

OUTREACH NEWSLETTER

Volume IV 3rd Edition

MARCH 2012

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Know Your Rights: The Anti-Discrimination Provision of the Immigration and Nationality Act (INA)

The U.S. Department of Justice, Civil Rights Division has an office dedicated to ensuring that employers are not discriminating against work-authorized individuals based on their national origin or immigration status. It is unlawful to fire or refuse to hire certain workers because of where they are from or because they are not U.S. citizens. The law also protects workers where employers discriminate against them by asking for too many work-authorization documents or by rejecting valid documents.

Q: How can I tell if an employer is violating the law?

A: An employer may be discriminating based on citizenship or national origin in employment if the employer:

- Specifically asks a worker for a "green card."
- Asks certain workers for more documents than needed to complete the I-9 form.
- Rejects valid work authorization documents.
- Refuses to allow certain workers to begin working based on a name and Social Security number no-match.
- Refuses to hire refugees and asylees because they don't have Social Security numbers or green cards.
- Only hires U.S. citizens (unless that policy is specifically required by law).
- Asks certain workers for work authorization documents before offering them jobs.
- Fires work-authorized workers for lying about their prior undocumented status, but has not fired other workers for lying about different aspects of their background.

Baro Xuquuqdaada: Shuruuda Ka Hortaga Midab-takoorka ee Qodobka Sharciga Socdaalka iyo Jinsiyadda (INA)

Waaxda Caddaalada ee Mareykanka, Qaybta Xuquuqda Dadweynaha waxay leedahay xafiis u go'ay in uu xaqiijiyo in dadka loo shaqeeyo aysan midab-takoorkaynin shaqsiyaad shaqo loo soo oggolaaday oo ku salaysan waddanka ay asal ahaan ka soo jeedaan iyo aqoonsiga socdaalkooda. Waa sharci darro in shaqada laga cayriyo ama la diido in shaqo la siiyo shaqaale gooni ah sababo la xiriira meesha ay ka yimaadeen ama sababo la xiriira in aysan ahayn muwaadiniin Mareykan ah. Sharciga wuxuu sidoo kale dhawrayaa shaqaalaha ay midab-takooreen dadka ay u shaqeeyaan ayagoo waydiinaya dukumeentiyo oggolaansho shaqo oo fara badan ama diidaya dukumeentiyo sharci ahaan la isticmaali karo.

S: Sideen u sheegi karaa haddii qofka loo shaqeeynayo uu ku xad-gudbayo sharciga?

J. Qofka loo shaqeeynayo waxaa laga yaabaa in uu ka geysanayo midab-takoorka ku salaysan muwaadinnimada ama waddanka asalka shaqo haddii qofka loo shaqeeynayo:

- Si gaar ahaaneed u waydiisanayo shaqaale "kaarka cagaaran" ("green card.")
- U waydiisanayo shaqaalaha qaarkood dukumeentiyo ka badan kuwa loogu baahan yahay si loo buuxiyo foomka I-9.
- Uu diido dukumeentiyo oggolaansho shaqo oo sharci ahaan la isticmaali karo.
- Uu diido in uu u oggolaado shaqaalaha qaarkood in ay bilaabaan shaqayn diidmadaas oo ku salaysan magac iyo lambarka Damaannada Bulshada oo aan is waa faqsanayn.
- Uu diido in uu shaqaaleeyo qaxooti iyo magan-galyo doonayaal sababo la xiriira in aysan haysanin lambarka Damaannada Bulshada ama kaararka cagaaran (green cards).
- Kaliya shaqaaleysiinayo muwaadiniinta u dhashay Mareykanka (hadduusan heshiiskaasi si gaar ahaaneed u waydiisanaynin sharciga).

Q: What about E-Verify?

A: An employer's use of E-Verify may be discriminatory if the employer treats workers differently during the E-Verify process based on national origin or citizenship or immigration status, such as if it:

- Runs certain workers through E-Verify before offering them jobs.
- Asks certain workers to run themselves through E-Verify's Self Check.
- Uses E-Verify to check only some, but not all, new workers.
- Refuses to allow certain workers to contest "tentative nonconfirmations" (TNCs).
- Refuses to allow certain workers to work while contesting TNCs.

Q: What should I do if I think I or someone I know has been discriminated against in hiring or firing based on national origin or citizenship status?

*A: Call the Office of Special Counsel for Immigration Related Unfair Employment Practices (OSC) at the Civil Rights Division of the U.S. Department of Justice on its **Worker Hotline at 1-800-255-7688**, 9am-5pm, E.S.T. (TTY for the hearing impaired: 1-800-237-2515).*

- Uu waydiinayo shaqaalaha qaarkood dokumeentiyada rasmiga ah ee oggolaanshaha shaqo kahor inta aysan shaqooyin siinin.
- Uu shaqada ka rusqeeyo shaqaale shaqada loo oggolaaday oo ka been sheegay aqoonsigoodii hore ee aan sharciga ahayn, balse uusan shaqada ka rusqaynin shaqaale kale oo ka been sheegay arrimo kala gedisan oo asalkooda ah.

S: Ka waran Xaqijinta-E (E-Verify)?

J. Isticmaalka cidda loo shaqeeya xaqijinta-E (E-verify) waxaa laga yaabaa in ay noqoto midab-takoor haddii cidda loo shaqeeynaya ay ula dhaqanto shaqaalaha si ka duwan xilliga nidaamka Xaqijinta-E(E-verify) oo ku saleysan aqoonsiga waddanka asalka ama muwaadinnimada ama socdaalka

Sida haddii ay:

- Marsiinayso shaqaale gooni ah xaqijinta-E (E-verify) ka hor inta aysan shaqooyin siinin.
- Waydiinayso shaqaale gooni ah in ay soo maraan Xaqijinta-E (E-verify) Baarista Shaqsi.
- U isticmaasho xaqijinta-E si ay u baarto kaliya qaar, balse aysan baaraynin dhammaan, shaqaalaha cusub.
- U diidayso in ay u oggolaato shaqaalaha qaar in ay u loollamaan " sugitaanka aan sugnayn" "tentative nonconfirmations" (TNCs).
- U diidayso in ay u oggolaato shaqaale qaar ah in ay shaqeeyaan ayagoo u loollamaya TNCs.

S: Maxaan sameynayaa haddii aan umaleeynayo in aniga ama qof aan garanayo lagu midab-takooray shaqaalayn ama shaqo ka rusqeeyn lagu saleyay aqoonsiga waddanka asalka ama muwaadinnimada?
*J. Waxaad wacdaa Xafiiska Qareenka Gaarka ah ee loogu tala galay socdaalka la xiriirta Dhaqamada Shaqaaleynta Aan Caddaalada Ahayn ee (OSC) Qaybta Xuquuqda Dadweynaha ee Waaxda Caddaalada ee Mareykanka **Khadkeeda Taleefoonka Tooska Shaqaalaha oo ah 1-800-255-7688, 9am-5pm, E.S.T. (TTY oo loogu tala galay dadka dhimman maqalka: 1-800-237-2515).***

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Baro Xuquuqdaada ka Bogga 3

You do not have to provide your name, and telephone interpreters are available in many languages as needed. It is unlawful to intimidate, threaten, or retaliate against anyone for contacting the Hotline, assisting in any way in an investigation, or filing a charge with OSC.

For more information, to obtain outreach materials or a charge form, or to learn about OSC's new worker webinars call the Hotline or visit <http://www.justice.gov/crt/about/osc>.

Looma baahna in aad magacaaga sheegtid, waxaana la heli karaa turjumaano taleefoon oo luuqado badan ah hadba sida loogu baahdo. Waa sharci darro in loo cabsi geliyo, loo hanjabo, ama looga aar-guto qof kasta la xariirida uu la xiriiray khadka taleefoonka tooska ah, caawimaad si kastaba ugu geystay baaritaan, ama dacwo uu u soo gudbiyay OSC.

Wixii xog dheeraad ah, si aad u heshid qoraalo adeeg gaarsiin ah ama foomka dambi ku oogida, ama si aad wax ugu ogaatid siminaarada laga bixiyo barta internetka ee shaqaalaha cusub ee OSC waxaad wacdaa Khatka Taleefoonka Tooska ah ama booqo barta internetka ee <http://www.justice.gov/crt/about/osc>.

Do you need an immigration attorney?



Tending to All Your **Immigration Needs**



Cleveland Office
3150 Chester Ave
MWW Center
Cleveland, Ohio 44114
Phone: 216.566.9908
Fax: 216.566.1125

New York Office
130 Centre Street PH112
New York, NY 10013
Phone: 678.906.4061

BY APPT. ONLY:
Columbus Office
Phone: 614.221.8892

Nashville Office
Phone: 615-781-4236

Atlanta Office
Phone: 212.226.7011

Chicago Office
Phone: 312.463.1899

*AV-rated by Martindale-Hubbell * Ohio Women's Hall of Fame * Ellis Island Medal of Honor Recipient * Author, "The Immigrant's Way" * Life member of the Eighth Judicial District Court * Life member of the Federal Sixth Circuit Court *to receive a copy of her book on how to become a citizen plus more email paul@imwong.com*

CareSource iConnect Program

CareSource iConnect program opens up communication channels

DAYTON, Ohio,– CareSource is pleased to announce the launch of their new CareSource [iConnect Program](#). The purpose of iConnect is to establish a community comprised of members to serve as the voice of the consumer. iConnect members will be asked to offer feedback on various CareSource related topics, questions and polls through electronic channels such as phone calls, text messages, email and social media communities. Members will also have the opportunity to attend live events throughout the year.

The iConnect program revolutionizes how CareSource connects with consumers by creating multiple ways for members to provide feedback. Through a multiple touch point and at-will response system, CareSource looks to improve communications with those members that might not have had a voice under existing circumstances. “Our top priority is understanding the needs of our members to improve their health care experience. The iConnect program will help us do just that by infusing real time member feedback into our decision making process.” said David Mezzanotte, Vice President of Sales and Marketing at CareSource.

CareSource members can join iConnect by phone **(888) 882-3613**, email iConnect@CareSource.com or online at www.caresource.com/iconnect.

Barnaamijka CareSource iConnect

Barnaamijka CareSource iConnect oo waddada u furaya xiriirka

DAYTON, Ohio,– CareSource waxaa farxad gelinaya in ay ku dhawaaqdo barnaamijka cusub ee iConnect oo xarigga laga jaray. Ujeedada iConnect waa in lasuurtogeliyo beel ka kooban xubnaha oo u hadasha dadka aan u adeegno. Xubnaha iConnect waxaa la weydiin doonaa in ay jawaab ka bixiyaan mawduucyo dhowr ah oo CareSource ku saabsan, su’aalo, iyo afti loo soo marinayo isgaarsiinta sida wicitaan telefoonka, fariinta telefoonka, e-mailka, iyo bogagga bulshada. Xubnuhu waxay kaloo fursad u helayaan ka qaybgalka xaflado toos ah sannadka oo dhan.

Barnaamijka iConnect wuxuu laba-kacleyn ku samaynayaa sida CareSource ay ula xiriirto macaamiisha iyadoo la abuurayo habab badan oo xubnuhu ay jawaab ku dhiiban karaan. Meelo badan iyadoo lagula xiriirayo lana siinayo hab ay ku jawaabaan markay doonaan CareSource waxay dooneysaa in ay wanaajiso xiriirka xubnaha aan horay u lahayn si codkooda loo maqlo iminka. “Ahmiyaddeena u horreysaa waa fahamka baahida xubnaheena si loo hagaajiyo daryeelkooda caafimaadka. Barnaamijka iConnect wuxuu naga caawinayaa in aan sidaan yeelno innagoo ku darsanayna talo bixinta macaamiisha oo dhab ah go’aannada aan gaareyno.” Ayuu yiri David Messanotte, Madaxweyne ku Xigeenka Iibka iyo Suuqgeynta ee CareSource.

Xubnaka CareSource waxay iminka uga biiri karaan iConnect khadka telefoonka **(888) 882-3613**, email iConnect@CareSource.com ama bogga www.caresource.com/iconnect.

Sleep-Related Infant Deaths: Closing the Gap Training

Sleep-Related Infant Deaths: Closing the Gap

Keynote Speaker: Dr. Rachel Y. Moon, Chair, 2011 American Academy of Pediatrics Task Force on Sudden Infant Death Syndrome

Wednesday, May 9, 2012

12:30 - 4:45 pm

Bridgewater Banquet & Conference Center

10561 Sawmill Pkwy, Powell, OH

Must register by April 20, 2012

OBJECTIVES

- Report the statistics and trends for sleep-related infant deaths.
- Describe barriers to infant safe sleep practice and ways to improve acceptance of recommendations.
 - Identify risk factors and protective factors involved in sleep-related infant deaths.
 - List the AAP recommendations to prevent SIDS and sleep-related infant deaths.
 - Describe the importance of culturally competent messages and communication.
- Identify the impact of hospital and other healthcare providers as role models for infant safe sleep practices.
 - Recognize the need for involvement in order to prevent infant deaths.

Fee*: \$25.00 (*lunch, materials & parking included*)

*cash & checks only, no credit card payments

Make checks payable to:

Council on Healthy Mothers & Babies

Send completed registration form & fee to:

Council on Healthy Mothers & Babies

380 South Fifth Street, Suite G4

Columbus, Ohio 43215

JOB OPPORTUNITY OF THE MONTH: MARCH 2012

Columbus Area, Inc.

Position: **Employment Specialist**

Applications Due Date: 3/31/12

Job Description:

Columbus Area, Inc. is looking for motivated individuals to provide support to a diverse population of mental health consumers.

- Determine and assist in employability; motivate, train, and assess consumer's readiness for job referrals. Assist consumers in resolving barriers to employment; counsel consumers regarding recommended solutions and suggested supportive services making appropriate referrals.
-
- Promote the rehabilitation of mentally ill adults through the development and implementation of work units, Transitional Employment Placements (TEP's), independent employment, social activities and case management.
- Successfully link consumers with appropriate employment, training, or other opportunities/services.

Job Qualifications:

ASW/BSW/LSW preferred. Two or more years experience in vocational work with SMD population.

Contact Information:

Please forward resume to:

Human Resources, Columbus Area, Inc., 899 E. Broad St., Columbus, Ohio 43205

Or fax it to (614) 221-2560

Or e-mail to: www.twilliams@columbus-area.com

EOE

Central Ohio Community Resources

Police:
 Emergency: 9-1-1
 Non-emergency: 614-645-4545
 Sheriff: 614-462-3333

Mental Health Crisis:
 Netcare Access: 614-276-2273

Poison Control: 1-800-222-1222

Columbus Health Department
 Free Clinic: 614-240-7430

Legal Matters:
 Legal Aid Society: 614-241-2001

Child Abuse and Neglect:
 FCCS: 614-229-7000

Housing:
 CMHA: 614-421-6000

Information and Referral:
 HandsOn: 614-221-2555 or 211

Somali Services

SomaliCAN
 614-489-9226
www.SomaliCAN.org

The Omolecky Law Firm
 614-441-5305

SOMALICAN SERVICES:

Health Communication and Literacy:

- Patient education
- Prescription access
- Cultural competency training
- Information & Referral

Community Education:

- Youth engagement
- Services in Schools
- Advocacy and Support
- Scholarships
- Annual Graduation
- Crime Prevention
- Disaster Preparedness

SomaliCAN Outreach Newsletter:

- Monthly bilingual newsletter
- Advertisements
- Articles
- Cultural Competency
- Research
- Legislation
- Developmental Disabilities

Immigration Services:

- Green card applications
- Citizenship applications
- Citizenship education

Somali Interpretation & Translation:

Do you require highly qualified interpreters and translators?

Please contact a SomaliCAN specialist today. SomaliCAN provides interpretation and translation in social services, medical, legal, academic and financial settings.

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Funded by the Ohio Developmental Disabilities Council under the Developmental Disabilities Assistance and Bill of Rights Act, Public Law 106-402.

To request a copy of SomaliCAN Outreach Newsletter send an e-mail to Outreach@SomaliCAN.org or visit www.SomaliCAN.org.

