



HOWARD CENTER

Help is here.

KUVA 1865



AGATABO K'UMUNYWANYI

IGITABO CYA 5

KIRUNDI

Abo kwitura



Nimero nkuru ya Howard Center **802-488-6000**

Kwinjira no gufata umurongo

Kuva Kuwa Mbere-Kuwa gatanu, 8:30am - 5:00pm

Uwariwe wese arashobora guhamagara Ikigo Howard Center. Tuzotanga ubufasha, inyishu ku bibazo, twongere tunaguhuze n'ivyo gufasha canke n'ama seruvisi kuri Howard Center canke mu kibano.

Impamvu zituma benshi bahamagara:

- Kurondera imiti (therapie) canke impanuro
- Kugira amakenga ku magara y'umwana
- Gukenera ubufasha bw'umuryango wawe
- Gufashwa kubw'ivyakwiganziye



Mutangure guhamagara intara ya Chittenden **802-488-7777**

Umurongo w'abaremvyeye

Umwanya wose 24/7/365

Impamvu zituma benshi bahamagara:

- Amarangamutima arenze
- Ivyiyumviro vyo kwiyahura
- Kwumva amajwi akubujije amahoro
- Kurazwa ishingira n'uwawe ubonye atamerewe neza

Vyasubiwemwo Nzero 2023

Igicapo c'umurwi Arts Collective artist Rafad Amjed, mu rukurikirane bise "Journey to Peace"

Ibirimwo

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URASHAKA KWIYANDIKISHA NGO UTORE?

Nimba wiyandikishije ngo utore ukaba ukeneye gufashwa, vugana na muganaga wawe canke aho bakirira abantu baguhe ifishi yo kwiandikisha. Kugira wemererwe gutora i Vermont bisaba:

1. Kuba Umwenegihugu wa Reta Zunze Ubumwe za Amerika;
2. Kuba umuntu aba i Vermont kandi uba no muri ico gisagara wasavye kuzokwandikwamwo, (canke ube umusirikare canke abatora mu mahanga bujuje ibisabwa hakurikijwe itegeko ry'itora ry'ababa mu mahanga ndetse n'amahanga mu gace ka kure kari muri Amerika mbere gato yo kwimukira mu mahanga yari mu gisagara canke mu muji wa Vermont);
3. fata, canke wafashe mbere, Indahiro y'itora; hamwe
4. Kugira imyaka 18 canke irenga ku munsu canke inyuma y'umusi w'amatora.

IVYEREKEYE Ikigo HOWARD CENTER



Kaze muri Howard Center! Murakoze guhitamwo Howard Center kubw'amagara meza y'uwawe. Kano gatabu ngendanwa kakozwe ngo kaguhe amakuru y'ikigo Howard Center, kugusangiza ibitugize, no kugusigurira uburenganzira bwawe n'ivyo ujejwe.

Karahari mu ndimi nyinshi zitandukanye, gasohoze, kandi unakagumane ku muhora. Nimba ugakeneye mu bundi buryo canke ukeneye kumenya ibindi vyinshi, baza umukozi canke inimeru nkuru kuri 802-488-6000.

Kubw'umuryango wa Howard Center, turizeye ko mubona seruvisi zacu zibafasha canke zibafashiriza umuryango. Dushira inguvu mu gutanga ubuvuzi bwitondewe, bwiyeubashe, kandi bunozwe bwo kwitaho no kuvura abana, abantu bakuru, imiryango, ndetse n'abanyagihugu bacu. Turagushimiye cane kuba waje mu kigo Howard Center kandi turiteze kugushikana ku magara meza wipfuza.

Beth Holden, MS, LCMHC, LADC
Chief Client Services Officer

INTUMBERO YACU

Dufasha abantu hamwe no mu kibano gutera imbere dutanga inkunga na seruvisi kugirango bakemure ubuzima bwo mumutwe, gukoresha ibiyayuramutwe, n'ibikenewe vy'iterambere.

UKWO DUFASHA

Howard Center ifise kahise karekare nk'uwutanga seruvisi z'uburambe kandi zishingirwa intahe nziza. Hamwe n'iragi rimaze imyaka irenga 150, Centre ya Howard yagiye itanga iterambere, impuhwe, ubuvuzi bwiza, ubufasha, no kuvura abo banyagihugu bacu baba bakeneye ubufasha. Ikigo ca Howard Center cashinzwe muri 1865 nk'ikigo gikorera abana batishoboye, ubu gitanga ubufasha muvye uburwayi bwo mu mutwe, gukoresha ibiyayuramutwe, na seruvisi z'iterambere mu buzima bwose.

Abakozi bacu 1.600 batanga ubufasha n'intererano ahanu hasaga 60 mu ntara zine. Abanywanyi barenga 19,000 hamwe nabanyagihugu batwituye umwaka uheze kugira ngo badufashe kubaho ubuzima bwiza kandi bwuzuye.

IVYO DUSHAKA KUZOSHIKAKO

Ikigo Howard Center ni akarorero mu gihugu mu gutanga imfashanyo zihuriweho na bose zishingiye ku bantu, imiryango, n'abanyagihugu bakeneye ubufasha.

Ubufasha buri hano.

IBITURANGA

- Abanywanyi ni inkoramutima ku ngingo dufata.
- Turarajwe ishingira n'abantu hamwe n'ukumererwa neza kwa bose n'ugutsinda.
- Turi ibisonga bifata neza umutungo twahawe.
- Turashikamye mubikorwa vyacu no guharanira gukora neza.

Howard Center irarajwe ishingira n'amagara hamwe n'umutekano w'abanywanyi bacu, abakozi, hamwe n'abo duhuriye hamwe. Saba uwukuvura canke aho bakirira ubabaze kuyerekeye ingamba zo kwirinda n'umutekano zihari. Musabwe kuguma muhira mugihe murwaye canke mu gihe mufise ibimenyetso vy'ingwara. Nimba ushaka guhagarikagahunda wari ufise, turasaba ko wobimenyesha kare cane hashobotse. Gusaba gahunda yo kuvurirwa ku muhora birahari kuwubisavye.

AMASAHA Y'AKAZI

Amasaha azwi y'akazi mu bigo bitandukanye vya Howard Center arahinduka kuva 8:30am - 4:00 canke 5:00pm, Kuwa mbere – Kuwa gatanu, bivanye n'ikibanza hamwe na gahunda yihariye yongerejeko amasaha canke ikayapunguza.

Amasaha y'akazi arahinduka kandi kenshi biranavana n'ivyo umunywanyi akeneye. Seruvisi zimwe zimwe, ushizemwo nizo gufasha abantu mu nzu hamwe n'ukuremba, zitangwa amasaha 24 ku muni, imisi 7/7, n'iminsi 365/365 ku mwaka.



Nimero nkuru ya Howard Center

802-488-6000

Kwinjira no gufata umurongo

Mutangure guhamagara intara ya Chittenden

802-488-7777

Umurongo w'abaremvyeye

24/7/365

Seruvisi

UKWO WOFASHWA

Uwariwe wese arashobora guhamagara ikigo Howard ku nimeru nkuru, **802-488-6000**, kugira afashwe.

Igihe uhamagaye, urabazwa impamvu uhamagaye, kandi urashobora kuronswa inkuru z'ivyo gufasha mu kibano hamwe n'ibisabwa kugira wemererwe gahunda zitandukanye. Nimba bikenewe canke uvyipfujye, uzohabwa gahunda yo gusuzumwa.

Terefone ngendanwa y'Ikigo Howard Center ikora igihe cose 24/7/365, banza uhamagare akarere ka Chittenden, karahari ku bufasha bwa terefone, amaso ku maso hamwe n'ibipimo ufashwe. Nimba uri hanze ya Chittenden ukaba ushaka gufashwa waremye, turaguha n'ivyo gufasha mu karere uherereyemwo, nko muri Vermont kira gace gafise seruvisi zako gafasha.

Uhejeje gusuzumwa canke gupimwa, urashobora kwandikirwa imwe canke gahunda zitandukanye za Howard Center canke ibindi bifasha vyo mu kibano, mu gihe bikenewe. Rimwe na rimwe, urashobora kwandikirwa gahunda ya Howard Center ata suzumwa ryambere ryabaye; nk'akarorero kwakira uwarangiye avuye kw'ishure. Nimba hariho abari ku rutonde barindiriye, uzoronswa ubufasha mu gihe ukirindiriye. Igihe seruvisi z'ikigo Howard Center zitandukanye, uzoca uhabwa uwugufasha ubufasha bw'ibanze akazokorana nawe kugira amenye ivyo ukeneye nivy wipfuzwa. Mwese muzorema urutonde rwiheriye rw'ukwo wogenda urafashwa. Uwukuvura ashobora kukurangira ibindi vyo mu kigo Howard Center canke vyo muyindi mirwi iri mu kibano mu gihe seruvisi zindi canke ubufasha bundi bukenewe ko bikugeraho canke uwo mu muryango.

Indimi zo gusobanurwa ikibiriho zirahari kuri terefone, amaso ku yandi, hamwe no kuvurwa n'uwuri kure.

Nimba seruvisi zikenewe ziri hanze y'ikigo Howard Center, ushobora no guhamagara 2-2-2 kuri terefone yawe. Vermont 2-1-1 ni umutungo w'igihugu cose utanga amakuru no kurungika kuri seruvisi zitandukanye, zirimo akazi, uburezi, kwitaho abana, gahunda za Reta, imirwi itanga ubufasha, ubufasha muvye amategeko, ugutwara imizigo, ububiko bw'imfungurwa, n'ibindi bikoresheho. Seruvisi zirahari 24/7/365 kandi ushobora guhamagara ahuri hose i Vermont. Gusobanura ururimi ikibiriho biratangwa.

UKWO UBUI BUABUYE

Howard Center iratanga seruvizi zitandukanye:

- Kwinjira no gufata umurongo
- Gahunda z'ukuremba
- Abarwara bataha
- Ubufasha bw'ibihe birebire n'ama seruvizi
- Muhira na gahunda zo mu kibano
- Gahunda zo kw'ishure
- Gahunda yo gukurikiranwa uriko urafata imiti

KWINJIRA KW'UMUNYWANYI

Uruhare rwawe mugutegura no gusuzuma seruvizi wakiriye ni igice gihambaye c'ivyiyumviro ngenderwaje vy'ikigo. Hariho inzira zitari nke tuzoshishikariza uruhara rwawe.

Abanywanyi bese, hamwe nabagize umuryango nimba bibaye ngombwa kandi vyemewe n'abanywanyi, bitabira iterambere rya gahunda yabo. Ama seruvizi imbere yuko atangura, uzobonana n'uwukuvura kugira agusuzume, hama muri kumwe muzofata ingingo zerekuye ama seruvizi akubereye. Uwukuvura ibikenewe uzomubabwira. Ukurikije gahunda zihari, uyu muntu ashobora kwitwaga umujanja, umukozi ushinze imibano myiza mu bantu, umuherabwiro, umuyobozi ushinze ibibazo, umukozi wunganira, umuganga, umuforoma, canke ikindi gisa navyo. Uyu azokurikiranira ivy'amagara yawe muri kumwe. Wewe n'uyo akwitaho muzokorana urutonde rw'ivyo wakeneye kugira witabwaho bikwiye. Uzohitamo intumbe zawe, intumbe ugomba gutera kugirango ugere kuri izo ntumbe, n'uburyo uzomenya ko witeguye kwimukira mu zindi seruvizi canke kuva mu kigo. Uwugukurikiranira azogufasha kukurungira kuzindi seruvizi hamwe na / canke n'abatanga abafatanyabikorwa nivyababwira. Rimwe na rimwe, abanywanyi babashobora guhitamo gutegura gahunda zidasanzwe hakiri kare nimba ubuzima bwabo bwifashe nabi canke babaye ikindi kibazo gikomeye kibagira gufata ivyemezo. Ibi bavyita amabwirizwa yibanze. Nimba wipfuzaga kumenya vyinshi muv' amabwirizwa yibanze, baza uwugukurikiranira.

Ikigo Howard Center gifise imirwi myinshi, bita Komisiyo zihoraho canke Standing Committees, kubw'abanywanyi canke n'imiryango bakavuye ukwo babona seruvizi n'ibikorwa turiko turakora hamwe n'imigambi ya kazoza y'ikigo Howard. Komisiyo zihoraho ni: **Inama mpanuzwajamba y'umuryango, umurwi uhagarurira inyungu z'abaguzi, komite zihoraho ya seruvizi z'iterambere**, hamwe na **komite mpanuzwajamba ya seruvizi zikoresheye**. Vugana n'uwukuvura canke

uhamagare inomero nkuru z'ikigo Howard Center, **802-488-6000**, ushaka kumenya vyinshi. Ibindi, abarenga 50% vy'abanyamitahe canke abatwara Howard Center ni abanywanyi/abakiriya bacu canke imiryango yabo.

Kimwe mu nzira zo gusuzuma seruvisi zacu ni ukubaza ukwo abanywanyi batwituye bashimye n'ukwo seruvisi twabagiriye zoba zabafashije. Dukoresha utubazo igihe abanywanyi bariko barakira ama seruvisi hamwe n'ukubahamagara inyuma y'ugukoresha seruvisi. Ukwitabira kano kamo ni kubushake ata gahato.

KURIHA AMA SERUVISI

Ama seruvisi ya Howard Center ararihwa bivuye kumahera atandukanye dufashishwa.

Ama asiranse y'ubwoko butandukanye aremewe harimwo na Medicaid. Nimba ufise asiransi, usabwe kuzana ikarita uje ubwambere, witwaje n'ifoto yo kucangmbwa. Umenye neza yukwo amashirahamwe amwe ya asiransi asaba uwo mufashanya kuriha. Niba udafite asiransi, tuzokoresha igipimo kibibereye kugirango dushireho amafaranga ukurikije uko ubutunzi bwawe bwifashe. Menya ko niba uhisemwo kudakoresha asiransi yawe, igipimo cabihariwe gupima uburyo ushoboye ntigishobora gukoreshwa. Amahera akenewe ubanza kuyasigurirwa imbere yukwo wivuza.

Ikigo Howard Center cariyemeje gukorana n'abanywanyi, imiryango, abama asiransi y'ivy'amagara meza, amashirahamwe ya Reta hamwe n'ayaho duherereye, abikorera utwabo, n'abandi kugira ngo hame haboneka uburyo bwosahiriza ama seruvisi. Kugira uburyo buto ntibizotuma uronswa seruvisi nke canke nto.

Nimba ufise ikibazo c'uburyo uriha, hamagara 802-488-6920.





GUSHIRAHU IKIRERE KIMEZE NEZA

Ikigo cose ca Howard Center kiba gifise ibizimyamuriro hamwe n'ibikoresho bifasha mu bufasha bwihuse. Hari ivyapa muri buri muryango vyerekeye aho wokwirukira hagize ikiba. Ikigo cose gifise gahunda yisa yo kwirinda impanuka. Nimba ushaka urupapuro rw'ikarata yo kwirinda impanuka yoba mu kigo, usabwe kubaza umuganga wawe. Imyimenyerezo y'umuriro hamwe na protocole y'umutekano yo kwugara (nayo yashizwe hafi y'umuryango) irakorwa buri gihe.

Muri rusangi, haba hari umukozi umwe muri buri kigo afise ubumenyi muri CPR canke ubufasha bwihuse. Abakozi nabo baba barize ivyo kwirinda. Mugihe havutse ikibazo gituma umuntu asaba ubuvuzi canke ingamba zose zikwiye gushirwa mubikorwa, abanywanyi barashobora gusaba umukozi kubigiramwo uruhare. Imbuga zitari nke zifite defibrillator zo hanze.

Umubano wacu n'abo dukorera ushingiye mu kwubahana no gutekereza. Nubwo amwe mumategeko n'ibiteganijwe dushira ahabona ashobora gushirwaho n'amabwirizwa ya Reta, intego nyamukuru yacu ni ugushiraho uburambe bwiza kubanywanyi bacu.

Imico yo kwubahana ni ngombwa kubanywanyi n'abakozi bacu. Ibirwanisho birabujijwe kwinjirana mu kigo cacu. Kugira canke gukoresha umuti utemewe/ikiyayuramutwe birabujijwe cane. Dukurikije amategeko ya Reta ya Vermont, birabujijwe gukoresha ibicuruzwa vyose vy'itabi indani mu kigo, haba mu nzu ndetse no hanze, uretse mu turere twagenewe zimwe muri gahunda zacu zo kubamwo. "Ibicuruzwa vy'itabi" birimo ibicuruzwa vyose vy'itabi, itabi, n'ibicuruzwa canke ibikoresho vyemewe na FDA bitemewe na FDA. (Gukoresha FDA yemewe yo gusubiriza nikotine igamijwe guhagarika.) Nimba ukeneye amakuru menshi yerekeye ibiharuro vy'urugero hakoreshwa amatabi, ubufasha bwo guhagarika, canke kuvugana n'umuhinga wivyo

kubihagarika, musabwe kuja kuri www.802quits.org canke uhamagare **1-800-784-8669**. Amakuru menshi yerekeye ukubivura, hamagara uwukuvura canke uduhamagare kuri **802-488-6000**.



Amatungo ya seruvisi, imfashanyo y'umutima / ibitungwa biherekeza, hamwe n'ibikora ama seruvisi y'imyimenyerezo birahawe ikaze mu kigo indani ndetse no mu bikorwa vyinshi vy'ikigo, kuko abakozi n'abanywanyi benshi usanga bafadikanya n'ibitungwa vya seruvisi. Ni ivyankenerwa kumenya ko mugihe ibikoko vy'ibitungano hamwe n'ibitunga seruvisi mu myimenyerezo vyemewe ahantu haba abantu, imfashanyo z'amarangamutima / ivyo bitungwa ntibihaza ngo bigire uburenganzira bumwe mu mamategeko. Raba www.ada.gov mu kumenya amategeko ngenderwako muri izo seruvisi hamwe n'ugufashwa ibishobisho/ibikoko abantu bitwaza.

Dukurikije itegeko ry'Abanyamerika bafise ubumuga (ADA), ibitungwa vya seruvisi bisobanurwa nk "imbwa yigishijwe ku giti cayo gukora akazi canke gukora imirimo ku muntu afise ubumuga." Ibitungwa vya seruvisi biguma ku nyigisho biremewe muri statut ya Vermont. Ibitungwa vya seruvisi biza mu bwoko bwose n'ubunini kandi ntibikeneye kumenyekana. Bigomba kuba muni y'ubuyobozi kandi bigatwarwa igihe cose kiretse nk'igihe cibohoye kandi uwugicunze ariko afashwa n'ibikorwa biyanye n'ubumuga.

Rimwe na rimwe, urashobora kubona umurwi w'imbwa zo kuvura indani mu kigo cacu zatumiwe kwitaba imwe muri gahunda zacu. Kubera ko ushobora kuba utazi ubwoko bw'imbwa ushobora kuba ubona muri Howard Centre, nivyo kuvugana n'uwuzicunga imbere yo kwihutira gucudika nayo. Usabwe gusobanukirwa ko ibikoko vyinshi biba biri kumwe n'umuntu wavyo kubw'impamvu ziterwa n'ubumuga, gutyo rero ni ngombwa kudasamaza igikoko mu kuvuga cane ubicokoza, kuziha inrya, canke kugerageza kubitunga.

Uburenganzira bw'umunywanyi hamwe n'amakuru yemewe

KUTAVUGA AMABANGA Y'AKAZI

Amategako ya Reta arakingira amakuru yawe y'ibanga. Kwubahiriza amabanga yawe ni ivyankenerwa kuri twebwe. Tuzakoresha kandi tumenye amakuru y'ubuzima bwawe mu kukuvura, kuriha, hamwe n'ibikorwa vy'ubuzima, nkuko bigaragara mu *matangazo yacu yerekeye ubuzima bw'umuntu bwite*. Ibi birimwo gukoresha no gutangaza amakuru y'amagara yawe kugirango ubuvuzi na seruvisi wakiriye mu kigo bishobore kwemezwa, kurihwa, no gufashwa nuwundi muntu nk'ishirahamwe rya asiranse. Amakuru yo gukoresha inzoga n'ibiyayuramutwe arinzwe na 42 CFR Igice cya 2 kandi ntishobora kurekurwa canke gutangazwa ata ruhusha rwawe rwanditse kiretse iyo biteganijwe ukundi mumabwirizwa.

Urasabwa ko mu bihe bimwe vyemewe n'amategako, nkibi bikurikira, amakuru akwerekeye canke umuryango wawe ashobora kurekurwa utatanze uruhusha:

- Dutegekwa n'amategako ya Vermont gutanga raporo zifadika canke zikekwa guhohoterwa, kutitwaho, canke gukoreshwa n'abana ndetse n'abakuze batishoboye.
- Turasabwa gufata ingamba zikwiye nimba ufise ivyago bikwugariye wewe ubwawe, abandi, canke abanyagihugu basanzwe mu gihe vyihutirwa mu buvuzi.
- Dufise uburenganzira bwo gutangaza iterabwoba ryizewe ry'ihohoterwa canke ibibi vyakorewe abahohotewe, canke abanyagihugu basanzwe, harimwo abantu canke aho amatungo ari.
- Rimwe na rimwe, turashobora gusabwa kwubahiriza ihamagarwa ry'urukiko rwatanze intahe canke rwatanze ivyemezo.
- Tuzogaragaza amakuru y'ubuvuzi bukwerekeye mu gihe dusabwa kubikora n'amategako ya Reta, canke amategako y'akarere kacye.

UBURENGANZIRA BW'UMUNYWANYI HAMWE N'IMIRYANGO

Intumbero ya Howard Centre n'ugutanga seruvisi n'ubuvuzi mu kugerageza kugira icuka ciza kuri bose atavyinshi tubabuza kandi bujanye n'ibibugize bidasanzwe, ibikenewe, ivyipfuzo, hamwe n'ubushobozi.

- Urafise uburenganzira bwo gufatwa neza mu gateka kawe igihe cose uriko urahabwa ama seruvisi. Urafise uburenganzira bwo gusaba ubuvuzi runtu bukubereye.
- Urafise uburenganzira bw'ama seruvisi hamwe n'ubufasha tutaravye ubwoko, amadini, igitsina, urukoba uvamwo, imyaka, igitsina ukunda, ubumuga, canke kugira umugera wa SIDA.
- Urafise uburenganzira bwo kumenya amabwirizwa yose tugenderako afise aho ahuriye n'ukuvurwa kwawe canke uburambe bw'ama seruvisi tuguha. Baza umuganga wawe kugira ubimenyeko vyinshi.
- Urafise uburenganzira bwo kuvuga mu rurimi rwawe kavukire n'ukwo bisanzwe bikworohera kuvuga.
- Urafise uburenganzira bwo kumenyeshwa ubumenyi n'uburambe mu kazi afise uwugiye kukuvura. Abavuzi baba psychotherapiste babifisemwo uruhusha kandi bazoguha ivyangombwa vyabo hamwe n'ubushobozi bwabo bitarenze igihe mubonanye ubugira gatatu. Impamyabushobozi hamwe n'ubumenyi bw'abandi bakozi ba seruvisi zikugana, bazoziguha ubisavye.
- Urafise uburenganzira bwo kwakira amakuru ajanye n'ibipimo vyujuje ibisabwa hamwe n'ibifise ikimazi vyo kwihutira, seruvisi zihari, gahunda n'ababikora, umurongo ngenderwako, imyimenyerezo, ukuyoborwa, hamwe n'uburyo bwo kwitwara no kurenguka.
- Urafise uburenganzira bwo kuba umuntu yitabira iterambere ry'ukwo wovugwa canke urutonde rw'ubufasha ibindi bigo vyacu vyoshiramwo hamwe n'ugusuzuma iyo migambi n'ibiwugize.
- Urafise uburenganzira bwo kubimenyeshwa no kwitabira inama bafatiramwo ingingo ZOSE zihuye n'intumbero zawe zo kuvurwa / seruvisi, harimwo ivyo ukunda bijanye no guhitamwo utanga. Mu gihe c'ama seruvisi canke igihe ico arico cose co kwiga, urashobora kubwira uwaguhaye ivyo ukunda kubijanye no gutanga



seruvisi, gusohora amakuru, seruvisi zirushanya, abagize umurwi w'abatanga seruvisi, no kugira uruhare mu bikorwa vy'ubushakashatsi, nimba bishoboka.

- Urafise uburenganzira bwo kuronswa amakuru ku gihe kugira bigufashe gufata ingingo.
- Urafise uburenganzira bwo: Amabanga yawe akingiwe na Reta hamwe n'amategeko kiretse mubihe bimwe bimwe vyihariye birekuwe n'amategeko.
- Urafise uburenganzira, ku buryo bwemewe n'amategeko, kwanka imiti canke uburyo bwihariye bwo kukuvura.
- Urafise uburenganzira bwo kuronswa kare igipapuro kiriko amagara yawe atera amera binashobotse tukagumizako ibintu vyihariye kuri wewe gusa. Gusaba ukwo ibintu bitera bigenda bitegerezwa kwishura atamvo nimwe ikenewe yo kugutevya. Urafise n'ubundi burenganzira bwerekeye amagara yawe buri mu *matangazo yacu yerekeye ubuzima bw'umuntu bwite*.
- Urafise uburenganzira bw'amategeko yose yemewe hamwe n'ukwo tubigenza kwose mu kukuvura yaba uri uwo hanze canke uwo mu bitaro, mwashaka mutashaka, mukingiwe n'amategeko y'i Vermont.
- Urafise uburenganzira bwo kuronswa uwugufasha kuvy'amategeko.
- Urafise uburenganzira bwo kuronswa uwukubwira neza ivy'amategeko kugira wirwaneko canke ufashwe mu gusaba.
- Urafise uburenganzira bwo guhabwa uburenganzira bwawe ubwo ari bwo bwose.

- Umwana canke umuyabaga ufise ihungabana rikomeye ry'amarangamutima nkuko vyasobanuwe na ACT 264 aba akeneye seruvisi z'inzego zirenze imwe afise uburenganzira bwo gutegura gahunda ya seruvisi ihuriweho biciye mu buryo bwo gutegura umurwi wabo uvura. Niba wewe nk'umuyeyi canke umurezi utanyuzwe no guhuza seruvisi, urashobora kwitwara kuri ACT 264 ukoresheje Ikigo gishinzwe abakozi.

Ikirengeye kuri ubwo burenganzira, abanywanyi bama gahunda amwe amwe bashobora kugira ubundi burusho bwihariye. Abanywanyi barabwirwa ivyo barekuriwe buri mwaka canke kenshi gashoboka nkukwo bisabwa na Reta canke izindi nzego zabigenewe.

Ubwo burenganzira ntibusaba ubuzima, ubuzima bwo mu mutwe, canke inzobere mu vya seruvisi kugira ngo avurwe binyuranyije n'urubanza rw'umwuga iyo ubuvuzi burenze urwego rw'ubuhinga bw'umwuga canke seruvisi ifatwa nkaho ibangamira imibereho myiza y'umuntu, ikanarenga ku mutungo w'amafaranga y'umuryango.

Nta burenganzira na bumwe bwavuzwe haruguru bushobora kubuza gahunda kugabanya canke gukuraho seruvisi ku muntu udashobora gutanga imiti, canke seruvisi idashoboka bitewe n'uko umuntu yanse kwemeranya canke gufadikanya na seruvisi zitangwa kandi zita ku barwayi no kubunganira.



INSHINGANO Z'ABANYWANYI HAMWE N'IMIRYANGO

Seruvisi ziba nziza mu gihe conyene hariho gukorana neza hagati y'umunywanyi n'uwumuvura. Impande zose zigomba kwiyezwa kwuzura intego zo kuvura canke za seruvisi. Turasaba abanywanyi bacu bese kwiyezwa ibi bikurikira:

- Kwitabira udasiba mu kwivuzwa canke muma seruvisi
- Kwama witaba ama gahunda ufise
- Kuriha mu gihe co gukorerwa seruvisi mu gihe mwemeranije ko uza kuriha
- Gukemura ibibatanya mu nzira ibereye
- Ntavy'ingeso zo gukubagurana canke gutukana
- Ibirwanisho birabujijwe kwinjirana mu kigo cacu.
- Gufotora canke gufata amajwi abakozi bese b'ikigo bisaba uruhusha rw'amajambo; abakozi ntibasabwa kuba mu mafoto canke amajwi
- Kunywa itabi canke ibimeze nkayo ntivyemewe mu bigo vyacu
- Ibiyayuramutwe canke inzoga zitemewe ntibirekuriwe mu bigo

Niba ivyateganijwe haruguru bidakurikijwe, ikigo gifise uburenganzira bwo guhagarika canke gushiraho ibizira kuri seruvisi. Uburenganzira ubwo aribwo bwose canke akaryo waronkejwe vyabujijwe canke vyahagaritswe bishobora gusubizwa mu bushishozi bw'ikigo, hashingiwe ku bihe vyihariye n'impamvu yo kubuzwa canke y'ukwo bihagarikwa.

INCAMAKE Y'AMATEGEKO Y'UKWO DUKWIYE KWITWARA

Howard Center yaragize amategeko yukwo abaho bakwiye kwitwara. Incamake y'amategeko y'ukwo dukwiye kwitwara iri muni.

- Abakozi bo mu kigo Howard Center bazokwubahiriza banateze imbere agateka k'abanywanyi kandi bazokwitanga batiziganya babafashe kumenya n'ugutahura intumbero zabo.
- Abakozi ba Howard Centre ntibazitabira kwishora mu bikorwa bitohesha agateka abantu bakorana mu kazi kabo, hashingiwe ku myaka y'umuntu, igitsina, urukoba, ubwoko, inkomoko y'igihugu, idini, icerekezo cy'igitsina, ubumuga, ururimi, canke imibereho myiza y'abantu.



- Abakozi ba Howard Center ntibazokoresha imvugo itisoneye muvyo bazokwandika canke bavuge vyose.
- Abakozi ba Howard Center ntibazogiranira imikwegano n'abanywanyi itari iy'akazi kandi ibabaza naho hoba muvyiyumviro.
- Abakozi ba Howard Centre bazobona uruhusha rukwiriye rwo kuvura canke uburyo bujanye navyo, kiretse mugihe aho ubushobozi bwo kwemererwa bufise akanenge.
- Abakozi ba Howard Centre bazosigura ama seruvisi batanga n'ico bimaze gukemura mu rurimi rutahuritse kubariko barakira izo seruvisi.
- Abakozi ba Howard Centre bazofata ingamba zo gushiraho inzitizi zikwiye mugihe bidashoboka canke vyumvikana kwirinda imibanire canke iyindi myuga idasanzwe n'abanywanyi, abanyeshuri, abagenzuzi, canke abitabiriye ubushakashatsi. Igihe cose bishoboka, abakozi ba Howard Centre bazokwirinda kuvura abanywanyi aho umubano wabayeho mbere ushobora guteza ivyago canke imibonano mpuzabitsina muri kahise.
- Abakozi ba Howard Centre bazokora ibishoboka vyose kugirango bategure ubuvuzi mugihe seruvisi zo kuvyiyumviro zahagaritswe n'impamvu nk'indwara, urupfu, canke kubura umwanya.
- Abakozi ba Howard Centre ntibazota abarwayi canke abanywanyi. Abakozi ba Howard Centre bazohagarika bikwiye umubano w'umwuga mugihe bimaze kugaragara neza ko umurwayi canke umunywanyi atagikeneye seruvisi canke ko atungukirwa nama seruvisi.

- Abakozi ba Howard Centre ntibazoshobora, kwihanganira, canke kworosha ivangura rishingiye ku myaka, igitsina, urukoba, ubwoko, inkomoko y'igihugu, idini, icerekezo c'imibonano mpuzabitsina, ubumuga, ururimi, cankea imibereho myiza y'abantu.
- Abakozi ba Howard Centre bazoganira ku bibangamiye amabanga harimwo n'inzitizi zikoreshwa mu mirwi, mu bubakanye, no mu miryango, canke mu nama yo guhana ivyiyumviro.
- Abakozi ba Howard Centre bafite inshingano zibanze zo gufata ingingo zo kwubahiriza uburenganzira bw'amabanga bakorana canke y'ababagisha inama, bazi ko ibanga rishobora gushirwaho n'amategeko, amategeko y'inzego, canke umubano w'umwuga.
- Abakozi ba Howard Centre basabwa gutanga amakuru kw'ihohoterwa rikorerwa abana n'abakuze batishoboye ndetse n'iterabwoba ryo kugirira nabi, abandi, canke abanyagihugu basanzwe.
- Mu gihe gishoboka, abakozi ba Howard Centre hamwe numurwayi, umunywanyi, canke abandi bahabwa seruvisi neza bazogera ku masezerano agaragaza gahunda y'amahera no kwishuzwa. Abakozi ba Howard Centre ntibazohindura canke bakire ibicuruzwa canke seruvisi mu gusubiza seruvisi zitangwa. Abakozi ba Howard Centre ntibazofata nabi amafaranga y'ikigo. Howard Centre ntizija muvuyo kugabura amafaranga.
- Abakozi ba Howard Centre bazakora isuzuma, seruvisi zo gusuzuma, canke intervention gusa mu rwego rw'umubano usobanutse.
- Abakozi ba Howard Centre ntibemera impano canke kugirirwa ubuntu, harimwo amafaranga yatanzwe kw'izina ry'umukozi, afise agaciro kagera kuri \$ 25.00.

Inyandiko yuzuye y'ukwo Howard Centre yitwara, harimwo incamake yavuzwe aho haruguru, ushizemwo n'izindi ngingo, urashobora kubisanga k'urubuga rwacu kuri **www.howardcenter.org**.

IKIREGO C'ABANYWANYI, IBIBAZO, NA POLITIKE Y'UKWITWARA N'UBURYO BUKURIKIZWA

Nk'umunywanyi wa Howard Center, urafise uburenganzira bwo kwitwarira seruvisi mbi wahawe. Turaguhimiriza gusaba ikopi yawe y'ikirego, ibibazo, na politike y'ukwitwara n'uburyo bukurikizwa, kuko iba irimwo amakuru yose agufasha gutahura vyinshi muriyo minsi. Ganira n'umuganga wawe canke uje aho bakirira kugira umenye vyinshi. Mu kukworohereza, twatanze incamake y'ivyo gukurikiza ku mpapuro nyinshi zikurikira.

INSIGURO

Kumenyekanisha Inyungu Zibi: bisigura kimwe muri ibi bikurikira:

- Guhakana canke kugerera uruhusha rwa seruvisi wasabwe, harimwo no kugena ukurikije ubwoko canke urwego rwa seruvisi, ibisabwa bikenewe mubuvuzi, bikwiye, gushiraho, canke imikorere ya seruvisi yarishwe
- Kugabanya, guhagarikwa, canke guhagarika seruvisi yemewe mbere
- Kwanka, vyose canke igice, c'ivyo wari kuriha
- Kunanirwa gutanga seruvisi ku gihe gikwiye, nkukwo vyasobanuwe n'ikigo gishinzwe seruvisi z'abakozi
- Kudakora mu gihe cagenywe cerekeranye no gukemura ibibazo bisanzwe no kwitwara
- Guhakana icifuzo c'uwagenewe ibikorwa asavye seruvisi hanze y'ibigo vyacu
- Guhakana icifuzo c'uwagenewe ibikorwa vyo gutongana kubw'amafaranga, harimwo kugabura ibiciro, kurihira hamwe amafaranga, ibizimvye, kugabanyirizwa amafaranga, ubwishingizi, n'ibindi bijanye n'ababigenewe

Kwitwara (biraba abantu bafise Medicaid): Icipfuzo gisanzwe canke canditse catanzwe n'umunywanyi kugira ngo ikigo gisuzume icemezo caco co kugena inyungu mbi. **Kwitwara vyihuse** ni uguhakana mu maguru masha ikintu gishobora guhungabanya bikomeye ubuzima bw'umunywanyi; amagara yiwe; canke ubushobozi bwo kubungabunga, canke kugarura ibikorwa bishobotse.

Uwuguserukira yemewe: umuntu ku giti ciwe, yashyizweho n'umunywanyi canke yemerewe n'amategoko ya Reta, gukora mw'izina ry'umukiriya abonye icemezo canke gukemura urwego urwo arirwo rwose rw'ibibazo

canke ku guserukira mu kwitwara. Kiretse mu gihe bifise aho vyanditswe, nayo ubundi umuntu aguserukira aba afise ububasha bumwe n’uwo aserukiye.

Kwumvirizwa neza: Iyi ni inzira y’ubucamanza aho umunywanyi n’ikigo cabigenewe buri wese agaragaza uruhande rw’ibibazo umuyobozi ashinzwe kwumva. Iburanishwa ryiza riraboneka gusa inyuma yukwo umuguzi arangije inzira y’imbere ya Howard Centre kubijanye no kugena inyungu mbi.

Ibirego: imvugo canke inyandiko yerekana kutanyurwa kw’umunywanyi kukindi kibazo uretse kugena inyungu mbi.

Gusuzuma ibirego: Isuzumwa ry’ibirego vyo gufata ivyemezo n’umuntu wa gatatu atari muri Howard Centre.

POLITIKE

Ibirego canke ukwumvirizwa bizosubirwamwo neza kandi vyitabweho mu gihe gikwiye. Abakiriya, hamwe na/ canke abarezi, nimba bikenewe, bazomenyeshwa politike y’ikibazo co kwitwara no gutanga ibirego hamwe n’uburyo bukoreshwa inyuma yo kwiandikisha buri mwaka canke mu gihe gitandukanye nimba amasezerano yihariye abitegeka. Politike n’uburyo bizoshirwa ku murongo wa seruvisi no kurubuga rw’ikigo. Vyongeye kandi, abakozi bose bazomenyerezwa kubijanye no kwinubira abanywanyi na politike yo kwitwara n’uburyo bukoreshwa inyuma yo guhabwa akazi kandi buri mwaka inyuma yaho. Umuntu uwo ari we wese atangiza canke akurikirana ivyo kuburana azoba nawe umwe mubashobora gushikirwa n’ingaruka. Ibibazo vyose bijanye n’iyi politiei canke inzira zijanye navyo bigomba kwerekezwa ku burongozi bwa Howard Centre bushinzwe amakuru hamwe n’ukwisuganya. Hariho abandi bane bahagarariye ibigo kugirango barabe ko iyi politike yokwubahirizwa. Umuyobozi ajejwe amakuru n’iyubahirizwa azoba umuhuzabikorwa w’ibibazo vyo kwitwara muri Howard Centre muri rusangi kandi ashinzwe gukurikirana no gukemura mu gihe gikwiye ibibazo vyose n’ukwumvirizwa. Ibiganiro vyose bijanye n’uburyo bwo gufata ivyemezo ku birego canke mu kwitwara bizogirwa ibanga kubantu bose muri rusangi canke no ku bandi bitaraba, keretse bisabwe na nyene urubanza.

Nimba wemera ko uburenganzira bwawe bwite bwahungabanijwe, urashobora kurega mu kigo canke k’ Umunyamabanga w’ikigo ca Vermont gishinzwe seruvisi z’abantu.. Kugira ngo utange ikirego mu kigo, hamagara umurongo wa telephone wubahiriza telephone kuri numero

yavuzwe hepfo. Musabwe kumenya ko ibibazo vyibanga bikemurwa nkukwo bisabwa n'amategeko ya federasiyo kandi ntibikemurwa arukwo biciye mu bibazo vy'ikigo.

Abakiriya ba Gahunda ya Park Street na Gahunda y'indaro bafise ubundi burenganzira bwo kurenganurwa bwanditswe muri politike y'ikigo kw'itegeko ryo gukuraho gufata ku nguvu mu gasho (PREA). Ifishe yo kwuzuriza ku muhora ya "PREA grievance" irahari ku muhora: www.howardcenter.org.

Ibihe n'ibisabwa vyihariye birashobora gutandukana bitewe na gahunda iba irimwo ibibazo canke kwumvirizwa. Uhagarariye ibibazo vy'ukwitwara hamwe n'ibirego azoshinjwa gusuzuma no kwubahiriza ibisabwa mu nzego zitandukanye, igihe bitavuzwe muri iyi politike.

Umwanya wose, umukozi canke umunywanyi arashobora guhamagara umurongo wabigenewe ivyo 802-488-7195 kugira asigeho ubutumwa bw'ibanga. Arashobora no kutivuga. Ivy'abahamagaye bose bizosuzumwa kandi bizokurikiranwa.

Ikopi y'amategeko ikigo icarico cose hamwe n'ukwo bigenda araronswa umunywanyi wese ayasavye.

URUPAPURO RW'INAMA Y'UMUNYWANYI - UKWO BIFATA N'UKWO BITWARA

Umunyamabanga wa Reta ya Vermont ashinzwe kugenzura imyuga atanga impusha za Vermont, impamyabushobozi, hamwe no kwiwandikisha ku bakora umwuga n'ubucuruzi barenga 37.000.

Buri mwuga canke igikorwa bigengwa n'amategeko asobanura ukwo bitwara muri uyo mwuga. Niba ibi bireba uwaguhaye seruvisi muri Howard Centre, azoguha kopi yifishi yabo yo kumenyekanisha hamwe na statut bijanye. Urashobora kuronka ama kopi y'ama statut yihariye ku biro bikuru vya Secretaire wa Reta ya Vermont bijejwe kugenzura abakozi/imyuga kuri <https://sos.vermont.gov/opr/>.

Abanywanyi bashaka kwitwara arashobora kubikora ku rubuga rw'abakozi/n'imyuga <https://sos.vermont.gov/opr/complaints-conduct-discipline/>. Ushaka kumenya vyinshi, urashobora kurondera ikigo kibijewe bita "Professional regulation" mu kubandikira canke kubahamagara:

Ibiro vya Professional Regulation
89 Main Street, 3rd Floor
Montpelier, VT 05620-3402
802-828-1505

Nyuma yo kwakira ikirego, isuzumwa ry'ubuyobozi rigena nimba ibibazo vyavuzwe bikubiye muri sitati ikurikizwa mu myuga. Nimba arivyo, komite ishinze gukora iperereza, kwegeranya amakuru, no gusaba ingamba canke gufunga urwego nyobozi rukwiye.

Amatohoza ku birego vyose vyatanze ni ibanga. Iperereza rirangiye hafashwe icemezo co gufatirwa ibihano uruhusha rw'umwuga n'ubushobozi bwo gukora, izina ryabafise uruhusha ryashizwe ahagaragara.

Igihano biciye mu biro bishinzwe kugenzura imyuga kuva ku gufatwa n'icaha no kwamburwa uruhusha, ariko ntibirimwo indishi z'amafaranga y'akababaro, kiretse rimwe rimwe. Igihembo c'amafaranga gishobora gukurikiranwa biciye mu bunganira abikorera ku giti cabo, inkiko zisaba ibirego bito, canke n'ishami rishinzwe kurengera umunywanyi mu biro vy'ubushinzwacaha mukuru.

URUPAPURO RW'INAMA Y'UMUNYWANYI

(ikopi kubwo kukiraba gusa)



Inama y'umunywanyi

- * Ingingo wofata yo gukoresha seruvisi zacu menya ko ari ku buntu.
- * Ama seruvisi ya Howard Center ni inguvu rusangi z'umunywanyi n'abatanga ama seruvisi. Mu gihe tuba twizeye ko ama seruvisi dutanga azokugirira ikimazi, ntazizere ijana kw'ijana c'ibizova mu kwivuza, gukurikiranwa, canke gufashwa
- * Ibisata bimwe bimwe bishobora gukoresha ubuhinga bwa therapie canke ubuhinga mu gihe co kuvura nko gufata umwanya wo kwiyumvira, yoga, canke kuja kw'iradiyo. Abo wituye bazoganzira nawe ibijanye n'ama seruvisi yose wokwipuzamwo muyahari.

Icemezo c'abanywanyi co gutangaza amakuru

Barandangiye mu kigo Howard Center harimwo:

1. Inshingano n'ukwiha agaciro
2. Amasaha y'akazi, harimwo na seruvisi zitaho abarembye
3. Ukwo uronswa ama seruvisi hamwe n'ukwo akazi kagabuye
4. Kwinjira kw'umunywanyi
5. Kuriha ama seruvisi
6. Gushiraho ikirere kimeze neza
7. Kutavuga amabanga y'akazi
8. Uburenganzira bw'umunywanyi hamwe n'imiryango
9. Inshingano z'abanywanyi hamwe n'imiryango
10. Incamake y'amategeko y'ukwo dukwiye kwitwara
11. Ikirego c'abanywanyi, ibibazo, na politike y'ukwitwara n'uburyo bukurikizwa
12. Ibiro bijejwe kugenzura umwuga - Ukwo bifata n'ukwo bitwara
13. Ivyo mwomenya vyiza k'uwumpa ama seruvisi hamwe n'ivyo afitiye ubumenyi
14. Ahahereye aho basohokera habaye hamwe n'ahari ibizimyumuriro
15. Kumenyeshwa ibikorwa vyo mw'ibanga

Narasiguriwe neza ivy'ayo amakuru ari hano bejuru kandi ndabita bura kandi ndemera ibihurikiyemwo.



Muri 2015,
Howard Centre
yatanguye gutanga
ku buntu kandi
yugururiwe
abantu bose
gahunda
y'inyigisho
z'abanyagihugu
n'impeshi n'izuba
mu rwego

rw'inshingano zacu na seruvizi ku bantu
mu gufasha kwigisha kumenyesha, kugabanya
kwiyanika, no kwongera ubumenyi ku bijanye n'ubuzima
butandukanye bujanye n'amagara meza.

Twese tuzi ko biciye mu nsiguro zuzuye z'ibibazo
vy'ubuzima, dushobora gufasha gushiraho umuryango
w'impuhwe kandi ufasha cane ikibano. Ibiganiro
vyarafashwe amashusho kandi birahari kuri
www.howardcenter.org.

Murasabwe kuza kwifadikanya natwe ku
minsi mikuru y'ukwigisha mu kibano duhora
tugira. Wipfuzwa kumenya vyinshi, raba kuri,
visit howardcenter.org.

Umurwi wa Howard Center Arts Collective

ni umurwi w'abahanzi
bakuze muvyciro
vyose vy'ubuhinga
babayeho mu burwayi
bwo mumutwe na/
canke gukoresha
ibiyayuramutwe,
babikesheje uburambe
bwabo, mu muryango canke incuti, canke ku bikorwa
vyabo. Dukorera hamwe kugira ngo tumenye neza ko
hari amahirwe ko abahinga bacu bahura, bagahingura,
bakanerekana ivyo bahinguye.

Niba ushaka umuryango utera imbere
kugirango ushigikire kandi utezimbere
ubuhinga bwawe, twandikire kuri
artcollective@howardcenter.org.

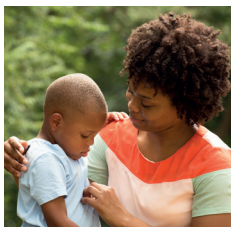
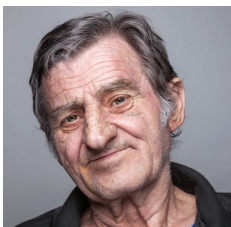
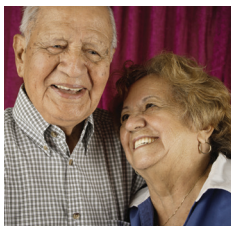


Ikigo HOWARD CENTER kirateguye
THE MARNA HAMWE NA STEPHEN WISE TULIN
MU KIBANO INYIGISHO URUKURIKIRANE KWA
GUSA KANDI VYUGURURIWE BOSE



Rafad Amjed

HELP IS HERE.



We respect **WOMEN, MEN** and **NON-BINARY PEOPLE** •
We value **BLACK LIVES** • We stand with our **LGBTQIA+**
COMMUNITY MEMBERS • We celebrate **CHILDREN** • We
stand with **IMMIGRANTS, REFUGEES, INDIGENOUS PEOPLES,**
and **PEOPLE OF ALL FAITHS and ETHNICITIES** • We support
INDIVIDUALS and **FAMILIES** challenged by mental health,
substance use, and developmental disabilities.

*We stand with our **COMMUNITY.***

HATE HAS NO BUSINESS HERE. All Are Welcome Here.

الجميع مرحب به هنا • Tất cả đều được chào đón ở đây
Tout le monde est le bienvenu ici • အားလုံးကို ဖိတ်ခေါ်ပါသည်
Dadka kulushoo ha dhawaatheen • Ovdje su svi dobrodošli

歡迎各位 • Dhammaan waa la soo dhaweynayaa
Wote wanakubaliwa hapa • Todos son bienvenidos aquí
Сви су добродошли овде • རྩོམ་ཅི་མེད་པའི་དགའ་བསུ་ཡོད།
सबै जनालाई यहाँ स्वागत छ।



**HOWARD
CENTER**
Help is here.

KUVA 1865