



Ua ntawv mus yws

Australian lub tsev saib Tibneeg Txojcai (Human Right Commission) yog ib lub tsev uas tsis sawv tam leej twg ntawm tsa los taug-xyuas thiab daws cov lus yws complaints uas tsoom pejxeem xa tuaj hais txog txojkev uas lwm tus neeg saib tsis tau txog yus lub cev xwsli yus yog ib tug pojniam losyog ib tug txivneej, yus yog txawv haiv-neeg, yus txojkev xiam-oob-khab thiab yus lub hnuv nyoog nrog rau cov kev saib tsis tau ILO III thiab txojkev ua txhaum tibneeg txojcai.

Yam koj xa tuaj yws complaints rau peb tau yog

- **Kev saib tsis tau txog lub cev (Sex discrimination)** xwsli: hais lus xav thab deev uas saib tsis tau yus, hais lus saib tsis taus vim yus yog ib tug pojniam/txivneeg uas tsis zoo xwsli lwm tus, losyog yus suab-tub, yus muaj cuab muaj yim lawm, losyog yus pub mis-niam rau menyuam noj, yus tej kev saib-xyuas tsev neeg thiab kev ua niam-txiv txawv
- **Kev saib tsis taus txog txojkev Xiam-oob-khab (Disability discrimination)** xwsli tias: cov kev xiam-oob-khab lub cev, lub hlwb, kev txawj-ntse, kev meej-pem, kev muaj mob muaj nkeeg uas tshwm sim los ntawm raug mob tom chaw ua haujlwm losyog yeej ib txwm hlob tuaj mob li ntawd; cov kev xiam-oob-khab uas siv tej khoom pab disability aids; siv tej tsiaj coj kev thiab mus koom nrog cov neeg xiam-oob-khab.
- **Kev saib tsis taus txog lwm Haiv-neeg (Race discrimination)** xwsli tias txojkev ntxub-ntxaug thiab tsis nyiam vim txawv haiv-neeg, txawv daim xim tawv-nqaij, txawv pojkoob yawm-txwv, txawv lub tebchaws, txawv lub keeb-kwm losyog neeg txawv tebchaws tsiv tuaj nyob tshiab.
- **Txojkev saib tsis taus txog lub hnuv nyoog (Age discrimination)** xwsli tias, saib tsis tau vim yus yog tus neeg hluas dhau heev lawm losyog neeg laus dhau heev lawm.
- **Txojkev saib tsis taus txog ILO III discrimination** xwsli tias kev saib tsis tau nyob rau hauv tejchaw ua haujlwm vim yus coj kevcai dab-qhua txawv, vim yus muaj kev raug plaub-ntug sib ntaus sib tua (criminal record) dhau los, vim yus mus koom nrog pab pawg neeg trade union activity, pab pawg neeg xav txawv thiab muaj lub keeb-kwm sib txawv.
- **Tibneeg txojcai (Human rights)** xwsli tias, cov kev ua txhaum tus kevcai tswj tibneeg txojcai ntawm peb cov tebchaws Commonwealth losyog cov tsev tam ntawm cov tebchaws no, cov kev ua txhaum tus kevcai saib-xyuas tibneeg ntiaj teb txojcai the International Covenant on Civil and Political Rights, tus kevcai saib-xyuas Menyuam txojcai thiab saib-xyuas cov neeg muaj kev mob xiam-oob-khab (the Convention on the Rights of the Child and the Convention on the Rights of Persons with Disabilities)

Txawm koj yuav nyob rau thajchaw twg hauv tebchaws Australia los koj yeej muaj cai sau ntawv xa tau mus yws piav qhia txog koj txojkev tsis txaus siab. Nws yog ib txojkev pab dawb xwb. Txojkev tswj cov kev yws tsis txaus siab muaj rawsli hauv qab no.

Hu mus nug

- Yog koj tsis paub tseeb tias xyov koj puas yuav muaj cai sau ntawv mus yws piav qhia txog koj txojkev tsis txaus siab, koj xub hu mus nug hauv lub tsev Commission's National Information Service uas xov tooj yog **1300 656 419** losyog xa ntawv email mus nug tau hauv infoservice@humanrights.gov.au
- Peb mam xa daim ntawv tsis txaus-siab (complaint form) tuaj rau koj pib ua.
- Yog peb pab tsis tau, peb mam xa koj mus rau lwm tus uas yuav pab tau koj.

Ua ntawv mus yws

- Yuavtsum muab cov lus yws uas tsis txaus siab sau ua tus ntawv. Koj muab sau rau hauv daim ntawv tsis txaus siab (complaint form) ces xa post losyog fax tuaj rau peb losyog koj yuav nkag mus ua hauv online los tau tibsi, uas yog nkag mus ua hauv peb lub vas-sab website www.humanrights.gov.au.
- Koj yuav sau koj cov lus tsis txaus siab ua koj yam lus los tau tib yam. Peb mam pab koj sau koj cov lus tsis txaus siab yog tias koj ho tsis txawj sau.
- Koj tsis tas yuav siv tus kws lijchoj pab ua koj tsab ntawv xa mus yws no.
- Yog peb pab daws tsis tau koj cov lus tsis txaus siab, peb mam piav qhia koj saib yog tim licas peb thiaj pab daws tsis tau.

Kev taug-xyuas

- Peb mam hu xovtoo tuaj nrog koj tham txog koj qhov kev tsis txaus siab thiab tejzaum peb yuav hais kom koj qhia lwm yam ntxiv rau peb thiab.
- Tus thawj Commission yuav xaxov mus nug tus neeg losyog lub tsev ua haujlwm ntawm koj muaj kev tsis txaus siab thiab muab koj tsab ntawv xa mus rau lawv. Peb yuav hais kom cov neeg no sau ib tsab ntawv teb koj cov lus yws xa tuaj rau peb. Tejzaum tsab ntawv xa tuaj teb koj cov lus rau tus thawj Commission, yuav muaj cov lus qhia txog koj tus kheej thiab tej lus uas hais tsis tshua zoo (sensitive) txog koj tibsi.
- Muaj qho-zaus, yog peb pom tias peb yuav pab daws tsis tau koj qhov teebmeem no, ces peb yuav sau ntawv tuaj qhia koj thiab qhia lub ntsiab saib tim licas peb thiaj tau txiav txim siab li ntawd.
- Peb yuav sablaj nrog koj, saib koj puas kam kom neb ob tog mamli mus sibtham nrhiav kev haumxeeb rau neb tus kheej.

Kev kho kom sibhaum xeeb

- Kev kho kom sibhaum xeeb qhov no yog txhais hais tias peb yuav nrhiav kev los txhim kho kom neb ob tog sib haum txog qhov teebmeem uas tshwm sim ntawd.
- Kev kho kom sibhaum xeeb, tejzaum yog yuav hu ob tog tuaj tim ntsej tim muag sibtham losyog hu sibtham hauv xovtooj. Muaj qho zaus, kuj sau ntawv email sib taug nug losyog hu ncaj-nraim tus sablaj nrog tus txwj neeg laus conciliator.
- Nws muaj ntau txojkev hais kom sib haumxeeb. Xwsli hais lus thov txim, hais lus sib pauv txojkev cai ua haujlwm losyog siv kev nplua nyiaj (*Compensation*).

Muaj qho yam kev saib tsis tau txog – yus lub cev, txojkev xiam-oob-khab, haiv-neeg thiab hnuv-nyoog uas yuav raug xa mus hais hauv cov tsev hais plaub-ntug.

- Tus Commission tsis muaj cai yuav txiav-txim tau yog tias qhov teebmeem no muaj kev ua txhaum ntawm tsab kevcai (unlawful discrimination) tshwm sim.
- Yog lawv daws tsis tau koj txojkev tsis txaus siab losyog tsum tsis pab daws koj qhov teebmeem lawm, koj muajcai xa mus hais nyob hauv cov tsev hais plaub-ntug. Lub tsev hais plaub-ntug yuav yog tus txiav txim xyuas saib nws puas tau muaj cov kev saib tsis taus uas txhaum ntawm tsab kev cai.
- Koj muaj cai xa koj cov lus mus foob nyob rau hauv lub tsev hais plaub-ntug Federal Circuit Court of Australia losyog lub tsev hais plaub-ntug loj Federal Court of Australia, nyob rau hauv 60 hnuv, uas suav txij ntawm hnuv tus Commission teb tuaj qhia koj tias lawv yuav tsis muab kev pab koj lawm.
- Tus Commission yuav tsis muaj cai xa koj cov teebmeem losyog mus pab cev ncauj-lus hais koj cov teebmeem hauv lub tsev hais plaub-ntug rau koj.
- Koj yuav tau mus sablaj nrog kws lijchoj losyog cov tsev pab kev hais plaub yog koj yuav xa koj cov teebmeem mus hais hauv cov tsev hais plaub-ntug.

Kev txiav-txim/kev taug xyuas – txojkev ua txhaum ILO III discrimination thiab tibneeg txojcai

- Yog tias daws tsis tau txojkev tsis txaus siab no losyog muaj lwm yam los tshuam ua rau kom tau muab ncuu tseg lawm ces, tejzaum tus thawjtswj Commission yuav txiav txim xyuas saib puas yog tau ua txhaum tus kevcai ILO III discrimination losyog tibneeg txojcai.
- Yog tomqab tus Thawjtswj taug-xyuas qhov teebmeem no tag es pom tias yeej tau muaj kev saib tsis taus -discrimination losyog kev ua txhaum tibneeg txojcai lawm tiag ces tus Thawjtswj yuav xa qhov teebmeem no mus cob rau Tsoomfww Tus kws lijchoj loj Federal Attorney-General. Tus Thawjtswj yuav sau rau hauv daim ntawv taug xyuas report, yog nws pom tau tias rooj plaub no yuav tsim nyog kho/nplua npaum licas. Ces tejzaum daim ntawv taug-xyuas report no, mam coj mus sablaj nyob rau hauv tsev Dawb Parliament.

- Nws muaj Tus Thawjtswj cov kev txiav-txim txog txojkev saib tsis taus - discrimination thiab kev ua txhaum tibneeg txojcai nyob rau hauv the Commission's lub vas-sab website hauv <http://www.humanrights.gov.au/publications/reports-minister-under-ahrc-act>.

Kuv yuav mus nrhiav cov ntsiab lus ntxiv tau nyob rau qhov twg?

Lub tsev The Australian Human Rights Commission's tus leb xovtooj yog:

Xovtooj

Hu thoob tebchaws: 1300 656 419

TTY: 1800 620 241

NRS 133 677

Fax: (02) 9284 9611

Yog koj xav kom muaj neeg txhais lus hu rau **131 450** tag ces hais kom txuas xovtooj mus rau lub tsev Australian Human Rights Commission.

Yog koj lag-ntseg losyog tsis hnov lus zoo, koj hu rau peb tus xovtooj TTY on 1800 620 241. Yog koj lag-ntseg thiab hais-lus tsis tau, koj hu rau peb the National Relay Service (NRS) xovtooj yog 133 677. Yog koj xav kom muaj tus neeg piav-tes txhais-lus - Auslan interpreter peb mam npaj rau koj tibi.

Yog koj dig-muag losyog qhov muag tsis pomkev zoo, thov pab qhia rau peb paub vim peb muaj ntau yam kev pab xaxov.

Chaw xa-ntawv - Post

GPO Box 5218

Sydney NSW 2001

Chaw xa-ntawv hauv Online

Email: infoservice@humanrights.gov.au

Website: www.humanrights.gov.au

Koj yuav ua daim ntawv xa mus yws tau nyob hauv online, uas yog nkag mus hauv no <http://www.humanrights.gov.au/complaints/lodging-your-complaint>.

Kev pab sablaj txog lwm yam kev lijchoj -General legal advice

Nws muaj cov tsev community legal services uas muab kev pab dawb txog kev hais plaub-ntug, txog cov kev saib tsis taus discrimination thiab harassment. Yog koj yuav ua ntawv mus yws txog koj txojkev tsis txaus siab, tejzaum koj xub mus sablaj nrog cov kww lijchoj uantej tau.

Koj nkag mus nrhiav cov chaw muab kev pab dawb txog kev hais plaub-ntug hauv no (<https://www.nationallegalaid.org/for-individuals/>) losyog koj mus ntsib cov tsev muab kev pab hais plaub-ntug hauv koj lub zos (www.naclc.org.au/directory).

Lus Ceebtoom: Cov ntsiab lus sau hauv daim ntawv fact sheet no tsuas yog siv ua txojkev qhia xwb. Qhov tseeb tias, koj yuavtsum tau mus sablaj nrog kws lijchoj.