hiriira isti'maalka taqtarka ii fasahowka aqbaarta aafimaatkaa ee laka abuuri hafiiska taqtarka ama harunta aafimaatka.

Ogeysiinta may kiinsheegaasee wal quseeya qaababka una isti'maala korna ii fasahowka aqbaarta aafimaatka ee atha quseyta. May kaloo sharahnee haquuqoo ii waajibadyatha qaarshoo ee una hayna ee la hiriira isti'maallowka ii fasahowka aqbaarta aafimaatka.

May shari haan nalooka fathey:

- Isku hubi inii aqbaarta aafimaatka ee atha ka aqoonsadaasa may laka haaye si qaas eh;
- Ka siitha ogeysiintun ee waajibaadkaana shariga ii dhaqamoo arimoo qaaska eh oo la jaraan aqbaarta aafimaatka atha ka quseeya;
- Ra' heerarka ogeysiinta oo hatta bilaabati;
- Ka ogeysiina jabiyowka aqbaarta aafimaatka illaalsan ee badbaathatha an hayna; ii
- An hogaansan shari kasta ee gobolka oo eed an athag ama ka siiyaasa haquuqa ku wiin Ogeysiintun.

### SITHA AN ISTI'MAALA KORNA OO AN FAHAA KORNA AQBAARTA AAFIMAATKA EE ATHA KA QUSEYTA

Qiiboo higaan may sheegaayaana qaababka shalduwan ee unu isti'maalaana ii fasahaana aqbaarta aafimaatka. Qiib kasta ee isti'maalatha ama fasahowka, may sharahaanee inii ku wadna oo biina qaar ku mid eh tusaalooyin. Ma eh isti'maal kasta ama fasahowka ee qiibta wal qoree.

**Walaagii Daaweeyow eh.** May isti'maala kornee ama fasahaanee aqbaarta aafimaatka ee atha ka quseyta si lakinsiiya daaweeyow ama atheega. Tan may ka jartee wathaagowka kooya kora ee aqbaarta atha ka quseyta ee taqtaratha, kalkaalisatha, harumoo aafimaatka, maamulayaalka da'wada, shaqaalaha ku meeldeerka ama shaqaalaga hay'ada kala, ama dadka binaanka ku eh hay'ada ee ka lugleh daryeelka. Tusaala haan, taqtar yaa laku yaaba inii koo daaweeyaw dhibaataa aafimaatka maskanta oo an baahan inii kula hathala koo kumid eh taqaatiirtaana maskanta, taqtar kala, oo ka taqasusi tababarka aaga qaaska eh ee daryeelka. May kalee an fasaha kornee aqbaarta atha ka quseyta dadka binaanka ku eh hay'ada ee ka lugleh daryeelka aafimaatka.

Isdhaafsiga Koronbtatha ee Aqbaarta Aafimaatkaa - Haalathoo qaarshoo, may an wareejiya kornee aqbaarta aafimaad ee atha ka quseyta daryeelayaasha kala oo ka siiyooya daawatha ama qorshaga aymiska oo ka siiyooya beesa biyowka daaweeyowkaa. Aqbaarta aafimaatka may sithoo kala laka diyaariyi koree dhiniga Isdhaafsiga Aqbaarta Aafimaatka Vermont ("VHIE"). VHIE may buwaa shabakada aqbaarta aafimaatka gobolka naqshatheysi oo maamulaan Vermont Information Technology Leaders, Inc. ("VITL"). Daryeelka aafimaatka daaweeyowka may ku gala koraana aqbaarta aafimaatkaa dhiniga VHIE, illaa atha doorata inii ku bata VHIE oo man baahaniithi daaweeyow degdeg eh. Walaagii aqbaarta quseyta VHIE, fiiri [www.vitl.net](http://www.vitl.net).

**Walaagii Beesa Biyow eh.** May isti'maala kornee oo fasaha kornee aqbaarta aafimaatka ee atha ka quseyta si markaas daaweeyowka ii atheegoo atha ku helaasa hay'ada may laka ansiihiya kora, laka diri koree, ii beesa biyowka laku aruuriyi hisbiga sadiilaga sitha shirkada aymiska. Tusaala haan, may anbaahana kornee inii siina aqbaarta qorshaga aafimaatkaa ee quseeyo la taladka atha ku heli hay'ada marka qorshaga aafimaatkaa yaa nasiyee ama kin beesa nagee la taladka. May sithoo kala an sheega kornee qorshaga aafimaatkaa ee quseeya daaweeyowka atha ku helaasa si an hela ansiihiyowka hora ama si lan go'aansatha hattii qorshagaa daboolaw atheega / daaweeyowka.

**Walaagii Hoolgaloo Daryeelka Aafimaatka.** May isti'maala kornee oo fasaha kornee aqbaarta aafimaatka ee atha ka quseyta ee hay'ada hooloo. Isti'maalyaalkun ii fahowka muhiim yaa an eyin inii hay'ada maamula oo hubiyaan inii shaqsiyaalka kulishoo oo una noo helooya atheega daryeel tayi leh. Tusaala haan, may isti'maala kornee aqbaarta aafimaatka si lan fiiriya daaweeyowkaana ii atheegoo deegoo ii si lan qiimeeya wal qabadka shaqaalagaana atha kin atheegoo. May sithoo kala aska dara kornee aqbaarta aafimaatka ee quseeya rukunyaal badan si an go'aansadaan atheegoo dheeraadka eh oo unu siiyaan, atheegyathoo yaa lan ka baahanayna, ii hattii daaweeyow qaarshoo oo usub bilaabadaan. May sithoo kala an fasaha kornee aqbaarta taqtaryaalka, kalkaaliyaalka, taqtarka harunta aafimaatka, maamaulayaasha haalada, ku meelfeerka ii shaqaalaha kalaa ee hay'ada oo ujeedatha fiiriyowka ii barashada.

May sithoo kala iska dara kornee aqbaarta aafimaatka una la hayna aqbaarta aafimaatka ee ku koyti hay'athoo aafimaatka maskanta lanka talagali ama atheegoo qaaska eh si lan barbardhika sitha una an suubiyoyna oo una an aragna meela una ka suubiya korna hormariyowka ee atheegoo una biyaana. May ku biyaanee aqbaarta atha ka aqoonsadaasa ee qiibtun aqbaarta eh si markaas dadka kala an isti'maalaan si an baradaan deersiiyowka daryeelka aafimaatka ii daryeelka aafimaatka oo anla jarna barashada ee dadka eh rukunka qaaska eh. Si lan futhusaaya fiiriyowkun, may siiyaan aqbaar oo meela laka keythiyaw hogta oo laka maamulaw sitha quseyta Heliiska Ururka Gana'saga ii Shabakada Daryeelka Vermont oo laka illaaliyaw qarsoothashoo. Intaas may dheera, Howard center may heliis la galeyee oo ku qibgalaasee hal ama Hay'ada Daryeelka La hisaabtanka leh ("ACO") taas oo ka aawiyaasa qiimeeyowka ii ka hiriiranta daryeelka bukaamoo.

Howard Center may buwaa Vermont oo lanka tala gali Hay'ada Aafimaatka Bulshatha oo may waajib ka eh sitha quseyta heliisyatha laamoo shal duwan ee ka jaraan Hay'ada Vermont ee Atheegoo Aadanaaga ("AHS") oo lan siiya atheegoo qaarshoo. Sitha sababti, Laamoogun may hela kortaana aqbaarta aafimaatka ee la hiriirta atheegyathun lanka heliyyi ujeedatha an helowka daaweeyowka rukumoo, oo suubiyow beesa biyowka ama hoolooshoo daryeelka aafimaatka. Intaas may dheera, sitha Hay'ad Lan hilsaari, may luku yaabee inii siina aqbaarta aafimaatka AHS oo ma'miilyaalka gobolka an maalgeliniina sitha quseyta Heliiska mamnuu'aw isti'maalshoo oo lahaku saaraw tirikoobka dadka, aqbaarta aafimaarka an hayna oo lanka talagali hooloo daryeelka aafimaatka AHS ii ujeedooyinka kormeerowka aafimaatka.

**Hasuusiyowka Balanta.** May isti'maala kornee oo an fasaha kornee aqbaarta si lakin kala hiriira sitha hasuusiyaga inii atha balan leta.

**Daaweeyowka Kala ii Faa'idooyinka ii Atheegoo.** May isti'maala kornee oo an fasaha kornee aqbaarta atha ka quseyta si markaas lan hela oo lakin kala taliya dooqyada daaweeyowka kala ii atheegoo la hela kora saas oo kala sitha faa'ithooyinka kala ee aafimaatka la hiriiraan ama atheegoo.

**Hooloo Beesa aruuriyowka.** Hattii baahi koyta meela aqbaarta atha ka quseyta ama meela ku qiiabaathadkaa lan go'aansithi hooloo beesa aruuriyowka hay'ada, hay'ada may helaasaa ogolaanshagaa.Ma jaraan aqbaarta lan fasahow ujeedkun iyee an jarna ogolaanshagaa

**Ilmi baarowka.** Sitha quseyta haalathoo sitha daran an hadidan, may isti'maala kornaa oo an fasaha kornee aqbaarta aafimaatka ujeedooyinka ilmi baarowka.Tusaala haan, mashruu'a ilma baarowka may ka luglaahaatha koree isbarbardhigowka aafimaatka ii hakobsathowka dhammaan rukumoo an helaan hal daawa haan helaan toos kala, oo isla haalada eh.Dhammaan mashruu'yaalka may quseeyaana nithaamka ansihiyowka qaaska eh.Nithaamkun may qiimeeyey mashruu'a ilmi baarowka la hajeethiyi ii isti'maalowshoo ee aqbaarta aafimaatka, aska dayooya inii isla ekeysiiyaan baahiyaa ilmi baarowka oo la jaraan baahiyatha rukunka ee arimoo qaaska eh ee aqbaarta aafimaatshoo.Ku hor intii an isti'maalna ama an fasahna aqbaarta aafimaatka oo ilmi baarowka, mashruu'a may laka ansihiyey dhiniga nithaamka ansihiyowka ilmi baarowka.May luku yaabee, si kastaba, inii an fasahna aqbaarta aafimaatka ee atha ka quseyta dadka diyaariyaw inii suubiyaa mashruu'a; tusaala haan, si lanka aawiya weydiyowka rukunyaalka oo la jaraan baahiyatha aafimaatka qaaska eh, marka hattiiiba aqbaarta aafimaatka oo iyoo fiiriyaan anku tabaana hay'ada.May markasta ka weydiyaanee ogolaanshagaa qaaska eh hattii ilmi baaraga hela koro magaaga, iwaankaa ama aqbaarta kala ee sheegaasaa qofka atha eta, ama may ka luglaahaathey daryeelka ee hay'ada.

**Sitha Shari haan Lanku baahanyi.** May ku hathalaanee aqbaarta aafimaatka atha ka quseyta markii lan baahatha inii saas suubiyaa shariga fatheraalka, gobolka ama deegaanka.Meela Vermont, tan may ka jartee: dhibinayaalka hadgudubka ariinyoo; hadgudubka, daya'owka ama ku faa'itheysaga dadka wiin; ama meela onoga ku hooseeya da'tha tuman ii li eyi dhibanaaga dambiga; ii dhaawa'yatha hubka qoriga la hiriira.Sitha quseyta haalathoo qaarshoo, Laanta oo ka jarta guthoo Hay'ada Vermont ee Atheegoo Aadanaaga oo una heliis la galni may ka waajib eh inii helaan aqbaarta aafimaatka si markaas lan suubiya masuuliyadiyoo.May naloo fathey inii kiin fasahna aqbaartaa aafimaatkaa atha ii qof kasta atha ka odsata ogolaansha qoran ee la helaw.

**Si lan Ku horseetha Halisoo Dhabta oo an Dhow Aafimaadka ama Badbaathatha.** May isti'maala kornee oo fasaha kornee aqbaarta aafimaatka ee atha ka quseyta markii muhiim eta inii atha ku horseeta halisoo dhabta eh oo an dhow aafimaatkaa ii badbaathatha ama halista dhabta eh oo halista ka eh qof lakasa koro ama dad kooh eh Fasahow kasta, si kastaba, may naqatha kortee bas eh qof si ma'quul eh an aaminsana inii an suurtoogalaasa inii kii kaalmeeya ku horseethowka halista.

## **HAALATHOO QAASKA EH**

**Milatariga ii Qabiirka.** Hattii atha hubin ku eta iithan qalabka, may fasaha kornee aqbaarta aafimaatka ee atha ka quseyta sida lan ku baahanyi maamuloo amarka militariga.

**Magta Shaqaalaga.** May fasaha kornee aqbaarta aafimaatka tha ka quseyta ee magdhawka shaqaalaga ama barnaamijyada lamidka eh sitha laka ogolaathi shariga Vermont.Barnaamijyathun may faa'ithooyin siiyaayaana dhaawa'yatha shaqada la hiriiraan ama jirooyinka.

**Halisoo Aafimaatka Bulshooda.** May fasaha kornee aqbaarta aafimaatka ee atha ka quseyta ee hooloo aafimaatka bulshatha.Hooloogun guud haan may ka jartee haan higgaan:

- Si lan illaaliya ama lan hakameeya uduroo, dhaawa'a ama naafanimada;
- Si lan wargeliyi dhimashada;
- Si lan wargeliyi ka had gudubowka ariinyoo ama daya'owka;
- Si lan wargeliya hadgudubowka, daya'owka ama ku faa'itheysaga dadka wiin ee nugul; shaka kasta ee had gudubowka eh, daya'owka, ama ku faa'itheysiga waayeelka (sannatha 60 ama ku wiin), ama dadka wiin oo naafatha eh oo qobaan udurka jirka ama naafanimatha maskanta, waa inii laha wargeliyaa;
- Si lan wargeliyi fak naqowka daawooyinka ama dhibaatooyinka badee'ooyinka;
- Si lan ogeysiya shaqsiyaadka hasuusiyowka bathee'ooyinka laku yaaba inii isti'maalaan;
- Si lan ogeysiya shaqsiga qofka laku yaaba inii deeru dur ama laku yaaba inii halis yar an ka jara deerowka ama faafiyowka udurka la shal qaadow ama haalathoo

**Hooloo Kormeerka Aafimaatka.** May an fasaha kornee aqbaarta aafimaatka hay'ada kormeerowka aafimaatka, sitha Hay'ada Vermont ee Laamoo Atheegoo Aadanaaga ee Aafimaatka Maskanta, ee Naafanimatha, Dogowka ii Noolaanshaga Matha banaan kaas oo una la heliini, oo hooloo shariga laka ogolaathi.Hooloo kormeerowkun may ka jaraana, laakin maku hadithan, dadka wiin, baaritaanatha, baarowka, ii shatiga.Hooloogun may muhiim an eyiin dowlada inii kormeerta nidaamka daryeelka aafimaatka, barnaamijyada dowlada, ii adee'owka shariyada haquuqta dadka.May an

fasaha kornee aqbaarta aafimaatka ee atha ka quseyta la'aanta ogolaanshagaa Hoghayaaga Laanta Mareykanka ee Aafimaatka ii Atheegoo Aadanaaga ii/ama Hafiiska Haquuqoo Rayidka markii iyoo suubiyayaan fiiriyowka an hogaansanka, baarowka ama tallaabada fulliyowka ama wargeliyowka qasabka eh ee jabiyowka aqbaarta aafimaatka.

**Fulliyowka Shariga.** May an fasaha kornee aqbaarta aafimaatkaa saraakiisha fulliyowka shariga sitha lan ku baahanyi shariga ama an hogaansan amarka amhkamada ama amarka baarowka. May kalee an fasaha kornee aqbaar hadidan saraakiisha fuliyowga shariga si an wargeliyaan dambiga laka siibiya dhismaaga ama aqoonsaga qoka maqan ama laku shakiya si lanka kaalmeeya baarowka dambiga.

**Da'wadoo Shariga oo Qilaafyatha.** Hattii atha ka lug leta da'wa ama qilaaf, may ka fasaha kornee aqbaarta aafimaatka atha ka quseyta sitha jawaab an eh amarka mahkamada ama maamulka.

**Saraakiisha Aafimaatka Bulshatha ii Agaasimayaasha Manka Duugta.** May laku yaabee inii an dhiina aqbaarta baaraga ama baaraga aafimaatka. Tan may masuul an naqada kortee, tusaale haan, si lan aqoonsada qofka dhimid ama go'aansiga sababta dhimashaada. May kalee an fashaa kornee aqbaarta aafimaatka agaasimayaasha duugta oo meelaas an ogolaathaw inii suubiyaan waajibaadshoo.

**Shaqsiaadka ka ajaraan Habsiga.** Hattii atha mahbuus eta ee hay'ada habsiga ama sida quseyta haayowka shar'iga fulliyowka, may fasaha kornee aqbaarta aafimaadka ee atha ka quseeya ee hay'ada habsiga ama sarkaalka fulliyowka shariga quseeya daryeelka laka siiya atha oo habsiga ka jarta. Fasahowka may muhiim an naqadaasee (1) hay'ada inii ki siida daryeelka aafimaatka; (2) si an illaalida aafimaadkaa ii badbaadada dadka kala; ama (3) ee badbaadada ii amniga hay'ada habsiga.

## ISTI'MAALKA AQBAARTA AAFIMAATKA EE AN BAAHAN OGOLAANSHAGA QORAN

Isti'maalaalka kala ii fasahowka aqbaarta aafimaatka maka daboolan ogeysiintun ama shariyaalka una na quseeya may laka suubiyey bas eh iyee la jarta ogolaansha qoran. Tusaalooyinka tan may ka jara kortee fasahowka looyaratha, badrooniyaalka, Hafiiska Vermont ee Atheegoo Go'aan deerowka Naafanimatha ama dadka kala oo atha kasaasa, laakin an ka luglaheyna daryeelka. Intaas may dheera, isti'maallowka ii fasahowka aqbaarta aafimaatka illaalsan ee hooloogaana beesa aruuriyowka, ujeedooyinka suuq jeeyowka, ii fasahowka ku kooban iibiyowka aqbaarta aafimaatka illaalsan ee an baahan ogolaanshaga. Hattii atha nasiida ogolaanshaga laka isti'maalaw ama laka dhiyaw aqbaarta aafimaatka atha ka quseyta, may ku noqoda kortee inii ogolaanshaga, oo qoraal haan, hili kasta. Hattii ada ka noqota ogolaanshagaa, markala ma isti'maalaana ama ma fasahaana aqbaarta aafimaatka oo atha ka quseeya oo sababaha ka daboolan ogolaanshagaa qoran. Fahamsanta inii ninka suurtagalaana inii reed jeyna fasahow kasta oo mar hore ka suubin inii ogolaanshagaa, oo may naloo fathey inii haysana diiwaanathaana atheegoo atha ka siini.

**Koohyaalka Aafimaatka Bulshaatha:** Koohyathun may laka abuurey sitha quseyta Vermont Blueprint ee Aafimaatka oo may lanka tala galey inii abuurta isbahaysiga an dhaheeya bihiyayaalka daryeelka aafimaatka, hay'adoo deegaanka ii hay'adoo gobolka ii hay'athoo taageeratha bulshatha ee ku gohan inii hormariyaan tayatha nolola oo dhiniga hiriiriyowka atheegoo. Atheegathun may naqatha koraana dhaqaala, jirka, dareenka ama walbarashada dabii'i haan eh. Bihiyahaaga daryeelka aafimaadka ka daaweeyow may bas eh yaa la wathaaga koree aqbaarta aafimaatka CHT hattii atha siithi ogolaanshaga qoran ee qaas eh oo wathaagowka eh.

## HAQUUQOOGAA LA HIRIIRA AQBAARTA ATHA KA QUSEYTA

*Kaalma kasta (jirka, isgaarsiinta, iwm.) may anbaahantaa inii ka dhaganta haquuqoogaa oo ka siiyeen hay'ada.*

May letaa haquuqoo higaan ee la hiriira aqbaarta ee unu hayna ee atha ka quseeya:

**Haquuqoo laka Fiiriyow oo laka Koobiyeeyaw.** May letaa haquuqta laka fiiriyow oo laka koobiyeeyaw aqbaarta aafimaatka ee laku yaaba inii laka isti'maala si lan suubiya go'aamoo quseeya daryeelka. Tani may kajara kortee lamathaba diiwaanatha aafimaatka ii biil dirowka. May lan baahanyii inii unku jawaabna odsagaa sodon gee ee ku bilaabathaasa helowka odsagaa illaa unu kii ogeysiina qoraal haan intii laka jara mudduthun oo sababaha daahiyaw jawaabtaana. Hattii saas eta, may qaathatha kornee illaa sodon gee oo dheeraad eh ama guud haan lihthun gee oo ku bilaabathaasa helowkaana odsagaa ee lanku jawaabaw iyee.

Si lan fiiriya oo lan koobiyeeya aqbaarta aafimaatka ee laku yaaba inii lan isti'maala si lan suubiya go'aama atha ka quseeya, waa inii anka hareytaa odsagaa qoraal haan taqtarkaa harunta aafimaatka ama Laanta Aqbaarta Aafimaadka (Howard Center, 300 Flynn Ave Burlington, VT 05401). Hattii atha odsati koobiga aqbaarta, may kii dala'a kornee qidmo

ma'quul eh, qaraska quseeya koobiga, boosta dirowka, ama alaaboo la hiriraan odsagaa.Hattii atha weydiitha koobiga korontatha eh ee qaab qaas eh ama qaabka qiib kasta ee diiwaanka aafimaatkaa, ii hay'ada man suurtagalaasa inii si diyaar eh haan saara koobiga oo qaabkaas eh ama qaabka, kii la shaqeyyaana si la kin siiya qaab kala ama qaabka koobiga korontada eh.

May diitha kornee odsagaa ama yaraaya kornee helowkaa ee laka baaraw ii laka koobiyeeyaw bas eh haalathoo qaarshoo ee eedka an hadithan.Hattii lakin diitha ama laka siiya bas eh helow hadithan ee aqbaarta aafimaatka, sababtoo eh may laka go'aansathey inii ogolaathowka inii atha hela may halis geliyi kortee ama si wiin kiin wal yeela korta atha ama qof kala, may odsatha kortee inii go'aanka la fiiriyi.Hay'ada yaa doorathaasa hirfadlaga aafimaatka ku duwun si lan fiiriya odsagaa ii diidmatha.Qofka suubiyow fiiriyowka ma naqadow qofka diidi odsagaa.May an hogaansamaanee natiijada fiiriyowka.

**Haqa laka Badelow.** Hattii atha dareenti inii aqbaarta aafimaatka ee kor una kalena iyee qaldanta ama an dhameystirnaana, may nawarsada kortee inii una badelna aqbaarta.May haq an letaa inii atha odsata badelowka hattiiiba aqbaarta hayaan ama lan haaya hay'ada.

Si atha an odsata badelka, odsagaa qoraal haan oo lan gudbiya qoraaga galowka atha fathaasa inii atha badela ama Laanta Aqbaarta Aafimaatka (Howard Center, 300 Flynn Ave Burlington, VT 05401).Intaas may dheera, waa inii sheegtaa sababta taageeraasa odsagaa.

May diitha kornee odsagaa oo badelowka hattii an qoranayna ama anka jarna sababta laka taageerow odsagaa.Intaas may dheer, may diida kornee odsagaa hattii atha warsata inii adtha badela aqbaarta ee:

- Una ma abuurna, illaa qofka ama hay'ada abuurti aqbaarta markala lanka helaana si lan suubiyi badelka;
- Qiib maku eh diiwaanka lanka tala gali ee hayaan hay'ada;
- Maku qiib eh aqbaarta oo lakin ogolaathow inii baarta ama koobiyeyta; ama,
- May ka go'aansateey hay'ada inii sah eta oo dhamaasiranta.

**Haquuqta Fasahowka Hisaabiyowka.**May haq an letaa haquuqta laka odsathaw "hisaabiyowka fasahowka."Kani may buwaa liiska fasahowka una ka suubini aqbaarta aafimaatka oo atha ka quseeya oo lan ku baahithi shari haan ii/ama atha an ogolayna.Liiska fasahowka maka jaraw fasahow lan suubiyi ujeedooyinka daaweeyowka, beesa biyowka atheegoo daaweeyowka ama hooloo daryeelka aafimaatka ee la hiriiraan atheegoo daaweeyowka.

Si lan odsatha liiskun ama la hisaabtanka fasahowka, waa inii anka hareytaa odsagaa qoraal haan Laanta Aqbaarta Aafimaatka (Howard Center, 300 Flynn Ave Burlington, VT 05401).Odsagaa waa inii sheegaa muddada waqtaga, taas oo an ku dheerayna li sanna.Odsagaa waa inii tilmaamaa qaabka atha fathaasa liiska (tusaala haan, warqad haan, koronta haan).Liiska an ka horeeya atha ka odsati mudda 12 bilood guthashoo may naqadaasee bilaash.Walaagii liis dheeraad eh, may kii dala'a kornee qarashaadka biyowka liiska.May ogeysiyaanee qarashka ka lugleh oo may doorada kortee inii ku laabata ama badela odsagaa hili kasta ku hor qarash kasta intii lan galna.

**Haquuqta Laka odsadaw Hadithowka.**May haq an letaa inii atha odsata hadidowka ama hadidowka aqbaarta aafimaatka unu isti'maalna oo quseyta daaweeyowka, beesa biyowka ama shaqooyinka daryeelka aafimaatka.Mal ninku baahan inii ogolaana odsagaa illaa odsagaa ka hadidanyi fasahowka qorshaga aafimaatka oo ujeedatha beesa biyowka ama hooloo daryeelka aafimaat oo an hayna hattii kala shariga lanku baahanyi ii atha ama qof kala oo atha ka matalow oo an hayna qorshaha aafimaatka ka biyi atheegasthaas si buuta waqtiga atheegoo aafimaatka la biyi.Si kastaba, hattii una ogolaana hadithowka la odsathi ama hadidowka, may an hogaansamaane odsagaa illaa aqbaarta lan ku baahanyi inii la siiya daaweeyowka degdega eh.

May kaloo haq an letaa haquuqta laka odsadaw hadidowka aqbaarta aafimaatka ee an dhiyowka ada ka quseyta ee qof kala oo kalug leh daryeelkaa ama beesa biyowka daryeelka sitha hubinta qoyska.Tusaala haan, may warsatha kortee inii an isti'maalaana ama an fasahaana aqbaarta quseyta kulanka la taladka oo atha heli.

Si an odsata hadithowka, waa inii ka suubithaa odsagaa qoraal haan ee qaathashatha shaqaalaga ama taqtarkaa harunta aafimaatka.Odsagaa, waa inii nin sheegtaa (1) aqbaarta atha afathaasa inii la haditha; (2) hattii atha fathaasa inii hadithowka isti'maalkaana, fasahowka ama lamatha; ii (3) qofka atha fathaasa inii ku hatheyda odsaga, tusaala haan, an fasahowka islaantaa.

**Haquuqta laka Odsadaw Hiriiroo Qarsoothiga.** May haq an letaa inii ada odsata inii koo kala hiriirna arimoo aafimaadka ee qaabka barshoo eh ama goobta qaarshoo. Tusaala haan, warsada korta inii koo kala hiriiraana bas eh shaqada ama boosta haan.

Si an odsata hiriiriyowka qarsoothiga, waa inii ka suubitha odsagaa qoraal haan ee shaqaalaga shaqaalaha ama taqtarka harunta aafimaadka. Maka warsathaana sababta odsagaa. May hoy siiyaanee dhammaan odsiyaalka ma' quulka eh. Odsagaa waa inii qeehaa sitha ama meela atha fathaasa inii la hiriirta.

**Haquuqta Koobiga Warqada ee Ogeysiintun.** May haq an letaa koobiga warqada ee ogeysiintun. May warsatha kortee inii laka siiya koobiga ogeysiin hatta waqta kasta.

Si an hela koobiga warqada ogeysiintun, kula hiriir Sarkaalka Arimoo qaaske ee Howard Center (802) 488-6900.

#### **AMNIGA AQBAARTA AAFIMAATKA.**

May diyaariney illaala ka haboon ee laka illaaliyow oo laka badbaadiyow qarsoothiga aqbaarta aafimaatkaa. Sabab la hiriirta qaabka dhaqamoo atheega aadanaaga ka saleysan bulshatha , wakiiloo hay'ada may haysatha koraana aqbaarta aafimaatkaa ee binaanka ku eh hay'ada. Haalathoogun, wakiiloo hay'ada may hgubiyaayaana amniga ii qarsoodiga aqbaarta oo qaabka buuyaw heerka hay'ada, Shariga Gobolka ii Fatheraalka.

#### **ISBADALATHA OGEYSIINTUN**

May lenaa haquuqta laka badelow ogeysiintun. May lenaa haquuqta laka badelaw ama lan ka badelaw ggeysiinta oo an bilaabadaasa aqbaarta aafimaatka oo una mar hora ku hayna oo ada ka quseeya saas oo kala aqbaarta kasta oo una helna mustaqbalka. May hadhikaanee koobiga ogeysiin hatta harumoo hay'ada kulushoo. Ogeysiinta may wathatee taariiqgta bilowka. Hattii una suubina badelowka qoraalka ee ogeysiintun eh, may, ku hor intii badelka an bilaabana, bandhikaanee ku dhawaaqowka badelka ee harun kasta ee Howard Center.

#### **ABASHOOYINKA**

Hattii ada aaminsanta haquuqdaa arimoo gaarka eh laka had gudubi, may an ka hareeya kortee abashada hay'ada ama Hoghayaga Laanta Aafimaatka ii Atheegoo Insaanka. Si an ka hareyta abasha hay'ada, la hiriir: Qadka Abashada oo taleefon haan ee (802)-488-7195 ama i-meelka [compliancecomplaint@howardcenter.org](mailto:compliancecomplaint@howardcenter.org)

Malkii iqaabaw hareeyawka abashada.

Hoghayaaga Laanta Aafimaatka iyo Atheegoo Aadanaaga may lakula hiriira koree dhiniga hafiiska goboleedka ee lanka talagali Hafiiska Haquuqoo Rayidka, Laanta Aafimaatka ii Atheegoo Aadanaga Mareykanka, Harunta Dowlada, J.F.Kennedy Federal Building – Room 1875, Boston, Massachusetts 02203, taleefonka edka (800) 368-1019, fax (202) 619-3818, TDD (800) 537-7697.