

OUTREACH NEWSLETTER

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Information about the Civil Rights Division of the U.S. Department of Justice

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.

Akhbaar ku Saabsan Xafiiska Xuquuqda Madaniga ee Wasaaradda Caddaaladda Maraykanka

Waaxda Caddaalada ee Mareykanka, Qaybta Xuquuqda Dadweynaha waxay leedahay xafiis u go'ay in uu xaqiijiyo in dadka loo shaqeeyo aysan midab-takooraaynin 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-takoora 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 Xaqiijinta-E (E-Verify)?

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

Sida haddii ay:

- Marsiinayso shaqaale gooni ah xaqiijinta-E (E-verify) ka hor inta aysan shaqooyin siinin.
- Waydiinayso shaqaale gooni ah in ay soo maraan Xaqiijinta-E (E-verify) Baarista Shaqsi.
- U isticmaasho xaqiijinta-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).***

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>.

Ma Doonaysaa Garyaqaan Socdaalka Qaabilsan?

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 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*

Autism Research in Minnesota

Cilmibaarista Qotomiska Minnesota

Is there a higher prevalence of Autism Spectrum Disorders among Somali children in the Twin Cities? In a word: maybe. According to a study published by the Minnesota Department of Health in 2009, there might be a higher incidence of autism, but the evidence is not complete.

Now researchers at the University of Minnesota are trying to help find the answer to the question. With funding from the CDC, the National Institute on Health, and [Autism Speaks](#), they began conducting the Somali Autism Surveillance study in July of 2011.

[According to the CDC](#), autism spectrum disorders occur on average in 1 of 110 children in the United States. The MDH study focused on the ASD programs through the Early Childhood Special Education Citywide programs that are part of the Minneapolis Public Schools. Researchers examined the percentage of three and four-year-old children participating in the ASD programs. This percentage, which they called “administrative prevalence,” was significantly higher for Somali children than non-Somali children.

The Minnesota Department of Health study has several self-identified limitations, such as lack of access to medical records, which left it unable to determine the prevalence of ASD in Somali children in Minneapolis. Researchers did raise some intriguing questions, one asking why there are more Somali children participating in the MPS autism programs than non-Somali children. Some of the proposed answers include the participation of non-Somali children in programs outside Minneapolis public schools, as well as the suggestion that has many parents concerned: there may actually be a higher prevalence of ASD among Somali children.

To further complicate results, researchers found that administrative prevalence decreased over three years, and Asian and Native American children had significantly lower rates of administrative prevalence. Such findings raise even more questions. Could low rates in one group distort the rates of another group?

The surveillance project will address many of the limitations of the MDH study and use CDC methods to study autism in Minneapolis. Included in this study are children who, in 2010, were aged 7 to 9 years and lived in Minneapolis. Researchers are looking beyond Minneapolis public schools.

Source: TC Daily Planet

Miyey xanuunada qotomis (Autism Spectrum Disorders)ku ugu dhacaan carruurta Soomaaliyeed ee reer Minnesota si ka badan dadka kale? Hal eray oo jawaab ah: waa laga yaabaa. Cilmi baaris ay samaysay Waaxda Caafimaadka ee Minnesota 2009kii, waa suurto gal in cudurka qotomis (Autism Spectrum Disorders)ku ku badan yahaya laakiin caddeyntu ma dhammays tirna.

Iminka cilmi baareyaasha Jaamacadda Minnesota ayaa isku dayaya in ay gacan ka geystaan ogaanshaha jawaabta su'aashaas. Iyadoo ay maalgelisay CDC, the National Institute of Health, iyo Autism Speaks, waxay billaabeen cilmibaaris loogu yeeray Somali Autism Surveillance bishii Luulyo 2011.

Sida laga soo xigtay CDC, xanuunka qotomis (Autism Spectrum Disorders)ku wuxuu ku dhacaa 1 ka mid ah 110 carruur ah oo jooga Maraykanka. Cilmibaarista MDH waxay diiradda saartay barnaamijyada ASD ee hoos yimaada Early Childhood Special Education Citywide oo ka tirsan Dugsiyada Dowladda ee Minneapolis. Cimi baareyaashu waxay eegeen caddadka carruurta saddex jir iyo afar jir ah ee ka qaybgala barnaamijyada ASD. Boqolleydan oo ay ugu yeereen tirada nidaamku waxay muujisay in Soomaalida uu aad uga badan yahay carruurta aan Soomaalida ahayn.

Cilmibaarista Waaxda Caafimaadka Minnesota waxay leedahay dhaliilo dhowr ah oo uysku-tilmaantay, sida helitaan la'aan diiwaanka caafimaadka, arrintaas oo ka hor istaagtay in la saleeyo heerka jiritaanka ASD ee carruurta Soomaalida Minneapolis. Cilmibaareyaashu waxay keeneen su'aalo cajiib ah, sida mid weydiisay maxaa wacay in carruurta Soomaaliyeed ee ka qaybgasha barnaamijyada Qotomisku ay ka tiro bataan kuwa kale. Jawaabaha la soo qaaday waxaa ka mid ah in ardayda aan Soomaalida ahayn ay tagaan barnaamijyo ka baxsan iskuullada dowladda Minneapolis, iyo weliba talo ka welwelisay waaliddiin badan: waa suurto gal in si dhab ah uu ugu badan yahay ASD carruurta Soomaaliyeed.

Arrinta waxa sii murjiyey, cilmibaareyaashu waxay ogaadeen in heerka nidaamka “administrative prevalence” ay hoos u dhacday muddo saddex sano ah, iyo in heerka nidaamka ee carruurta Aasiya iyo Native-ka maraykanku ay si aad ah u hooseeyso. Ogaalkaas wuxuu keenayaa su'aalo badan. Miyuu heerka hoose ee hal koox ah khaldayaa heerka koox kale?

Mashruuca la socoshada qotomisku wuxuu xal u heli doonaa dhaliilaha cilmibaarista waaxda caafimaadka Minnesota iyadoo la adeegsanayo habka CDC si wax looga ogaado qotomiska Minneapolis. Cilmibaareyaashu waxay eegi doonaan meelo ka baxsan Minneapolis public schools.

Xigasho: TC Daily Planet

MAY IS MENTAL HEALTH AWARENESS MONTH

BREAK THE STIGMA!

This year, the advocacy organization Mental Health America has two themes: **Do More for 1 in 4** is a call to action to help the 1 in 4 American adults who live with a diagnosable, treatable mental health condition and the fact that they can go on to live full and productive lives. Visit mentalhealthamerica.net to download the Do More For 1in4 Toolkit.

The second theme, **Healing Trauma's Invisible Wounds**, focuses on the impact of traumatic events on individuals and communities. It centers around asking the person-based question: "What happened to you?" Visit mentalhealthamerica.net to download the Healing Trauma's Invisible Wounds Toolkit.

Visit the Ohio Department of Mental Health website at <http://www.mh.state.oh.us/> for more information.

If you or someone you know needs help, talk to your doctor or contact the National Alliance on Mental Illness (NAMI) at 1-800-950-6264.

Source: CareSource

MAAJO WAA SHIKA KAWARQABKA CAAFIMAADKA DHIMIRKA

JOOJI CEEBSIGA!

Sannadkan, ururka Mental Health America ee u dooda caafimaadka dhimirku wuxuu sameeyey labo hal hays. **Uqabo Wax Badan 1 ka mid ah 4** oo loogu yeerayo in wax loo qabto 1 ka mid ah 4 Maraykan ah oo qaba xaalad dhimirka ah oo la baari karo oo lana daweyn karo iyo in ay gaari karaan nolol buuxda oo waxtar leh. Booqo mentalhealthamerica.net si aad u soo degsatid qalabka Uqabo Wax Badan 1 kamid ah 4.

Halhayska labaad waa, **Bogsiinta Dhaawacyada aan Muuqan ee Naxdinta**, oo ku waajahan dhibta ay arrimaha naxdinta leh u geystaan dadka iyo bulshooyinka. Waxaa xuddun u ah weydiinta su'aasha qofka ku salaysan oo ah "maxaa kugu dhacay?" Booqo mentalhealthamerica.net si aad u soo degsatid qalabka Bogsiinta Dhaawacyada aan Muuqan ee Naxdinta.

Booqo bogga Ohio Department of Mental Health <http://www.mh.state.oh.us/> si faahfaahin dheeraad ah aad u heshid.

Haddii adiga ama qof aad taqaan uu u baahdo caawin, la hadal dhaqtar ama NAMI 1-800-950-6264.

JOB OPPORTUNITY OF THE MONTH: MAY 2012

HandsOn Central Ohio

Job Title: Information & Referral Specialist

Date Posted: 3/22/12

Posting End Date: 5/18/12

Job Description:

HandsOn Central Ohio seeks an Information and Referral Specialist for weekends and overnights. Our 24/7 information and referral center links citizens to a variety of critical community resources and volunteer opportunities. Responsibilities include researching agencies, answering and documenting incoming calls, and performing intake, assessment, and referral duties. Ideal candidates will have excellent writing, computer, and communication skills, as well a caring attitude.

Job Requirements:

Minimum of a Bachelor's degree in social work or similar discipline required. One year of experience in human services or call center environment. Ability to speak languages other than English preferred.

Please submit an application and resume to:

HandsOn Central Ohio
Attn: Information Services (2-1-1)
195 North Grant Avenue
Columbus, OH 43215
Fax: (614)224-6866
EOE

To apply online, visit www.handsoncentralohio.org/employment.

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 Omoleky 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

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