

Liepc hnyouv zoux

Naaiv diuc gueiz-jei leiz se liepc funx liouh tengx njiaaux ze'weic gorn nyei dengv sic nanv gong ziouv aengx caux zoux gong mienh dorh mingh zoux gong aengx caux tengx naaiv Oregon cingv zoux gong ze'weic domh gorn longc ei gan doh leiz bieqc longc waac-fingz yiem njiec cingv gong dorngx.

Mbiuv jangx: Naaiv deix gueiz-jei leiz dungh liouh tengx longc buoz wuv faan waac bun meiv guoqv mienh muangx wuov se mv zorpc yiem naaiv zeiv doh leiz oc. Longc buoz wuv faan waac bun muangx se funx benx paaiv horpc dorngx dauh yiem bun wuaaic fangx mienh aengx caux maaih guoqv zangc aengx caux saengv zangc doh leiz beu weih nzoih mi'aqc. Tov daaix luic ei yiem ze'weic gorn gan bieqc zuangx guoqv jauv-louc aengx caux mbenc dorngx dauh liouh puix horpc sic dauh bun kaeqv mienh yiem ei doh leiz aengx caux dorh yietc nyeic gorqv-zeic waac-fienx jaa tipv.

Zoux sou tov longc

Yiem naaiv hmz hlaax 29, 2003, naaiv meiv guoqv deic bung nyei gunv goux zoux gong ze'weic domh gorn (USDOL) duqv dorh njiaaux zoux kou-gong gorn sou-daan ceu siang liuz zunh cuotv aengx caux tengx nzie weih taux mv haih gorngv ang gitv waac mbiaangc (LEP) nyei mienh, ziux naaiv hoc domh doh leiz gorn VI paaiv bun baeqc fingz ze'buonc leiz ceiz cuotv yiem 1964 wuov norm hnyangx, dungh duqv goiv yienc siang nyei buonc, aengx caux yiem naaiv ginc leiz 188 gorngv taux domh doh leiz gorn jix gorn hnamv zoux siang-gong aengx caux maaih ziangh hoc duqv zoux gong (WIOA). Naaiv zeiv sou-guv daan se maiv zeiz ceiz cuotv siang doh leiz a'fai goiv yienc siang ih zanc nyei jauv-louc; ninh se duqv dorh ih zanc nyei doh leiz daaih porv muonc bun muangx liouh mbungh bun bieqc taux kou-gong gorn tov duqv nyaanh daaih tengx USDOL aengx caux naaiv deix mienh LEP dungh maaih puix-zipv gauz wuov.

USDOL paaiv njiec heuc ninh mbuo zipv longc tengx nyaanh nyei mienh dorh zoux puix horpc bouc gan yietc nyeic liouh bieqc longc yiem kou-gong gorn maaih mengh hoc aengx caux gong-bou; ninh mbuo Oregon gunv goux cingv zoux gong ze'weic domh gorn se benx naaiv norm USDOL zipv longc tengx nyaanh mienh. Naaiv deix yietc nyeic jauv-louc se duqv ceiz cuotv daaih liouh zorc puix ei longc duqv aengx caux dorh mingh longc sueih ei zien sic dauh. Liouh dorh longc puix nzoih naaiv deix jauv-louc, ninh mbuo ze'weic gorn zangc horpc oix zuqc dorh zoqc dauh mingh zaah gouv mangc liouh zoux bun fih ndongc doic ei gan gu'ndiev deix bieci diuc jauv-louc yiem naaiv USDOL:

Zaah gouv funx benx bieci diuc jauv-louc

Da'1 diuc: Benx nam mber a'fai paaiv-bouc yiem naaiv LEP longc nzie weih gong a'fai buangh zuqc ninh mbuo baeqc fingz maaih puix-zipv gauz tengx nzie weih.

Da'2 diuc: Naaiv deix mienh bieqc maqc LEP borqv caux ninh mbuo kou-gong gorn.

Da'3 diuc: Naaiv norm kou-gong gorn nyei nyungc zeiv aengx caux jienv ndongc haaix, gong-bou, a'fai zipv longc mienh tengx nzie weih gong.

Da'4 diuc: Mbenc nzoih zinh zoih gorn liouh tengx zipv fu'loqc mienh aengx caux nyaanh.

Liouh da'1 diuc, ze'weic gorn oix zuqc longc gunv goux baengh fim doh leiz ze'weic domh gorn daan liouh dorh kuv sou-gorn faan cuotv daaih longc zaah gouv mangc yietc zungv zuangx fingz waac yiem nzie weih gorn. Naaiv deix daan se funx benx 5% a'fai 1000 dauh mienh yiem njiec LEP nyei buonc, hnanv haaix yaac gauh zoqc njiec. Naaiv zeiv sou-guv daan se funx benx zuangx sou-guv njiaaux aengx caux mv zeiz funx zanc tengx nzie weih camv-fingz waac yiem njiec haaix norm ze'weic gorn dungh ninh mbuo dengv sic dauh jien-mengh duqv corngh liuz buatc horpc paaiv tengx nzie weih jaa benx camv-fingz waac liouh bun qiemx longc zoux saeng-ei wuov.

Maaih yietc norm puix naaiv deix buo diuc jauv-louc yaac horpc oix zuqc dorh jaa bieqc jienv gong-bou ei gan zien sic dauh nyei waac. Weuic zuqc benx hnavg naaiv, naaiv norm kou-gong gorn, deic dauh, a'fai yiem dorngx dauh nzunc baav oix zuqc zaah paaiv tengx nzie weih benx ziex fingz waac mv doiz doic bun gauz longc yiem njiec norm-norm kou-gong gorn mv fih hnavg doic, nzie weih jauv-louc a'fai zoux gong-bou yaac haih piouz doic. Hnavg haaix yaac longx, naaiv diuc fih mbenc nzoih liouh bun maaih fanh zeic bieqc longc gorngv ang gitv waac mv mbiaangc nyei buonc corc maaih souz mouc zoqc zavn nyei.

Ninh mbuo Oregon gunv goux cingv gong ze'weic domh gorn hnavg haaix zoux ei leix aengx caux zoux saeng-eiz gong-bou yaac benx kuv jauv-louc tengx dorh yie mbuo nyei ze'weic gorn zangc gong ziangx nzoih aengx caux goux yietc zungv gorn zangc gong-mienh. Liouh paaiv benx qiemx zuqc longc aiv jiex nyei jauv-louc, ninh mbuo ze'weic gorn gong-mienh yietc zungv oix zuqc dongh hnyouv hnamv zoux zingz zornge bun gorn zangc maaih jaaz-zinh, aengx caux zuangx baeqc fingz aengx caux liepc hnyouv funx lauh ndaav gong yiem gu'ndiev wuov dungh haaix zanc dorngv corngv dunz waac liouh bieqc longc tengx nzie weih taux LEP da'dauh mienh:

- Borqv nzipc jienv zorc puix yie mbuo dongh hnyouv juangc doic zoux nyei gong aengx caux yietc nyeic gong-gorn tengx hnamv zoux siang nzie weih gong mingh bun taux zuangx mienh camv yiem njiec Oregon deic aengx caux gong-bou saeng-eiz
- Paaiv bun yietc zungv zuangx baeqc fingz yiem njiec saengv zangc domh nzoih duqv hiuv aengx caux longc zuangx zoux gong gorn zangc tengx
- Zoux bun zoux gong dorngx longx kuv-yiem nzoih aengx caux zoux bun gong-mienh haix jorm hnyouv maaih jaaz-zinh nyei gong aengx caux ceiz nzoih bun zoux ziangx ei gan fanh zeic cuotv daaih
- Lox daaih tengx aengx caux siou longx liouc siouv mienh, zorpc nzoih ziex fingz gong-mienh liouh tengx yie mbuo goux nzoih yietc zungv kaeqv mienh hnamv nyei jauv-louc

Paav mengh waac-nyiouz

Doqc mangc porv muonc doh leiz waac.

Goux sic dauh and ndaam dorng gong

- Benx ze'weic dengv gong-bou bieiv jien-mengh: Ca'laangh caux naaiv dauh dengv gong-bou bieiv jien-mengh liouh bieqc taux zuangx guoqv dungh qiemx zuqc longc nyei buonc dorh mbenc mbungh longx tengx nzie weih yuonh zuangx kaeqv mienh benx nzoih ziex fingz waac.
- Zoux gong mienh: Yietc zungv siang zoux gong mienh horpc oix zuqc bieqc hoqc ziangx gong gan online yiem njiec ze'weic gorn doh leiz tengx njiaaux waac-fingz aengx caux yietc nyeic gueiz-jei leiz, yiem naaiv 1-3 ginc, yiem njiec jiex gorn 30 hnoi gu'nyuoz dungh bieqc zoux gong ziangh hoc. Oix tov heuc yietc zungv zoux gong mienh nzipc jienv hoqc gong aengx caux fiou longx liouh tengx nzie weih bun LEP kaeqv mienh, lemh jienv bieqc hoqc hnavg haaix zoux tengx yuonh aengx caux zorpc hoqc gong aengx caux qiemx tengx ziex diuc koi wuic gong-bou.
- Zipv longc dengv gong-bou bieiv jien-mengh: Borqv gong caux naaiv dauh dengv gong-bou bieiv jien-mengh borqv bieqc zuangx guoqv liouh paaiv mbiuv benx zien zoux saeng-ei gong-bou dungh oix zuqc longc yi fingz waac zoux nyei gong tengx dorh benx waac-fingz jaa bieqc liouh porv benx jien-mengh waac aengx caux funx benx gorqv-zeic maaih puix-zipv gauz liouh zipv longc gong-mienh bieqc zoux gong.
- Zipv longc dengv goux zoux gong mienh jien-mengh aengx caux jaav bun doic: Longc yietc nyeic gueiz-jei leiz liouh cuotv nyaanh bun piouz doic nyei buonc – PR-0209.J liouh maaih ze'buonc horpc longc yi fingz waac nyei gong mienh; zaah mangc nzoih haih longc yi fingz waac dungh paaiv mbiuv njiec wuov zuqc nzoih ei gan gorqv-zeic lengc jeiv waac liouh bun jien-mengh haih longc yi fingz waac liouh tengx zornge-mbenc lora dungh haih longc yi fingz waac nyei mienh bieqc zoux gong.
- Dengv gong-bou bieiv jien-mengh tengx borqv bieqc zuangx guoqv: Borqc caux ninh mbuo dengv

gong-bou bieiv jien-mengh goux cingv gong-mienh liouh dimv paaiv nzoih dugh qiemx longc haih gorngv yi fingz waac nyei gong-mienh daaih zoux gong-bou saeng-eiz; paan pei luic mange LEP mbuo-gorn; zaah mange kuv sou-gorn liouh corngh mange faan daaih wuov se zuqc nzengc; ca'laangh caux ninh mbuo ze'weic gorn aengx caux dengv gong-bou bieiv goux cingv gong-mienh; borqv caux zaah gouv mange gong-mienh qiemx longc camv-fingz waac dugh gong-mienh haih longc yi fingz waac aengx caux oix zoux gong nyei mienh; goux longc guoqv zangc aengx caux saengv zangc mbuoz-daan ei gan LEP doh leiz gorn, meiv guoqv baeqc fingz doh leiz, aengx caux naaiv USDOL cingv gong & gunv goux waac-gorn hoqc gong gong-mienh.

Yietc nyeic gueiz-jei leiz

A. Siang kou-gong gorn

1. Ninh mbuo ze'weic dengv gong-bou bieiv jien-mengh horpc zunh fienv mbuox taux tengx borqv bieqc zuangx dengv gong-bou bieiv jien-mengh duqv hiuv dugh maaih haaix diuc siang kou-gong gorn paaiv tengx zuangx kaeqv mienh liouh bun bieqc longc nzie weih gong gauz.
 - a. Ninh mbuo ze'weic gorn paaiv tengx naaiv deix siang kou-gong gorn se lemh jienv, mv daan mbuoqc naaiv: website, kou-gong gorn yiem buonh deic, gorn zangc zinh-zoih, aengx caux sou-gorn daan aengx caux nzie weih gan electronic mingh bun zuangx mienh caux/fai dongh hnyouv juangc doic zoux gong.
 1. Naaiv deix fiev benx sou-guv gorn fungx mingh bun taux douc waac gorn aengx caux zaah dimv jauv-louc yaac oix zuqc fungx zaqc mingh bun taux naaiv dauh tengx bieqc zuangx guoqv dengv gong-bou bieiv jien-mengh liouh dorh mingh gouv funx mange aengx caux faan qiemx longc nyei buonc.

B. Hoqc gong:

1. Siang zoux gong mienh horpc oix zuqc bieqc hoqc ziangx gong gan online yiem njiec ze'weic gorn doh leiz bieqc longc waac-fingz aengx caux yietc nyeic gueiz-jei leiz yiem njiec jiex gorn 30 hnoi gu'nyuoz dugh bieqc zoux gong ziangh hoc. Oix tov heuc zuangx zoux gong mienh bieqc nzipv jienv hoqc gong gorngv taux camv-hoc, yuonh paengh fim, aengx caux zorpc nzoih liouh hoqc gan zien zoux gong buate hnangv haaix longc kuv jauv-louc bieqc tengx kaeqv mienh bieqc longc LEP.

C. Zoux gong caux kaeqv mienh

1. Yietc zungv kaeqv mienh maaih ze'buonc leiz liouh zipv tengx faan waac. Naaiv deix jauv-louc corc puix horpc kaeqv mienh dugh haaix deix haih gorngv ang gitv waac mbiaangc yaac longc duqv. Ze'weic gorn horpc oix zuqc zunh waac mbuox tong kaeqv mienh duqv hiuv gorngv taux ninh mbuo maaih ze'buonc leiz zipv longc wang-henh tengx faan waac aengx caux mbenc nzoih liouh tov longc bieqc tengx gauz.
 - a. Mangc nyungc zeiv liouh zunh fienv mbuox tong kaeqv mienh hiuv dugh ninh mbuo maaih ze'buonc horpc longc tengx nzie weih faan waac:
 1. Liouh bun yietc zungv kaeqv mienh dugh haaix dauh douc waac lorx taux beu weih ndortv gong sou-gorn domh gorn gan tov tengx nyei finz-hoc gorn aengx caux fungx benx ang gitv waac finz-hoc gorn, ninh mbuo ze'weic zoux gong-mienh haih jiex gorn naaic waac gorngv, "Meih qiemx oix longc mienh tengx faan waac nyei fai?" liouh mbungh tengx bun bieqc gauz nzoih. Jauv-louc bun ginv longc, naaiv deix jiex gorn waac-fienx fungx nzuonx dau bun douc waac mienh se haih lemh jienv gu'ndiev deix waac-gorn, "Haaix zanc yaac duqv yiem njiec meih douc waac nyei ziangh hoc, meih corc haih tov heuc wang-henh tengx faan benx meih waac bun muangx."
 2. Beiv taux dugh yiem njiec douc waac caux ninh mbuo beu weih ndortv gong sou-gorn domh gorn nyei ziangh hoc, se gorngv buate ninh mbuo kaeqv mienh daax mv bieqc hnyouv longx ninh mbuo gong-mienh gorngv nyei waac, ninh mbuo ze'weic gong-mienh oix zuqc, "zaah dimv naaiv jiouz waac ndaangc yie mbuo borqv nzipc mingh, meih qiemx zuqc longc mienh tengx faan waac gan fonh bun muangx fai?" tliouh mbungh tengx bun bieqc

gauz nzoih.

3. Liouh yietc zungv kaeqv mienh dugh ieqc lorx taux WorkSource Oregon domh gorn, ninh mbuo laengx-zipv mienh yaac nuqv mingh longc tengx faan waac zeiv-daan aengx caux naaic, "Meih qiemx longc mienh daaih tengx faan waac nyei fai?" liouh mbungh tengx bun bieqc gauz nzoih.
4. Beiv taux buatec gorngv naaiv WorkSource Oregon nyei kaeqv mienh mv bieqc hnyouv taux zoux gong mienh gorngv nyei waac nor, ninh mbuo zoux gong mienh yaac oix zuqc nuqv mbuox mingh lorx naaiv norm dieh dugh maaih zeiv yienx benx fingz waac-daan aengx caux naaic gorngv, "Oix zuqc zaah mangc ndaangc yie mbuo borqv nzipc zoux nyei gong, meih qiemx zuqc longc mienh tengx wang-henh faan waac gan fonh daaih bun muangx fai?" liouh mbungh tengx bun bieqc gauz nzoih.
2. Liouh zornng mbenc nzoih liouh bun mienh tov heuc tengx faan waac bun muangx, ninh mbuo zoux gong mienh horpc oix zuqc lorx mbenc nzoih haih gorngv yi fingz waac nyei zoux gong mienh yiem njiec ninh mbuo ze'weic gorn a'fai borqv lorx taux domh ze'weic gorn liouh mbenc tengx ninh mbuo kaeqv mienh.
 - a. Se gorngv haih zoux bun kaeqv mienh zuqc guangc ziangh hoc zuov lauh jiex ndaangc da'nyeic deix nor, ninh mbuo zoux gong mienh horpc oix zuqc lorx tengx faan waac gan fonh mienh a'fai faan benx video mienh tengx faan bun muangx.
 1. Beiv taux faan waac mienh mv haih tengx faan dongh duqv tov daaih nyei buonc waac, ninh mbuo zoux gong mienh a'fai ninh mbuo su-ber-vi-sor jien-menh horpc oix zuqc borqv lorx taux naaiv dauh tengx borqv bieqc zuangx guoqv dengv gong-bou bieiv jien-mengh liouh gorqv-zeic tengx lorx faan waac mienh daaih tengx faan waac puix horpc LEP kaeqv mienh. Corc zoix doqc mangc yiem naaiv ginc F.2.a.
 - b. Mv gunv jiex haaix norm ziangh hoc dugh fu'jueiv maaih hnyangx-jeiv mv zaaic 18 hnyangx oix zuqc tov heuc tengx faan waac a'fai tengx douc waac bun huov jaa hmuangv doic muangx.
 - c. Se gorngv kaeqv mienh duqv tov longc da'nyeic dauh domh mienh, beiv taux pong-yiouv a'fai huov jaa hmuangv doic, daaih benx ninh mbuo douc waac mienh nor, ninh mbuo kaeqv mienh oix zuqc njiec sou-nzangc laengx guangc dugh haih maaih nyauv a'fai baeqc nzuih laengx se gorngv douc gan fonh daaih. Naaiv deix laengx guangc ze'buonc se oix zuqc faan benx ninh mbuo dov daaih nyei waac-fingz, faan gan fonh a'fai benx video, a'fai ninh mbuo haih gorngv yi fingz waac nyei zoux gong mienh porv bun muangx ei ze'weic gorn zangc sou-guv daan wuov. Naaiv deix guangc ze'buonc sou-gorn se zornng mbenc benx zix fingz waac yiem njiec ze'weic gorn zangc nyei intranet [borqv bieqc haaix zangc guangc nyei mienh mbenc ziangx].
3. Beiv taux cingv gong ziouv-jaa duqv longc ze'weic gorn zangc nyei worksite liouh doiz hmien ca'laangh gorngv zoux gong jauv-louc, haaix dauh lorx gong zoux nyei mienh se haih tov longc heuc tengx faan waac yiem njiec doiz hmien ca'laangh wuov, aengx caux ze'weic gorn zangc yaac oix zuqc lorx mienh daaih tengx faan waac. Beiv taux cingv gong ziouv-jaa dingh njiec doiz hmien ca'laangh waac zuov ndaangc yiem naaiv z'eweic worksite tov lorx faan waac mienh daaih tengx faan waac bun lorx gong mienh muangx, ninh mbuo ze'weic gorn corc oix zuqc borqv doic aengx caux mbenc gong-daan liouh da'nyeic dauh faan waac mienh; hngangv haaix yaac longx, ninh mbuo cingv gong ziouv-jaa yaac oix zuqc cingv faan waac mienh nyei jaaz.

D. Bieqc taux

1. Yiem njiec naaiv kang se benx kou-gong gorn hnamv cuotv zoux siang-gong aengx caux mbenc ziangh hoc bun zoux gong mienh dugh yiem njiec naaiv Oregon gunv goux cingv gong ze'weic domh gorn tengx daaih nyei buonc. Benx mbiuv njiec yiem naaiv Oregon 2019-2021 kou-gong daan mv bun zoux kuei doic, yiem njiec naaiv deix LEP ze'weic dugh maaih baeqc fingz camv (yiem ei dimv funx bie diuc jauv-louc wuov), horpc oix zuqc bieqc nzoih zoux gong-bou dugh longc zix diuc zunh waac gorn zangc bungz cuotv aengx caux camv-diuc jauv-louc bieqc lorx zuangx mienh maanh baeqc fingz bun yietc zungv da'dauh duqv haix nzoih nzie weih waac-fienx aengx cauc maaih ziangh hoc fih

ndongc mingh lorx gong zoux.

a. Ninh mbuo dengv gong-bou bieiv jien-mengh oix zuqc paan pei luic mangc ninh mbuo longc waac-fingz bieqc nzie weih jauv-louc yiem buo hnyangx bouc dauh aengx caux mbiuv mangc oix zuqc tiuv yienc haaix diuc gong a'fai tengx mienh maah baeqc fingz. Naaiv dauh tengx bieqc zuangx guoqv dengv gong-bou bieiv jien-mengh yaac oix zuqc tengx ninh mbuo goux dengv gong-bou bieiv jien-mengh zoux tong fiensex sou gorngv taux siou LEP kaeqv mienh waac-fiensex yiem njiec ze'weic gorn nyei mbuoz-daan gorn aengx caux tov heuc buonh deic ze'weic gorn tengx wuov. Naaiv dauh tengx bieqc zuangx guoqv dengv gong-bou bieiv jien-mengh oix zuqc zoux gong caux douc waac gorn zangc aengx caux zaah dimv lorx nyei ze'weic gorn liouh lorx siou ih zanc siang-waac-fiensex. Naaiv zeiv tong fiensex sou yaac oix zuqc lemh jienv:

1. Zaah mangc haapc longc zoux ei gan "zien kuv waac" benx poster fangx, njiec mbuo-gorn, aengx caux jaa-sic dungh longc zoux benx camv-fingz waac dungh mv zeiz benx ang gitv waac wuov.
2. Se gorngv gorngv naaiv deix kou-gon daan taan cuotv lemh jienv maaiz maaic yiem naaiv LEP domh zuangx langx nor, naaiv zeiv tong fiensex sou yaac oix zuqc dorh waac-fiensex gorngv taux maaiz jaa-sic zunh waac-fiensex, mbenc zunh lorx gong zoux nyei waac, benx sa'born ser goux, aengx caux gorqv-zeic jauv-louc.

b. Ninh mbuo dengv gong-bou bieiv jien-mengh yaac oix zuqc borqv lorx doic zorn mbenc tengx zunh waac-fiensex mbuox taux tengx nzie weih waac-fingz gong aengx caux buangh doic ca'laangh caux naaiv dauh tengx bieqc guoqv zangc dengv gong-bou jien-mengh haaix zanc qiensex zuqc nyei gong wuov. Gong-bou se lemh jienv:

1. Dorh naaiv deix kou-gong gorn nyei poster fangx, sou-daan aengx caux sou-buonv mingh bun zuangx mienh aengx caux nzie weih gong yiem njiec buonh deic LEP zuangx baeqc fingz langx.
2. Lemh jienv longc ze'weic gorn taekv laai douc waac gorngv taux bun yuonh ziangh hoc yiem njiec domh zuangx dorngx beiv taux sou-guv daan, sou-buonv, aengx caux gan electronic gorn.
3. Dongh hnyouv caux zuangx langx baeqc fingz nyei ze'weic gorn aengx caux da'nyeic norm gong-gorn liouh zunh waac-fiensex mbuox LEP mienh nyei kou-gong gorn aengx caux gong-bou.
4. Zunh waac-fiensex mbuox bun hiuv yiem njiec buonh deic zunh sou-fiensex gorn benx waac-fingz.
5. Zunh benx waac-fingz cuotv yiem dienx daaih aengx caux cuotv TV bun mangc.
6. Zunh mbuox waac-fiensex yiem njiec horqc dorngx aengx caux fiouz zong zeic gorn zangc.
7. Yiem njiec buonh deic dorngx dauh gorn, lemh jienv zunh fiensex mbuox:
 - a. Longc naaiv diuc "Yie gorngv" zeiv fangx daan a'fai da'nyeic diuc fangx-daan mbiuv benx waac-fiensex.
 - b. Dorh ginv cuotv daaih nyei waac-fingz zunh yiem njiec zipv kaeqv dorngx, kaeqv mienh bieqc maengx jauv/buangh doic ca'laangh dorngx beiv taux biav-zongx, aengx caux da'nyeic norm bieqc maengx gaengh.
 - c. Hietv waac an fonh qiez benx zuangx fingz waac.

E. Zoux gong mienh haih gorngv yi fingz waac beiv caux zoux gong mienh haih gorngv waac-fingz mbiaangc

1. Haaix deix zoux gong mienh dungh ninh mbuo haih gorngv yi fingz waac dungh bun ninh nzu'maengx gu'hlen mienh funx benx da'faam dauh duqv zaah gouv mangc liuz buatc haih tengx gunv goux ze'weic gorn gong-bou saeng-eiz benx ang gitv waac aengx caux haih gorngv ganh fingz waac aengx caux dorh LEP kaeqv mienh bieqc longc longx taux dauh. Ninh mbuo ze'weic gorn se bieqc hnyouv longx gorngv haaix deix zoux gong mienh haih gorngv yi fingz waac yaac qiensex longc gorqv zeic ziangh hoc jaa liouh zoux gong tengx taux kaeqv mienh LEP, ninh yaac hiuv longx gorngv oix zuqc longc ziangh hoc lauh porv

waac bun muangx taux ze'weic yietc nyeic gong aengx caux longc camv-fingz waac dugh mv zeiz ang gitv waac wuov.

2. Maaih ziex dauh zoux gong mienh yiem ze'weic gorn dugh haih gorngv camv jiex yietc diuc waac mv baac yaac mv haih gorngv mv nzoih yi fingz waac. Ninh mbuo se haih gorngv benx zipv laengx LEP kaeqv mienh nyei waac a'fai qiex longc benx waac-fingz mv baac mv haih gorngv longc tong ze'weic nyei zoux gong waac. Ninh corc maaih ze'weic gorn nyei zoux gong mienh dugh maiv duqv bun zaah mangc taux gorngv yi fingz waac ndongc haaix mbiaangc nyei buonc (aengx caux mv duqv zipv benx gorngv yi fingz waac nyei nyaanh) wueic laaix mv duqv ndorqc mangc taux benx waac-fingz yiem njiec ninh mbuo nyei buonh deic dorngx. Naaiv deix piouz doic nyei sic dauh se benx kuv jauv-louc liouh tengx bieqc longc gauz waac aengx caux paaiv zinh zoih gorn puix horpc.
 - a. Haaix deix zoux gong mienh dugh mv haih gorngv yi fingz waac wuov se oix zuqc longc tong zuangx waac gorngv caux LEP kaeqv mienh liouh tengx zoux bun ninh mbuo haix jorm hnyouv kuv zoux gong caux ze'weic gorn. Hnangv haaix yaac longx, dugh haaix zanc bieqc gorngv taux ze'weic gong, lemh jienv ndorqc taux maaih puix-zipv gauz, zoux gong jauv-louc, aengx caux doh leiz, yaac oix zuqc heuc ninh mbuo haih gorngv yi fingz waac nyei zoux gong mienh daaih tengx zoux naaiv deix gong a'fai faan waac mienh daaih tengx liouh bun bieqc hnyouv longx yietc zungv jauv-louc.

1. Benx nyungc zeiv mangc dugh ninh mbuo haaix dauh zoux gong mienh mv maaih ze'buonc gauz haih gorngv ninh mbuo nyei yi fingz waac:

- a. *Puix horpc sic dauh*: Haaix dauh kaeqv mienh duqv dunz nzoih buangh doic ziangh hoc yiem naaiv WorkSource domh gorn aengx caux daaih taux zipv kaeqv nzie weih gorn gorngv benx Amharic waac. Ninh mbuo maiv duqv zaah seix jiex naaiv dauh zoux gong zipv kaeqv mienh se haih gorngv naaiv fingz waac nyei fai mv baac ninh se gorngv benx Amharic waac. Naaiv dauh kaeqv mienh naaic taux cie-ndaauv daan cuotv yiem naaiv haaix norm ziangh hoc. Naaiv dauh zoux gong mienh se haih gorngv benx Amharic waac mbuox naaiv dauh kaeqv mienh hiuv cie-ndaauv daan nzuonx mi'aqc.

Maiv horpc: Gu'nguaaic dauh kaeqv mienh jiex gorn naaic taux da'nyeic norm ze'weic nyei kou-gong gorn dugh nzunc baav ninh mbuo haih maaih puix-zipv gauz tengx nyei buonc. Yiem naaiv diuc gong nor, naaiv zipv kaeqv nyei zoux gong-mienh oix zuqc tengx lorx haaix dauh mienh haih gorngv Amharic waac wuov daaih juangc caux zoux naaiv diuc gong a'fai borqv nzipc faan waac gan fonh daaih caux gorngv waac.

F. Longc faan waac mienh beiv caux longc zoux gong mienh haih gorngv yi fingz waac

1. Longc haih gorngv yi fingz waac nyei zoux gong mienh daaih juangc tengx zoux nzie weih gong bun taux LEP kaeqv mienh se weih funx benx ze'weic gorn tengx lorx haih gorngv ang gitv waac mbiaangc. Ninh yaac mv zuqc longc faan waac mienh (gorngv waac baeqc dai) a'fai faan waac (benx nzangc) yiem naaiv deix yi fingz waac. Ninh se maaih jaaz-zinh fih ndongc doic dugh dorh yi fingz waac daaih beiv funx doic aengx caux faan waac yaac oix zuqc benx liouc siouv mienh aengx caux jaa zaah funx mangc jiex.
2. Longc faan waac mienh daaih tengx:
 - a. Ih zanc minc zinh douc waac dorh yietc fingz nyei waac daaih longc (waac-fingz gorn) mingh faan benx da'nyeic fingz waac (zipv fu'loqc mienh nyei waac).
 - b. Naaiv dauh porv waac mienh oix zuqc longc nzuih faan benx waac baeqc daic, dugh faan waac mienh se oix zuqc dorh sou-nzangc mingh fiev faan benx nzangc cuotv daaih. Wueic benx hnangv naaiv, dugh faan waac mienh cingx oix zuqc benx maaih wuonh wuv buoz-dauh liouh tengx faan benx sou-nzangc. Porv waac yaac maaih camv-diuc nyauv zorpc nzoih ziex diuc fanh zeic nyei gong dugh mv daan haih faan da'nyeic fingz waac hnangv liouh maaih wuonh wuv liouc faan cuotv nyei waac bun longc taux dauh gan mbenc zoux nyei gong-gorn paaiv njiec. Liouh benx nyungc zeiv, oix zuqc heuc ginv longc zipv fu'loqc mienh

gorngv nyei waac mingh faan zuqc ziangx aengx caux doiz doic longx gan waac-gorn. Wueic benx hngv naaiv, oix zuqc zaah dimv mangc longx dugh cingv faan waac nyei ziangh hoc aengx caux faan waac gong-bou yaac horpc tengx nzoih naaiv deix mienh zoux nyei bouc dauh gong.

- c. Ninh mbuo zipv longc tengx nyei mienh mangc daaih dugh naaiv diuc faan waac gong zoux duqv cingv nzoih se benx zien baengh fimv gorngv nyei waac aengx caux gorngv zuqc gan fingz waac-gorn mv bun piouz doic, ei nzoih ei leix waac, faaux mbuoz-daan, aengx caux dorh waac-gorn zorc puix ei zong-zei, mv simv cuotv, jaa bieqc a'fai zorc puix haaix deix waac. Maaih camv-diuc jauv-louc, longc ninh mbuo maaih wuonh zaang liouc siouv benx porv waac mienh a'fai faan waac yaac buatc zien qiemx zuqc longc benx yi diuc aengx caux horpc zuqc longc.
 - d. Maaih wuonh zaang longx benx faan waac mienh aengx caux porv waac mienh yaac oix zuqc zoux fiou gong-daqv aengx caux hoqc benx maaih buoz-dauh longx, fiou gong-daqv, aengx caux naaiv deix waac-fingz gong. Longc naaic deix faan waac mienh daaih tengx nzie weih gong-bou aengx caux porv waac mienh yaac oix zuqc tov lorx longc ninh mbuo nyei waac-fienx sou-gorn, duqv zaah dimv mangc, maaih hnyouv-zoih nzoih, zoux jiex gong, aengx caux duqv hoqc liuz.
 - e. Beiv taux zoux gong mienh dugh haaix dauh haih gorngv yi fingz waac nyei mienh se oix heuc ninh mbuo tengx faan waac a'fai porv waac bun muangx, se gorngv ninh mbuo maaih ze'buonc gauz benx zoux naaiv diuc gong. Maaih hnyouv-zoih gauz nyei buonc yaac zuqc lemh jienv zaah dimv mangc hnyouv-zoih aengx caux hoqc jiex gong tengx faan waac nyei jauv-louc aengx caux zoux ei guv daan.
3. Beiv mangc taux nyungc zeiv dugh ninh mbuo haaix dauh zoux gong mienh maaih ze'buonc horpc haih gorngv yi fingz waac nyei mienh yaac haih gorngv waac mbiaangc:
- a. *Puix horpc sic dauh*: Naaiv dauh goux saeng-eiz aengx caux cingv zoux gong dengv sic liouc siouv jien-mengh duqv tov heuc zoux gong doic dugh haaix dauh haih gorngv yi fingz waac nyei zoux gong mienh mingh tengx porv mengh waac mbuox kaeqv mienh duqv hiuv gorngv ninh mbuo oix zuqc douc waac lorx taux beu weih ndortv gong sou-gorn domh gorn zangc liouh naaic lorx waac-fienx jaa gorngv taux ninh mbuo sou-tov gorn wuov. Naaiv dauh zoux gong mienh oix zuqc longc ninh mbuo nyei waac tengx porv mbuox kaeqv mienh duqv hiuv cingv waac nzoih nzengc. Naaiv se buatc benx kuv jauv-louc dugh ninh mbuo haaix dauh zoux gong mienh haih gorngv yi fingz waac wuov caux kaeqv duqv douc waac mbuox tong doic bieqc hnyouv longx taux naaiv diuc jauv-louc, ninh yaac maiv zeiz benx gorngv naaiv dauh zoux gong mienh haih gorngv yi fingz waac wuov dorh naaiv dauh tengx goux saeng-eiz aengx caux cingv zoux gong liouc siouv jien-mengh mingh faan ei oix zuqc hngv haaix gorngv mbuox kaeqv mienh nyei waac.
 - b. *Maiv horpc*: Naaiv dauh dengv gong-bou bieiv goux norm WorkSource domh gorn duqv tov heuc haih gorngv yi fingz waac nyei zoux gong mienh tengx faan waac bunagx muangx yiem caux siang zoux gong mienh buangh ca'laangh caux kaeqv mienh nyei ziangh hoc liouh funx benx yietc buonc siang gong mienh gong jauv-louc. Naaiv diuc jauv-louc se maiv horpc sic dauh dugh ninh mbuo haaix dauh zoux gong mienh haih gorngv yi fingz waac wuov maiv maaih sou-gorn zaah dimv mangc jiex horpc benx zoux faan waac mienh aengx caux duqv hoqc jiex gong benx fiou gong-daqv leiz aengx caux ei wuonv deic sic dauh gorn benx faan waac mienh. Yiem naaiv deix sic dauh, cingx oix zuqc longc maaih ze'buonc horpc nyei mienh dugh haih gorngv yi fingz waac nyei zoux gong mienh tengx porv waac bun kaeqv mienh muangx gorngv oix zuqc dorh ninh cuotv yiem njiec buangh ca'laangh wuic caux siang gong-mienh wuov.
 - c. *Puix horpc sic dauh*: Gorngv benx naaiv Chuukese waac, caux LEP kaeqv mienh liouh borqv douc waac lorx taux beu weih ndortv gong sou-gorn domh gorn liouh tov heuc fih mbenc faan waac mienh daaih tengx faan benx Chuukese nzangc-fienx dugh ninh mbuo duqv zipv gan domh gorn zangc fungx daaih wuov. Naaiv dauh (Chuukese) zoux gong mienh haih gorngv yi fingz waac wuov yaac maaih ze'buonc

horpc dungh duqv zaah dimv mangc liuz bautc benx faan waac mienh a'fai porv waac mienh duqv porv cing waac mbuox taux kaeqv mienh benx Chuukese waac dungh naaiv dauh zoux gong mienh oix zuqc tov heuc naaiv dauh Chuukese maaih sou-gorn faan mienh daaih tengx faan waac bun muangx (Borqv bieqc mangc yiem H.1. A'fai borqv bieqc longc jaa-sic yiem naaiv hompetc sou-gorn juangc fungx daaih wuov) deix sou-muotc gorn yiem douc waac nyei ziangh hoc. Naaiv yaac mv ndongc haaix jienv sic dauh gong beiv taux naaiv dauh zoux gong mienh mv maaih sou-gorn benx faan waac mienh a'fai porv waac mienh.

- d. *Maiv horpc*: Naaiv deix LEP kaeqv mienh douc waac lorx taux borqv doic domh gorn zangc liouh ca'laangh gorngv taux lorx cuotv daaih nyei sic fei waac-nyiouz yiem gan ninh mbuo corngh dunz cuotv nyei waac dauh wuov. Ninh mbuo dunz sic dauh mienh koi wuic ca'llaangh gorngv taux naaiv deix zoux gong mienh dungh maaih puix horpc haih yi fingz waac dungh maaih sou-gorn benx faan waac mienh mingh tengx faan waac porv mengh mbuox taux ninh mbuo dunz sic dauh mienh lorx cuotv daaih nyei sic fei waac-nyiouz aengx caux kaeqv mienh maaih waac qiemx naaic taux dunz sic dauh mienh. Naaiv diuc jauv-louc se maiv horpc sic dauh dungh haaix dauh zoux gong mienh haih gorngv yi fingz waac wuov maiv maaih sou-gorn zaah dimv mangc jiex horpc benx zoux faan waac mienh aengx caux duqv hoqc jiex gong benx fiou gong-daqv leiz aengx caux ei wuonv deic sic dauh gorn benx faan waac mienh.

G. Cingv longc zoux gong mienh dungh haih gorngv nzoih yi fingz waac

1. Yiem njiec norm-norm ze'weic gorn yaac oix zuqc goux jiu doic caux naaiv dauh borqv bieqc zuangx guoqv dengv gong-bou bieiv jien-mengh mingh zaah funx cing saeng-eiz gong-bou dungh qiemx longc zoux gong mienh haih yi fingz waac tengx zoux gong dungh maaih sou-gorn horpc benx haih yi fingz waac gan ninh mbuo longc bieiv diuc jauv-louc zaah mangc daaih wuov aengx caux naaic norm jien-mengh yaac qiemx longc haih gorngv waac mbiaangc ndongc haaix. Porv cing waac gorngv taux naaiv norm jien-mengh mbuox cing benx ber sen dungh naaiv dauh zoux gong mienh oix zuqc haih longc ganh fingz waac liouh zoux gong gan zoux gong ziangh hoc yiem gorn zangc wuov. Beiv taux maaih saeng-eiz gong-bou qiemx zuqc longc zoux gong mienh haix yi fingz waac dungh koi zipv longc naaiv dauh mienh bieqc, ninh yaac horpc zuqc funx benx gorqv-zeic lengc jeiv puix-juang horpc liouh zunh waac-fienx lorx longc zoux gong mienh.
2. Mangc nyungc zeiv liouh longc waac tengx zunh waac-fienx cuotv liouh lorx longc zoux gong mienh:
 - a. "Gorqv-zeic lengc jeiv puix-juang horpc: Naaiv norm jien-mengh se longc yi fingz waac liouh gorngv ang gotv waac/Spanish waac. Meih oix zuqc doqc bun muangx gorngv mbiaangc ndongc haaix, fiev nzangc, aengx caux gorngv ang gotv waac aengx caux Spanish waac ei nzoih naaiv deix gorqv-zeic lengc jeiv puix-juangc horpc zoux naaiv norm jien-mengh."
3. Mangc nyungc zeiv liouh longc bieiv diuc jauv-louc zaah funx mangc cuotv daaih:
 - a. Naaiv dauh dengv gong-bou bieiv jien-mengh se mbenc liouh zipv longc siangh-mienh daaih zoux gong. Ninh mbuo zaah lorx mangc faaux njiec mienh houz waac-gorn yiem njiec buonh deic aengx caux zaah lorx mangc haaix deix mienh dungh haih gorngv janx-Vietnam waac funx benx 1%, a'fai lorx mangc 1,500 dauh mienh yiem njiec ninh mbuo buonh deic dorngx. Ninh mbuo kaeqv mienh duqv faaux mbuoz-daan yiem njiec naaiv dauh dengv gong-bou bieiv jien-mengh nyei buonh deic yaac kungx buatc maaih benx .3%, a'fai maaih 10 dauh dungh haih gorngv janx-Vietnam waac mbiaangc hngv. Naaiv dauh dengv-gong-bou bieiv jien-mengh se tengx goux mangc yietc zuangx kou-gong gorn dungh tengx nzie-weih lorx gong zoux nyei mienh aengx caux benx cingv gong ziouv-jaa gan fiev benx sou-nzangc aengx caux waac-baeqc daic. Dengv gong-bou bieiv jien-mengh se mbenc nzoih buonv-zinh gauz liouh cingv zoux gong siang-mienh dungh haih yi fingz waac piouz doic.
 1. Ei gan da'1 diuc sic dauh, buatc maaih 1,500 dauh mienh yiem njiec dengv gong-bou bieiv jien-mengh deic dauh buatc qiemx longc mv zoqc jiex yietc dauh zoux gong mienh haih yi fingz waac wuov daaih tengx.

2. Ei gan da'2 diuc sic dauh, buatc benx ber sen zoqc dungh kaeqv mienh qiex longc gorngv janx Vietnam waac beiv caux yiem njiec naaic norm deic dauh dungh buatc gorngv qiex jaa benx yi fingz waac liouh zunh waac-fienx bun zuangx mienh muangx.
3. Ei gan da'3 diuc sic dauh, naaiv norm kou-gong gorn yaac tengx nzie weih kuv gong-bou bun, mbiuv benx kuv jauv-louc liouh bieqc zien waac-gorn bun taux LEP mienh.
4. Ei gan da'4 diuc sic dauh, dengv gong-bou bieiv jien-mengh yaac maaih zinh zoih gorn gauz liouh zipv zoux gong siang-mienh haih yi fingz waac mv doiz doic.
5. Naaiv dauh borqv bieqc guoqv zangc dengv gong-bou bieiv jien-mengh duqv dorh naaiv deix bie diuc sic dauh paan pei luic mangc liuz, lemh jienv naaiv dauh dengv gong-bou bieiv jien-mengh nyei gorqv-zeic lengc jeiv puix-juang horpc haih gorngv aengx caux fiev yi fingz waac nyei nzangc benx janx-Vietnam waac mbiaangc liouh zipv zoux gong siang-mienh. Naaiv dauh dengv gong-bou bieiv jien-mengh oix zuqc zorc puix yietc nyeic waac dauh yiem njiec jien-mengh puix horpc benx 5% nyei ziangh hoc liouh longc yi fingz waac (gorngv waac baeqc daic aengx caux fiev benx sou-nzangc nyei gong) yiem ze'weic gorn zangc gong aengx caux funx benx 10% nyei ziangh hoc njiec mingh zoux gong caux langx zangc Vietnam baeqc fingz. Dengv gong-bou bieiv jien-mengh yaac oix zuqc mbenc ziangx 6 hlaax nyieqc bouc dauh gong-daan liouh dorh paan pei luic mangc caux naaiv dauh tengx borqv bieqc zuangx guoqv dengv gong-bou bieiv jien-mengh domh nzoih zaah mangc se gorngv qiex longc da'nyeic dauh haih yi fingz waac zoux gong mienh daaih jaa.
 - a. Mangc nyungc zeiv, beiv taux jiex liuz 6 hlaax nyieqc bouc dauh corc maaih kaeqv mienh benx janx-Vietnam camv faaux jiex gorn bieqc longc ze'weic gorn tengx nzie weih aengx caux ninh mbuo yietc zungv kaeqv mienh yaac duqv zipv tengx nzoih nzie weih gong mv zuqc guangc ziangh hoc zuov lauh, se funx gorngv mv zuqc zipv longc haih yi fingz waac nyei zoux gong mienh daaih jaa aqv. Hnangv haax yaac longx, beiv taux gorngv maaih kaeqv mienh jaa camv faux wueic ei longc gan ih zanc minc zinh haih yi fingz waac nyei zoux gong mienh hnangv, yaac hoic zuqc guangc ziangh hoc lauh nor, naaiv dauh dengv gong-bou bieiv jien-mengh yaac oix zuqc corngh zipv zoux gong mienh daaih jaa a'fai haih yi fingz waac nyei zoux gong mienh camv faaux.
4. Yietc zungv zoux gong dungh duqv zipv haih yi fingz waac nyei nyaanh piouz doic ei gan ninh mbuo nzu'maengx gu'hlen mienh daaih gouv zaah mangc cuotv daaih wuov liouh bun maaih haih gorngv camv-fingz waac mbiaangc, muangx duqv hiuv, aengx caux/a'fai haih doqc ninh mbuo nyei nzangc ei gan jien-mengh gong-bou daan paaiv njiec. Haaix zanc duqv fiev benx yi fingz waac mbuoz-daan funx benx gorqv-zeic lengc jeiv puix-juang horpc gan zunh lorx gong-mienh wuov, seix mangc nqa'haav laai nzunc longc yi fingz waac oix zipv bieqc benx zoux gong mienh a'fai duqv seix zaah dimv cuotv jiex daaih nyei buonc se zuqc zaah funx mangc ndaangc zipv bieqc zoux gong.
5. Longc ei saeng-eiz gong-bou qiex longc nyei jauv-louc, beiv taux haih longc yi fingz waac nyei zoux gong mienh dingh hitv kuonx a'fai paaiv heuc mingh zoux gorqv-zeic lengc jeiv kou-gong, dengv gong-bou bieiv jien-mengh naaic taux ih zanc haih longc yi fingz waac nyei zoux gong mienh dungh haih longc yi fingz waac maaih puix-juang horpc liouh zaah goux mangc ninh mbuo haih liouc ndongc haaix liouh paaiv bun zoux nyei gong horpc nyei fai aengx caux jaa nyaanh bieqc ninh mbuo jien-mengh gong-gorn waac, mv gunv jiex zoux jiex jauv gong a'fai zoux yietc liuz gong.
6. Dungh zoux gong mienh haih longc yi fingz waac gorngv ang gitv waac caux da'nyeic deix zoux gong mienh aengx caux kaeqv mienh dungh haih gorngv ang gitv waac wuov, nzunc baav ninh mbuo yaac oix gorngv benx ninh mbuo ganh nyei waac a'fai ninh mbuo nyei fingz waac caux da'nyeic deix zoux gong mienh a'fai kaeqv mienh dunh haih naaic

diuc waac wuov. Naaiv yaac mv bun zoux mange mv fangx mueic zoux bun wuaaic mengh dauh wueic laaix haih gorngv yi fingz waac funx benx liouc siouv mienh dung h oix zuqc hoqc aengx caux nzipc jienv hoqc, aengx caux ninh mbuo ze'weic gorn yaac funx liepc hnyouv oix heuc nzipc mingh aengx caux zorpc nzoih zoux gong dorngx dauh longxn nzoih aengx caux baengh fim dung h zoux bun zoux gong mienh haix maaih jaaz-zinh aengx caux maaih dorngx kauz dauh longx. Haaix zanc gorngv benx yietc fingz waac a'fai loh hnoi waac, naaiv deix zoux gong mienh haih gorngv yi fingz waac wuov yaac haih ginv longc yi fingz waac nyei hnyouv-zoih aengx caux bouc sengh zoux bun zoux gong dorngx dauh kuv-yiem zorpc nzoih yiem nitv zoux gong mienh dung h haaix dauh mv haih gorngv camv-fingx waac dorh faan benx angv gitv waac bun muangx.

- a. Ei gan bouc sengh maaih fing-sov zoux gong fih ndongc doic nyei doh leiz paaiv njiec 29 CFR 1606.7(a), "doh leiz paaiv njiec heuc zoux gong mienh yiem njiec zoux gong dorng h kungx gorngv benx ang gitv waac hnavg funx benx gong-bou jaa aengx caux benx zoux gong jauv-louc. Da'dauh mienh nyei waac yaac benx zien kuv waac longc gan cuotv seiz daaih. Yiem njiec zoux gong ze'weic gorn jiem-gec mv bun zoux gong mienh gorngv ninh mbuo nyei mienh fingz waac a'fai gorngv guangh doic nyei waac, bungx ndortv da'dauh mienh nyei ziangh hoc duqv zoux gong ei gan cuotv seiz gorn daaih wuov. Yaac haih zoux bun ninh mbuo haix nyaiv zaanc, leih guangc go aengx aengx caux gorngv hoic haeqv taux ninh mbuo cuotv seiz gorn liuz zoux bun haix ginv longc zoux bun mv yaauc mv maaih njien-yiouh hnyouv yiem gong-dorng h. Wueic benx zuqc hnavg naaiv, ninh mbuo goux baav gong-bou zuangx jien-mengh funx benx gorngv naaiv diuc leiz yaac ngaengc caengz zuqc naaiv hoc VII aengx caux oix zuqc dorh corng h funx longx."

H. Tov heuc tengx nzie weih faan waac

1. Naaiv ze'weic gorn yaac oix zuqc goux yiem saengv zangc liouh zoux sou-daan gorn caux faan waac mienh. Njiaaux waac-gorn liouh tov longc tengx faan waac mienh dung h bun yietc zungv zoux gong mienh se yiem ze'weic nyei [intranet](#) (doqc mangc yiem borqv bieqc zuangx guoqv Homepage juangc fungx daaih wuov)

I. Fiev benx sou-nzangc liouh douc waac

1. Ze'weic gorn duqv zoux sou-daan caux maaih sou-gorn benx faan waac nyei mienh liouh tengx faan waac fiev benx sou-nzangc. Naaiv zien kuv sou-muotc liouh dorh bun tengx nzie weih nyei gong wuov yaac oix zuqc bun borqv bieqc zuangx guoqv dengv gong-bou bieiv jien-mengh tengx paaiv benx yietc nyeic liouh dorh mingh faan daaih zorc puis longx faaux aengx caux paaiv bun zoux da'nyeic diuc gong yiem LEP.
 - a. Beiv taux haih yi fingz zoux gong mienh benx jien-mengh haih fiev yi fingz waac nyei nzangc mbiaangc aengx caux haih douc waac-fienx gan email, fungx nzangc-fienx, zunh fienv mbuox gorngv taux zipv longc fu'loqc nyaanh, a'fai douc waac jauv-louc, ninh mbuo yaac oix zuqc longc loh hnoi cuotv seiz waac gorngv.
 - b. Longc douc waac liouh zoux jien-jaa gong beiv taux benx sou-guv daan, fungx sou-fienx, a'fai sou-gorn bun muangx sic dauh benx tong leiz nyei sou-muotc wuov yaac oix zuqc fungx mingh bun tengx faan cuotv ndaangc aengx caux mv zeiz heuc benx zoux gong mienh haih yi fingz waac mienh tengx faan, se gorngv mv zeiz dung h ninh mbuo haih yi fingz waac zoux gong maaih ze'buonc gong-bou horpc zoux jien-mengh benx faan waac mienh.
 - c. Beiv taux zoux gong mienh benx haih gorngv yi fingz waac nyei jien-mengh dung h mv zeiz haih fiev ninh mbuo nyei nzangc liouc nor, dung h haaix deix borqv lorx doic gorn yaac oix zuqc dorh mingh faan benx ninh mbuo nyei waac ndaangc a'fai dorh bun zoux gong mienh dung h haih gorngv yi fingz waac jien-mengh maaih faan waac gong-bou wuov tengx faan cuotv.
2. Naaiv zeiv sou yaac funx benx jienv kuv waac beiv taux maaih waac-fienx gorngv taux tengx lorx siou nzie weih jauv-louc oix zuqc bingz mbueiz caux/fai fu'loqc nyaanh a'fai zoux ei doh leiz paaiv njiec wuov. Naaiv deix jienv sou-gorn waac se lem h jienv, mv baac maiv daan mbuoqc naaiv, zoux sou-tov gorn; laengx waac sou aengx caux sou-guv daan liouh goz zongc; zunh fienv mbuox taux maaih ze'buonc leix aengx caux zunc guangc; zunh tong fienv njiaaux taux LEP da'dauh mienh duv hiuv gorngv taux mbenc nzoih wang-henh tengx faan waac; aengx caux caux doic ndouv fiev ganh fingz nzangc mangc

ndongc haaix liouc, beiv doic mangc zoux gong buoz dauh aengx caux da'nyeic diuc buoz-dauh mv zeiz ang gitv nzangc wuov; aengx caux sou-fienx a'fai zunh fiensex mbuox dugh oix heuc zipv fu'loqc mienh a'fai kaeqv mienh dau daaih (Njiec mbuoz-daan gan guoqv zangc hungh jaa/Vol. 65, No. 159/Zunh fiensex daan 50123).

3. Fiev yietc zungv lorx buangh doic waac-fienx dugh fungx mingh bun taux kaeqv mienh dugh gorngv taux ze'weic tengx nzie weih nyei gong aengx caux kou-gong gorn se oix zuqc lemh jienv wang-henh tengx nzie weih waac-fienx benx zix fingx waac mingh bun taux LEP kaeqv mienh.
 - a. Lorx mangc waac-fienx gorngv taux hnangv haaix nzie weih tengx faan waac benx mv gauh zoqc jiex ziepc fingz waac (Ang gitv, Spanish waac, Mandarin waac, Russian waac, Vietnamese waac, Romanian waac, Laotian waac, Cambodian waac, Mienh waac, aengx caux janx ba'miuh waacg). Waac-fienx gorngv taux hnangv haaix borqv lorx buangh taux ze'weic domh gorn se mbenc nzoih waac-fienx benx ninh mbuo nyei waac liouh bun taux zuangx kaeqv mienh haaix deix mv haih ang gitv waac nyei buonc a'fai qiex heuc tengx faan benx ninh mbuo nyei waac.

Gong-bou daan liouh paan pei luic mangc

Naaiv diuc gueiz-jei leiz se oix zuqc dorh daaih paan pei luic mangc yiem **yi hnagx bouc dauh** a'fai gauh maqc beiv taux qiex zuqc.

Simv cuotv:

Ninh se mv zuqc simv cuotv naaiv diuc gueiz-jei leiz.

Zoux ei gan

Bungz ndortv mv dorh zoux nzoih gan naaiv deix yietc nyeic gueiz-jei leiz se haih zuqc zorqv njiec zuiz-nipc bun gan doh leiz aengx caux zunh cuotv gong yiem saengv zangc. Daaix luic ca'laangh caux dengv sic nanv gong ziouv, ze'weic gorn a'fai benx bouc buoz dengv sic nanv gong ziouv, a'fai gunv goux zoux gong jien-mengh beiv taux meih mv bungx laangc gorngv taux oix zuqc hnangv haaix zoux ei zuqc nzoih.

Nyungc zeiv daah beiv mangc

Guoqv zangc doh leiz hoc dauh paaiv yiem VI gorngv taux baeqc fingz yiem naaiv 1964

Dengv sic dauh jien-mengh waac-gorn 13166

Juangc fungx daaih nyei sou aengx caux borqv bieqc lorx mangc

[Universal Access Tools Homepage on EDweb](#)

[Hoqc gong: OED - LEP - Hoqc gong gan Online: Doh leiz tengx faan waac aengx caux yietc nyeic gueiz-jei](#)

Guoqv zangc LEP sou-daan gorn liouh borqv lorx ze'weic: <http://www.lep.gov/>

Bieqc faaux mbuoz-daan mienh yiem njiec guoqv zangc gunh jaa 68, yiem naaiv norm nam mber 103, pg 32294: <https://www.govinfo.gov/content/pkg/FR-2003-05-29/pdf/03-13125.pdf>

Zunh njiaaux waac sou-guv gorngv taux guoqv zangc tengx goux goux zinh nyaanh bun zipv fu'loqc mienh paaiv njiec yiem naaiv hoc VI Mv bun zoux hoic kuei taux yiem haaix norm guoqv zangc cuotv seiz dungh mv haih gorngv ang gitv waac mbiaangh nyei mienh:

<https://www.federalregister.gov/documents/2002/06/18/02-15207/guidance-to-federal-financial-assistance-recipients-regarding-title-vi-prohibition-against-national>

US DOL Gorn zangc goux baeqc doh leiz (CRC): <http://www.dol.gov/oasam/programs/crc/>

LEP Sou-guv daan: <http://www.dol.gov/oasam/programs/crc/lepent.htm>

Sou-duv daan liou guangc ze'buonc leiz: Nqoi nzuih bun faan waac bun muangx (borqv bieqc zuov muangx nyei buonc)

Waac-cai a'fai hoqc gong

Waac-cai a'fai goz zongc: Eric Villegas, Dengv gong nanv goux bun bieqc nyei ziouv, 503-947-1794, or eric.l.villegas@oregon.gov

Hoqc gong: <https://ilearn.oregon.gov//DL.aspx?id=32C295185883449C9BC7AAA8B6EB1E65>

Buatac longx nqoi nzui bun mi'aqc

Buatac longx nqoi nzui bun mi'aqc