disabilityrights WISCONSIN
Protection and advocacy for people with disabilities.

Kev Pab Cuam Nraub Nrab rau Kev Ua Hauj Lwm: Cov Lus Nug Tas Li

Qhov kev pab cuam ntaub ntawv no yog siv los pab sawv cev tus kheej rau cov neeg xiam hoob khab (disabilities). Tsis muaj qhov sau no yuav to taub siv los hais plaub ntug. Xav paub kev meej tshaj no rau kev tswv yim, thov nrog ib tug kws lij choj tham.

Dab tsi yog reasonable accommodation?

Ib qhov (reasonable accommodation) yog kev hloov nyob rau ntawm qhov chaw ua hauj lwm, los sis tej yam twg yeej ib txwm ua tag los, uas ib tug neeg nrog kev xiam hoob khab los nkag ncaj nceej rau kev hauj lwm rau lub sij hawm sib tw hauj lwm thiab thaum nyob rau ntawm txoj hauj lwm.

Yam piv txwm dab tsi nyob rau qhov (reasonable accommodation?)

Cov (accommodations) yeej yog rau ib leej neeg xwb thiab yuav tsum muab rau koj qhov kev xav tau ntawd xwb. Ib cov (reasonable accommodations) suav ntxiv:

- Kev hloov rau cev nqaij daim tawv rau koj qhov chaw ua hauj lwm
- Kev nkag rau ib tug neeg txhais lus piav tes taw
- Yuav ua kom tau rau tus neeg tuaj xam phaj (interview) tshwm sim rau nkag tuaj rau qhov chaw ntawd
- Lwm txoj hauv kev los sis muab kev yooj yim rau qhov kev caij nyoog hauj lwm

- Kev hloob pauv hauj lwm (tshem cov kev ua hauj lwm me ntawd)
- Pab kom muaj daim (computer software) xwb li qhov “JAWS” no.
- Muaj lb lub peev xwm los sib sij hawm so thiab

Kuv yuav paub li cas yam kev pab cuam (accommodation) kuv xav tau?

Lub koos haum (Job Accommodation Network / JAN) yuav muaj pub dawb, pab tswv yim nyob rau tom hauj lwm kev pab cuam thiab kev xiam hoob khab rau kev teeb meem hauj lwm.[1] JAN muab cov piv txwv yam tseem tseem kev pab cuam (accommodations) tias yuav tsum muaj kev thov rau ntau yam kev xiam hoob khab (disabilities). Nws yuav yog ib qhov pab tau dua los ntawm koj tus kws kho mob los sis lwm tus neeg nyob koj noj qab nyob zoo thiab pab pawg neeg tham nyob zoo.

Kuv yuav thov daim ntawv (reasonable accommodation) li cas?

Koj yuav tsum thov nyob rau kev sau ntawv thiab siv kab lus: “I am requesting a reasonable accommodation under the ADA.” Qhov ntawd pab tsim ib daim tsev sau tseg (record) ntawm koj kev thov, thiab qhia tau rau koj tswv hauj lwm tias koj kev thov yog ib qhov tseem ceeb heev. Koj yuav tsum ua qhov kev thov nyob tim ntsej tim muag los sis rau sau xov tooj; koj yuav tsum npaj los raws cov kev sib tham no nrog kev sau ntawv thov.

[1] Siab rau www.askjan.org rau ntaub ntawv ntxiv.

Yuav ua li cas tom qab kuv ua kuv daim ntawv thov tag lawm?

Tom qab koj ua koj daim ntawv thov tag lawm, koj thiab koj tus tswv hauj lwm yuav los sab laj nyob rau kev sib tham (**interactive process**) los saib xyuas seb yam kev pab cuam (accommodation) yuav zoo rau koj qhov kev xav tau. Qhov kev sib tham (interactive process) tej zaum yuav tham-mus-tham los nrog rau koj thiab koj tswv hauj lwm. Yog koj tus tswv hauj lwm tsis pom zoo rau koj qhov kev thov, koj yuav tau cov nram qab no:

- Koj tus tswv hauj lwm yuav nug txog cov ntaub ntawv kho mob los txhawb koj qhov kev thov no. Koj tus tswv hauj lwm yuav tsum tsis txhob nug tag nrho rau kev nkag rau koj cov ntawv kho mob.
- Koj tus tswv hauj lwm yuav nug txog koj kev xiam hoob khab, kev noj nyob ua tau li cas, thiab xav tau los pab nrhiav cov kev pab cuam zoo rau koj.
- Koj tus tswv hauj lwm tseem xav tham nrog lwm tus uas paub txog koj txoj hauj lwm.

Thaum twg kuv mam thov daim ntawv (reasonable accommodation)?

Koj muaj cai thov daim ntawv (reasonable accommodation) thaum twg los tau rau lub caij koj tseem ua hauj lwm. Yog ua tau, thov daim (accommodation) ua ntej koj kev ua hauj lwm pib ua tsis taus lawm. Nws yuav yog ib qhov nyuaj los tham txog cov teeb meem rau kev ua hauj lwm yav tag los.

Puas yog kuv tus tswv hauj lwm yuav tsum muab rau kuv daim ntawv (accommodation) kuv nug rau?

Tsis tas yuav tsum li. No yog ib cov ntsiab lus tseem ceeb khaws cia hauv lub hlwb:

- Koj tus tswv hauj lwm yuav tsum ib daim ntawv (accommodation) kom siv tau; uas yuav yog los sis yuav tsis yog daim koj xav tau ntawd. Yog muaj ntau yam kev uas koj xav tau yuav tsum pab kom tau (accommodated), koj tus tswv hauj lwm yuav xaiv daim pheej yig tshaj los sis yooj yim tshaj, tsuav yog nws ua hauj lwm zoo. Yog tus tswv hauj lwm muaj lwm txoj hauv kev txog daim ntawv (accommodation) yuav tsis ua hauj lwm zoo, piav yog vim li cas. Sim qhib siab rau qhov tshiab no thiab.
- Koj tus tswv hauj lwm yuav tsis yuam los pab daim ntawv (accommodation) uas yuav ua nyuaj rau koj. Daim ntawv (accommodation) uas yog nyuaj los siv los sis kim heev yuav ua rau kev nyuaj siab.
- Koj tus tswv hauj lwm tsis tas yuav tshem tawm ib qhov kev ua hauj los sis dej num yog tias qhov hauj lwm los sis dej num yog ib qhov ntawm loj ntawm koj txoj hauj lwm.

Kuv yuav ua li cas yog kuv tus tswv hauj lwm tsis kam lees txais kuv daim ntawv thov ntawd?

Koj yuav tsum ua ntej nug vim li cas koj daim ntawv thov ntawd tsis lees txais thiab nug kom teb sau ua ntaub ntawv. Nyob rau ntawv qhov kev teb ntawd, koj muaj cai tseem yuav nrog kev sib tham (interactive process). Piv txwv, yog koj tus tsev hauj lwm hais tias koj qhov kev thov yuav ua ib yam nyuaj, saib xyuas los nrhiav yam txoj hauv kev kom pheej yig los sis yooj yim los siv rau.

Koj muaj cai mus lwm tus tham nyob rau qhov koj lub chaw ua hauj lwm ntawd. Piv txwv, yog koj tus nai (supervisor) tsis kam leej koj qhov kev thov, mus nrog lub hoob kas txais neeg ua hauj lwm (Human Resources) tham.

Yog koj lub chaw ua hauj lwm muaj ib qhov hais sib tham rau kev tsis txaus siab, xav txog txoj kev sau ib daim ntawv mus tsis txaus siab foob.

Koj tseem muaj cai sau ntawv tsis txaus siab foob sab nrauv nrog lub hoob kas (Equal Employment Opportunity Commission/EEOC)[2] los sis nrog rau lub xeev (Wisconsin's Equal Rights Division)[3].

[2] Ntaub ntawv rau Equal Employment Opportunity Commission, suav ntxiv kev sau daim ntawv foob, mus saib www.eeoc.gov.

[3] Ntaub ntawv rau kev sau ntawv foob nrog rau (Wisconsin's Equal Rights Division), mus saib www.dwd.wisconsin.gov/er/civilrights.

Kev Pab Cuam

Ntaub Ntawv Ntxiv Ntawd txog Kev Pab Cuam (Reasonable Accommodations)

Npe: Job Accommodation Network

Sau Rau: askjan.org/contact-us.cfm

Xov Tooj (800) 526-7234

Lub website: askjan.org/index.cfm

Qhov (Job Accommodation Network / JAN) yog ib qhov hauv paus uas dawb, txawj ntse, thiab muaj peev xwm coj tau zoo nyob ntawm kev pab hauj lwm thiab kev xiam hoob khab cov teeb meem. Lawv pab kev coj rau thiab tswv yim txog txoj hauj lwm kev pab nrhiav kaws. Nyob rau ntawm Title I ntawv tsab cai (Americans with Disabilities Act thiab ze txoj cai, thiab kev nrhiav hauj lwm-tus kheej, thiab kev ua nws kev lag luam nrog rau cov neeg xiam hoob kawb. Kev pab muaj nyob ntawm xov tooj thiab nyob nrub ntug (online).

Npe: A txog Z ntawm (Disabilities thiab Accommodations)

Lub website: askjan.org/a-to-z.cfm

Lub koos haum (Job Accommodation Network) muaj daim ntawv (list) teeb tsav txog kev xiam hoob khab, cov ntsiab lus, thiab yam lawv ua tau thiab tsis tau. Nyob rau ib kab twg muaj ntau yam kev pab cuam nyob ntawm tsab cai (Americans with Disability Act / ADA) cov ntaub ntawv, cov tswv yim pab cuam (accommodations), thiab ntau ntxiv, uas yuav pib taw rau kev pab nyob rau tom chaw ua hauj lwm.

Npe: Phau Ntawv (Employees' Practical Guide to Requesting and Negotiating Reasonable Accommodations Under the Americans with Disabilities Act)

Lub website: askjan.org/publications/individuals/employee-guide.cfm

Phau ntawv luam yuav pab coj rau cov neeg ua hauj lwm los to taub txog tsab cai (Americans with Disability Act) thiab kev yuav thov li cas thiab nrog sib tham txog cov kev (reasonable accommodations) nyob rau ntawm chaw hauj lwm. Nws tseem yog ib qhov kev pab txog tej yam kev teeb meem uas tshwm sim rau lub sij hawm xwm txheej ntawd.

Npe: Phau Ntawv (Practical Guidance for Medical Professionals)

Lub website: askjan.org/articles/Medical-Provider-Support-for-Accommodation-Request.cfm

Diam ntawv no pav coj rau neeg kho kab mob kev nkeeg leej twg pab cov ntawv ntawv los txhawb nqa cov neeg mob kev daim thov keb pab (accommodation).

Cov Qauv Ntaub Ntaw Sau

Npe: Yuav Thov Ib Daim Pab (Accommodation): Daim Ntawv (Accommodation Ntawv Ntawd)

Lub website: askjan.org/media/accommrequestltr.cfm

Daim ntawv yog ib daim piv txawv uas yuav zoo li cas los suav ntxiv nyob daim ntawv thov kev pab (accommodation) thaum ib tug neeg ua hauj lwm sau ib daim mus muab kev thov ntawd.

Npe: Tus Neeg Ua Hauj Lwm Daim Ntawv Thov Kev Pab (Accommodation) Nug Txog

Lub website: askjan.org/publications/consultants-corner/Employee-Accommodation-Inquiry-Letter.cfm

Daim ntawv no yog ib daim piv txwv ntawv uas yuav siv tau los nug txog kev thov daim ntawv (accommodation) yog tias tus tswv hauj lwm tsis teb rov qab raws li sij hawm.

Npe: Yuav qhia li cas rau ib tug Tswv Hauj lwm tias Daim Ntawv (Accommodation) Tsis Tau Tshwm Sim (Effective) thiab Ib Daim Ntawv Qauv

Lub website: askjan.org/articles/How-to-Inform-an-Employer-That-an-Accommodation-is-Not-Effective-and-a-Sample-Letter.cfm

Daim ntawv yuav pab coj rau cov neeg ua hauj lwm nyob tej yam xwm txheej thaum ib tug tswv hauj lwm pab tej yam txawv (accommodation) uas lawv xav tias yog qhov ua hauj lwm zoo tab sis qhov tseeb tiag tsis ua hauj lwm li. Tseem muaj ib daim ntawv qauv qhia txog yuav ua li cas suav ntxiv nyob rau hauv daim ntawv uas qhia txog tus tswv hauj lwm tias daim ntawv (accommodation) tsis ua hauj lwm.