

Ogow Xuquuqdada



Employment Eligibility Verification
Department of Homeland Security
U.S. Citizenship and Immigration Services

Form I-9
OMB No. 1615-0047
Expires 10/31/2022

When this form is used, the instructions must be available, either in paper or electronically, with this form. The instructions must be available, either in paper or electronically, with this form. The instructions must be available, either in paper or electronically, with this form. The instructions must be available, either in paper or electronically, with this form.

Shaqaalaha Soo-galootiga ah ee Gobolka Washington

Fahamka xuquuqdaada goobta shaqada, inta lagu jiro fulinta ICE, iyo sida uu dhigayo sharciga Gobolka Washington

Adam Boyd, La-shaqeeyaha Maareeya & Breanne Johnson,
Qareenka Sare

GIBBSHOUSTONPAUW
COMPREHENSIVE IMMIGRATION ADVOCACY

Sida uu yahay May 11, 2026

Ujeedooyinka Soo-bandhigga

Soo-bandhiggan waxaa loogu talagalay dhammaan shaqaalaha.
Waxaad leedahay xuquuq iyadoon loo eegin xaaladdaada socdaalka.

Waxa aan dabooli doonno:

- Sharciyada Gobolka Washington ee ilaaliya shaqaalaha
- Amar Maxkamadeed vs Amar Maamul Iyo la hadalka
- shaqaalahaaga ee ku saabsan qorshaha jawaabta ICE

- Xuquuqaha Dastuuriga ah Kormeerka I-9 iyo weerarka goobta shaqada
- Qorsheynta badbaadada shaqsiga ah

- Meelaha dadweynaha iyo meelaha gaarka ah (Public vs. private) Waxa la sameeyo inta lagu jiro weerarka goobta shaqada (Worksite safety)
- Ciddo kale oo ay kheyraadka iyo xiriirrada xaaladaha degdegga ah

Q A Y B T A 1 a a d

Sharciyada Gobolka Washington ee Ilaaliya Shaqaalaha

Sharciyada muhiimka ah ee abuura shabakad badbaado oo loogu talagalay shaqaalaha soogalootiga ah ee gobolkeenna



Sharciyada Ilaalinta Shaqaalaha Soo-galootiga ah ee Gobolka Washington

2019

Sharciga Keep Washington Working

Waxay xaddidaysaa wada-shaqeynta booliiska deegaanka iyo ICE; waxayna ilaalisaa dhammaan dadka deggan Washington

2025

SSB 5104 – Sharciga Ka-hortagga Qasabidda (Anti-Coercion Law)

Waxay ka mamnuucaysaa loo-shaqeeyayaasha inay isticmaalaan xaaladda socdaalka si ay ugu hanjabaan shaqaalaha

2025

SHB 1875 – Fasaxa Jirrada ee Lacagta Leh ee Dacwadaha Socdaalka (Paid Sick Leave for Immigration Proceedings)

Waxay u oggolaanaysaa shaqaalaha inay isticmaalaan fasaxa jirrada ee lacagta leh si ay uga qayb galaan dacwadaha maxkamadda socdaalka ee iyaga ama xubnaha qoysaskooda

2026

HB 2105 – Sharciga Ilaalinta Shaqaalaha Soo-galootiga ah (Immigrant Worker Protection Act)

Waxay ku waajibinaysaa loo-shaqeeyayaasha inay shaqaalaha ogeysiyaan 5 maalmood gudahood marka uu jiro kormeer I-9 ah (waxay dhaqan geli doontaa Oktoobar 2026)

2026

HB 2355 – Xeerka Xuquuqda Shaqaalaha Guryaha (Domestic Workers Bill of Rights)

Waxay bixisaa ilaalinno shaqo oo loogu talagalay nannies, shaqaalaha nadaafadda guryaha, iyo shaqaalaha daryeelka guriga (waxay dhaqan geli doontaa Luulyo 2027)

Sharciga Keep Washington Working (2019)

Sharciga muhiimka ah ee Gobolka Washington ee taageeraya doorka soo-galootiga ee goobta shaqada

- Booliiska deegaanka, sheriff-yada, Washington State Patrol, iyo saraakiisha ilaha dugsiyada (school resource officers) WAA KA MAMNUUC inay:
 - Inay ku weydiiyaan ama ururiyaan xaaladdaada socdaalka, meesha aad ku dhalatay, ama jinsiyaddaada (haddii aysan la xiriirin baaritaan dambi oo socda)
 - Inay ku joojiyaan ama ku xiraan kaliya si ay u ogaadaan xaaladdaada socdaalka
 - Inay la wadaagaan macluumaadkaaga gaarka ah (sida cinwaanka guriga) ICE ama CBP
 - Inay ku hayaan amarada maamulka ee ICE ama amarrada xannibaadda (detainers).
 - Inay u oggolaadaan ICE inay kula yeeshaan wareysi inta aad xiran tahay, adigoon oggolaansho bixin
- Hay'adaha fulinta sharcigu MA SAMEYN KARAAN heshiisyo ay kula shaqeeyaan ICE/CBP si ay u fuliyaan sharciyada socdaalka
- Hay'adaha gobolka (sida Licensing, Labor, Health, Youth and Families) sidoo kale waa ka

Sharciga Keep Washington Working (2019)

Sharciga muhiimka ah ee Gobolka Washington ee taageeraya doorka soo-galootiga ee goobta shaqada

- **Waxyaabaha soo socda** waa waxa booliiska deegaanka, sheriff-yada, Washington State Patrol, iyo saraakiisha ilaha dugsiyada **aan loo oggolayn inay sameeyaan:**
 - Inay ku weydiiyaan ama ururiyaan xaaladdaada socdaalka, meesha aad ku dhalatay, ama jinsiyaddaada, haddii aysan la xiriirin baaritaan dambi oo socda
 - Inay ku joojiyaan ama ku xiraan kaliya si ay u ogaadaan xaaladdaada socdaalka.
 - Inay la wadaagaan macluumaadkaaga gaarka ah (sida cinwaanka guriga) Immigration and Customs Enforcement (ICE) ama Customs and Border Protection (CBP)
 - Laguma sii hayn karo xabsi iyadoo lagu saleynayo amar maamul oo ICE ah ama so xire
 - ICE looma oggolaan karo inay kula yeeshaan wareysi inta aad xiran tahay adigoo oggolaansho bixin
- Hay'adaha fulinta sharcigu MA SAMEYN KARAAN heshiisyo ay kula shaqeeyaan ICE/CBP si ay u fuliyaan sharciyada socdaalka

SSB 5104: Sharciga Ka-hortagga Qasabidda (2025)

Loo-shaqeeye kasta oo ku sugan Washington looma oggola inuu isticmaalo xaaladda socdaalka si uu ugu hanjabo shaqaalaha

- Loo-shaqeeyayaasha WAA KA MAMNUUC inay isticmaalaan xaaladda socdaalka ee shaqaale (ama xubin qoyskiisa ka mid ah), mid dhab ah ama loo malaynayo, si ay ugu hanjabaan ama uga hor istaagaan hawlo sharci ahaan la ilaaliyo
- “Qasabid” (Coercion) waa hanjabaad kasta oo cad ama si dadban loo muujiyey oo ku khasbaysa shaqaale inuu ka tanaasulo xuquuq sharci ahaan looga ilaaliyo goobta shaqada
- Tusaalooyinka hawlaha la ilaaliyo: gudbinta cabashooyinka mushaharka/saacadaha shaqada, soo sheegidda xadgudubyada badbaadada, ku biirista urur shaqaale (union), iyo gudbinta cabashooyinka takoorka
- Fulinta: Waaxda Shaqada iyo Warshadaha ee Washington (L&I) ayaa baaraysa; ganaaxyadu waxay u dhexeeyaan \$1,000 (xadgudubkii ugu horreeyay) ilaa \$10,000 (xadgudubyada soo noqnoqda)

SHB 1875: Fasaxa Jirrada ee Lacagta Leh ee Dacwadaha Socdaalka (2025)

Waxaad isticmaali kartaa fasaxa jirrada ee lacagta leh ee aad uruursatay baahiyaha la xiriira socdaalka

- Isticmaalka la daboolay waxaa ka mid ah diyaarinta ama ka qaybgalka dacwadaha la xiriira socdaalka
- Waxay khuseysaa dacwadaha la xiriira adiga ama xubin qoyskaaga ka mid ah
 - ilmo, ilmo uu awoowe u yahay, awoowe/ayeeyo, waalid, walaal, ama xaas
 - qof kasta oo si joogto ah ula deggan shaqaalaha guriga isla markaana laga filayo in shaqaaluhu daryeelo
- Tani waxay ka dhigan tahay inaadan khasaarin mushahar ama aadan halis ugu jirin ciqaab markaad ka qaybgalayso maxkamadda socdaalka
- Loo-shaqeeyahaagu MA CIQAABI KARO ama ka aargudan karo adiga sababtoo ah waxaad u isticmaashay fasaxa jirrada ujeeddadan
- Sharcigan wuxuu la shaqeeyaa sharciga hadda jira ee Fasaxa Jirrada ee Gobolka Washington (loo-shaqeeyayaashu waa inay bixiyaan 1 saac oo fasax jirro ah 40 saacadood kasta oo la shaqeeyo)

HB 2105: Sharciga Ilaalinta Shaqaalaha Soo-galootiga a

*Kordhinta caddaaladda iyo hufnaanta goobta shaqada – Waxay dhaqan geli doontaa 2026**

-

Marka wakiillada federaalku bilaabaan kormeer (audit) ku saabsan diiwaannada I-9 ee goob shaqo, loo-shaqeeyayaashu WAA INAY:

-

Ogeysii DHAMMAAN shaqaalaha gudaha 5 maalmood oo shaqo gudahood laga bilaabo marka la helo ogeysiiska kormeerka federaalka (Notice of Inspection, NOI).

- Ku dheji ogeysiis ku qoran Ingiriisi iyo shanta luqadood ee ugu badan ee laga isticmaalo Washington (hadda waa Isbaanish, Shiine, Fiitnaamiis, Soomaali, iyo Tagalog)
- Wadaag macluumaad ku saabsan xuquuqda shaqaalaha iyo kheyraadka gobolka oo dhan
- Ogeysii shaqaale kasta oo ay saameysay gudaha 5 maalmood oo shaqo



HB 2355: Xeerka Xuquuqda Shaqaalaha Guryaha (Domestic Workers Bill of Rights) (2026)

Ilaalinno heer gobol ah oo loogu talagalay nannies, shaqaalaha nadaafadda guryaha, iyo bixiyeyaasha daryeelka guriga – Waxay dhaqan geli doontaa Luulyo 1, 2027

- Shaqaalaha guryaha taariikh ahaan waxaa laga reebay ilaalinnaada shaqada
- Shaqaalaha waa in la siiyaa ugu yaraan mushaharka ugu yar ee gobolka; 1.5 jeer mushaharka caadiga ah marka ay ka shaqeeyaan wax ka badan 40 saacadood
- Loo-shaqeeyahaagu WAA INUU ku siiyaa heshiis qoran oo ku qoran luqad aad fahmeyso ka hor inta shaqadu bilaaban, oo ay ku jiraan heerka mushaharka, saacadaha shaqada, iyo shuruudaha shaqada
- Loo-shaqeeyahaagu MA QAADAN KARO ama MA HAYN KARO dukumentiyadaada gaarka ah (sida baasaboorka ama aqoonsiga)
- Loo-shaqeeyahaaga (milkiilaha guriga) si iskood ah uguma oggolaan karo ICE inay gudaha u soo gasho si ay kuu xiraan iyadoon jirin amar maxkamadeed
- Loo-shaqeeyayaashu waa inay bixiyaan ogeysiis qoran oo horudhac ah ka hor

Q a y b t a 2 a a d

Xuquuqaha Dastuuriga ah - Meel kasta, Waqti kasta

Xuquuqahan waxaa leh QOF KASTA oo ku sugan Mareykanka, iyadoon loo eegin xaaladda socdaalka

Wax-ka-beddelka 5^{aad} Xaqaa Aad U Leedahay Inaad Aamuso

Isticmaalka xuquuqdaada ma aha carqaladeyn — waa sharci waana la ilaaliya

Waxyaabaha AY TAHAY inaad sameyso:

- Isdeji oo edeb muuji — ha doodin, ha iska caabin, hana cararin
- Weydii haddii aad xor u tahay inaad baxdo — haddii jawaabtu haa tahay, si deggan uga tag meesha
- Dheh, “Waxaan isticmaalayaa xaqayga aan u leeyahay inaan aamuso. “Waxaan rabaa inaan la hadlo qareen.” Kadibna jooji hadalka. Runtii.
- Haddii lagu xiro, codso qareen hana hadlin ilaa uu qareen joogo

Waxyaabaha AANAY AHAYN inaad sameyso:

- HA ka jawaabin su’aalaha ku saabsan meesha aad ku dhalatay ama sida aad dalka ku soo gashay
- HA ka been sheegin xaaladdaada socdaalka ama ha bixin dukumentiyada been ah
- **HA saxiixin wax dukumentida ah** adigoo qareen dib u eegis ku sameyn, gaar



Wax-ka-beddelka 4aad wuxuu ka ilaaliyaa baaritaan iyo qabasho aan macquul ahayn (unreasonable search & seizure)

- Shaqaaluhu waxay xaq u leeyihiin inay diidaan oggolaanshaha baaritaanka meelaha gaarka ah iyo alaabtooda shaqsiga ah.
- Loo-shaqeeyahaagu ma bixin karo oggolaansho lagu baarayo meeshaada gaarka ah (boorso, locker, ama gaari)
- Xitaa haddii ICE ay soo bandhigto amar maxkamadeed (judicial warrant), waxaad diidi kartaa baaritaanka.
 - Si cad oo deggan u dheh: *“Ma oggolaanayo baaritaankan. “Waxaan u hoggaansamayaa sababtoo ah waxaad soo bandhigtay wax u muuqda amar maxkamadeed, laakiin si iskood ah uma oggolaanayo.”*
- **Ha iskaga caabin xoog, xitaa haddii baaritaanku sharci-darro yahay!**
- Sheeg diidmadaada, oo dukumiinti geli wax kasta oo dhacaya.

Qoraal ku saabsan Darawallada Rideshare-ka iyo Shaqaalaha Gig Economy-ga

Shaqada ku saleysan app-yadu waxay leeyihiin caqabado sharci oo gaar ah

- Darawallada rideshare-ka iyo kuwa gaarsiinta (Uber, Lyft, DoorDash) guud ahaan waxaa loo tixgeliyaa qandaraasleyaal madaxbannaan (independent contractors) — ee ma aha shaqaale dhaqameed
- Sharciga Washington wuxuu waajbinayaa in darawallada rideshare-ka la siiyo fasax jirro, sidaas darteed SHB 1875 (Fasaxa Jirrada ee Dacwadaha Socdaalka) ayaa laga yaabaa *inuu* khuseeyo
- Adigoo ah qandaraasle madaxbannaan (contractor), waxay u badan tahay inaadan lahayn ilaallinnada kale ee shaqaalaha (tusaale ahaan, Sharciga Ilaalinta Shaqaalaha Soo-galootiga ah)

Qoraal ku saabsan Darawallada Rideshare-ka iyo Shaqaalaha Gig Economy-ga

Shaqada ku saleysan app-yadu waxay leeyihiin caqabado sharci oo gaar ah

- Darawallada rideshare-ka iyo kuwa gaarsiinta (Uber, Lyft, DoorDash) guud ahaan waxaa loo tixgeliyaa qandaraasleyaal madaxbannaan (independent contractors) — ee ma aha shaqaale dhaqameed
- Sharciga Washington wuxuu waajabinayaa in darawallada rideshare-ka la siiyo fasax jirro, sidaas darteed SHB 1875 (Fasaxa Jirrada ee Dacwadaha Socdaalka) ayaa laga yaabaa *inuu* khuseeyo
- Adigoo ah qandaraasle madaxbannaan (contractor), waxay u badan tahay inaadan lahayn ilaallinnada kale ee loo-shaqeeyaha (tusaale ahaan, Sharciga Ilaalinta Shaqaalaha Soo-galootiga ah)

Qoraal ku saabsan Darawallada Rideshare-ka iyo Shaqaalaha Gig Economy-ga

Shaqada ku saleysan app-yadu waxay leeyihiin caqabado sharci oo gaar ah

- Waxaad xaq u leedahay inaad aamusto oo aad diido oggolaanshaha baaritaanka — xitaa gudaha gaarigaaga
- Haddii ICE ay kuu soo dhowaato inta aad safar ku jirto: si ammaan ah gaariga u jooji, sheeg inaad isticmaalayso xaqaaga aad u leedahay inaad aamusto, kadibna la xiriir qareen
- Gaarigaagu waa hanti gaar ah — ICE ma baari karto iyadoon haysan amar maxkamadeed (warrant) ama oggolaanshahaaga
 - *Haddii* aadan ku jirin 100 mayl gudahood xadka Maraykanka ama aysan jirin sabab macquul ah (probable cause) oo lagu aaminsan yahay in gaarigu leeyahay caddeyn dambi
- Shirkadaha iyo madallada app-yadu waxay leeyihiin habraacyo u gaar ah — hubi in madasha aad isticmaasho ay leedahay siyaasad ku saabsan sida looga

Q y b t a 3 a a d

Meelaha dadweynaha iyo meelaha gaarka ah (Public vs. private spaces)

Farqiga u dhexeeya labadan arrimood waa mid aad muhiim u ah

Meelaha Dadweynaha iyo Meelaha Gaarka ah ee Goobta Shaqada

Meesha aad joogto ayaa go'aamisa waxa ICE ay samayn karto

Goobaha Caamka ah

- Jidadka lugta (sidewalks), waddooyinka, jardiinooyinka dadweynaha, iyo joogsiyada basaska
- Suuqyada waaweyn (supermarkets) iyo dukaamada tafaariiqda (retail stores)
- Meelaha cuntada lagu cuno ee makhaayadda
- Qolalka sugitaanka ee xafiisyada iyo huteellada
- Groomada

Goobaha gaarka lo leeyahay

- Gurigaaga ama hoygaaga gaarka ah
- Goobaha Shaqaalaha -kaliya:
 - Qolalka nasashada iyo qolalka keydinta alaabta shaqaalaha,
 - Xafiisyada gudaha iyo qolalka kaydka alaabta
 - Goobaha shaqada ee aan u furnayn dadweynaha
 - Jikooyinka Makhayadaha
- Shaqaalaha guryaha, guriga loo-

Meelaha Dadweynaha iyo Meelaha Gaarka ah ee Goobta Shaqada

Meesha aad joogto ayaa go'aamisa waxa ICE ay samayn karto

Goobaha Caamka ah

- ICE uma baahna amar maxkamadeed (warrant) si ay ugu sugnaato meel dadweyne
- ICE waxay kuu soo dhowaan kartaa oo waxay ku weydiin kartaa su'aalo
- Lagama rabo inaad istaagto ama ka jawaabto su'aalaha — weydii haddii aad xor u tahay inaad baxdo
- Haddii ICE ay ku qabato meel dadweyne iyadoon haysan amar maxkamadeed (warrant), waxay

Goobaha gaarka lo leeyahay

- ICE gudaha uma geli karto meel gaar ah iyadoon haysan amar **maxkamadeed oo uu** saxiixay garsoore
- Amar **maamul oo uu saxiixay** sarkaalka ICE ah KUMA FILNA inuu qof ku galo meel gaar ah ama uu ku xiro.
- Si deggan u weydii: “Ma haysaan **amar maxkamadeed** (judicial warrant)?” — haddii aysan haysan, waad diidi kartaa inay soo galaan

Q a y b t a 4 a a d

Amar Maxkamadeed vs. Amaro Maamul

Farqiga u dhexeeya labadan arrimood waa mid aad muhiim u ah

Amar Maxkamadeed vs Amar Maamul

Had iyo jeer weydii: “Tani ma uu saxiixay garsoore?”

AMAR MAXKAMADEED

- Oo uu saxiixay garsoore federaal ah ama garsoore maxkamadeed
- Tusaalooyin: Form AO 93 (Baaritaan/Search) ama Form AO 442 (Xarig/Arrest)
- Waxay ka kooban tahay weedho sida “United States District Court.”
- Waa inuu si cad u magacaabaa qofka gaarka ah, goobta gaarka ah, iyo waxyaabaha la doonayo in la qabto ama la wareego

AMAR MAAMUIL

- Waxaa saxiixay kormeere ka tirsan ICE ama DHS — *mana aha garsoore*
- Tusaalooyin: Form I-200 (Xarigga Qofka Ajnabiga ah ama Form I-205 (Ka Saarid ama Masaafurin
- Uma oggola gelitaanka meelaha gaarka ah ama ganacsiyada
- Loo-shaqeeyayaasha iyo shaqaalaha shaqsiga ahba si sharci ah ayay u diidi karaan gelitaanka meelaha gaarka ah haddii ICE ay haysto oo kaliya

Amar Maxkamadeed vs Amar Maamul

Ka codso ICE inay amarka (warrant) ka hoos mariyaan albaabka ama ay daaqadda ka tusaan si aad u eegto

AMAR MAXKAMADEED – Bogga 1aad – Xaqiiji

AO 93 (Rev. 11/13) Search and Seizure Warrant

UNITED STATES DISTRICT COURT

for the

In the Matter of the Search of
(Briefly describe the property to be searched
or identify the person by name and address)

Case No.

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer

An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the District of
(identify the person or describe the property to be searched and give its location):

er present during the execution of the warrant, must prepare an inventory and inventory to

(United States Magistrate Judge)

immediate notification may have an adverse result listed in 18 U.S.C. Officer executing this warrant to delay notice to the person who, or whose (e box)

facts justifying, the later specific date of

Judge's signature

Printed name and title

Amar Maxkamadeed vs Amar Maamul

Ka codso ICE inay amarka (warrant) ka hoos mariyaan albaabka ama ay daaqadda ka tusaan si aad u eegto

AMAR MAXKAMADEED (JUDICIAL WARRANT) – Bogga 2aad – Xaddid gelitaanka meelaha, alaabta, ama dadka lagu qeexay amarka

AO 93 (Rev. 11/13) Search and Seizure Warrant (Page 2)

Return		
Case No.:	Date and time warrant executed:	Copy of warrant and inventory left with:
Inventory made in the presence of :		
Inventory of the property taken and name of any person(s) seized:		



Amar Maxkamadeed vs Amar Maamul

Ka codso ICE inay amarka (warrant) ka hoos mariyaan albaabka ama ay daaqadda ka tusaan si aad u eegto

AMAR MAAMUIL

DHS
Maxkamad
ma aha



U.S. DEPARTMENT OF HOMELAND SECURITY

Warrant for Arrest of Alien

File No. _____

Date: _____

To: Any immigration officer authorized pursuant to sections 236 and 287 of the Immigration and Nationality Act and part 287 of title 8, Code of Federal Regulations, to serve warrants of arrest for immigration violations

I have determined that there is probable cause to believe that _____
is removable from the United States. This determination is based upon:

- ☐ the execution of a charging document to initiate removal proceedings against the subject;
- ☐ the pendency of ongoing removal proceedings against the subject;
- ☐ the failure to establish admissibility subsequent to deferred inspection;
- ☐ biometric confirmation of the subject's identity and a records check of federal

Amar Maxkamadeed vs Amar Maamul

Ka codso ICE inay amarka (warrant) ka hoos mariyaan albaabka ama ay daaqadda ka tusaan si aad u eegto

AMAR MAAMUIL

notwithstanding such status is removable under U.S. immigration law.

YOU ARE COMMANDED to arrest and take into custody for removal proceedings under the Immigration and Nationality Act, the above-named alien.

(Signature of Authorized Immigration Officer)

(Printed Name and Title of Authorized Immigration Officer)

Certificate of Service

I hereby certify that the Warrant for Arrest of Alien was served by me at _____
(Location)

on _____ on _____, and the contents of this
(Name of Alien) (Date of Service)

notice were read to him or her in the _____ language.
(Language)

Name and Signature of Officer

Name or Number of Interpreter (if applicable)

Saraakiisha
Socdaalka Ma
Aha

Q a y b t a 5 a a d

Baritaanka I-9 vs. Duulanka Goobta Shaqada

Fahamka farqiga u dhexeeya labadan arrimood wuxuu ilaaliyaa shaqaalaha iyo loo-shaqeeyayaasha labadaba

Kormeerka I-9 iyo Weerarka Fulinta ee Goobta Shaqada

Ma aha oo keliya dib-u-eegis dukumentiyó – ICE waxay u isticmaali kartaa tallaabada ugu horreysa ee horseedi karta weerar lagu qaado goobta shaqada

Baaritanka I-9

- ICE/HSI waxay loo-shaqeeyaha siisaa Ogeysiis Qoran oo Kormeer ah, badanaana waxay sidoo kale siisaa amar sharci oo lagu dalbanayo dukumentiyó dheeraad ah
- Loo-shaqeeyaha wuxuu haystaa 3 maalmood oo shaqo si uu u soo bandhigo foomamka I-9
- Loo-shaqeeyayaashu waa inay la tashadaan la-taliye sharci (legal counsel) oo ay saxaan khaladaadka ku jira
- Shaqaalaha SI DEGDEG AH looma xirayo — tani waa dib-u-eegis dukumentiyó
- Loo-shaqeeyaha WAA INUU ogeysiiyaa shaqaalaha gudaha 5 maalmood oo shaqo gudahood sida uu dhigayo Sharciga Ilaalinta Shaqaalaha Soo-galootiga ah
 - Ka faa’iidayso waqtigan si wanaagsan, oo la tasho qareen ku takhasusay arrimaha socdaalka
- ICE waxay u isticmaali kartaa

Kormeerka I-9 iyo Weerarka Fulinta ee Goobta Shaqada

WEERARKA FULINTA EE GOOBTA SHAQADA

- Weerar ay ICE fuliso (ICE raid) waa hawl fulin sharciyeed oo la xiriirta socdaalka, taas oo saraakiishu ay ku geli karaan goob shaqo ama meel kale si ay u xiraan dad, u ururiyaan caddeymo, ama u fuliyaan amarro maxkamadeed oo la xiriira baaritaanno socdaal ama dambiyeed.
- Wakiillada ICE waxay yimaadaan iyagoo tiro badan oo fulinaya hawl sharciyeed
 - badana aan la sheegin
 - marmarka qaar dhar caadi ah xiran
- ICE waxay isku dayi doontaa inay xakameyso xaaladda goobta oo ay su'aalo waydiiso shaqaalaha
- ICE waxay u baahan tahay amar maxkamadeed si ay u gasho meelaha aan u furnayn dadwaynaha

Dulmarka Duulaanka ICE

- Baaritanku wa bilaabmay
- ICE wa timid - badana dhawr Baabur
- Dib u eeg Amarka Maxkamadda
- Saraakiishu waxay sameeyaan baaritaan
- Waxaa dhici kara xarig ama qabasho
- Dukumiinti geli wixii dhacay
- La xiriir qareen oo ka jawaab arrinta



Baaritaan Hordhac ah oo Fulinta Ka Hor (Kahor Imaatinka Saraakiisha)

Tallaabada Koowaad: Duulaanka ICE inta badan wuxuu bilaabmaa waqti dheer ka hor inta aysan wakiiladu imaan

- CE waxay samayn kartaa baaritaan ka hor inta aysan jirin wax tallaabo ah oo goobta laga fulinayo, waxaana ka mid noqon kara:
- Dib-u-eegista xogaha ama cabashooyinka la soo gudbivev
- Samaynta kor-kala-socosh
- Baaritaanka diiwaanada shaqada (sida I-9 {st
- Abaabul la-sameynta hay'adaha kale
- Helidda amar maxkamadeed, amar maamul, ama oggolaansho baaritaan



Imaatinka Saraakiisha ICE ee Goobta Ganacsiga

Talaabada 2aad isdeji. Codso inaad aragto dukumentiyada

Wakiiladu waxay imaan doonaan iyagoon ogeysiin hore bi

- Isku tilmaami doonaan aqoonsi ahaan saraakiil federa
- Raadin doonaan inay galaan goobta shaqada
- Soo bandhigi donan waaran ama dukumenti kale
- Isku dayi donan inay la hadlaan maamulka ama mulkiilaha
- Sugi donan iridaha laga soo galo ama xadadi doonaan dhaqdhaqaaqa
- Ujeeddooyinka Muhiimka ah:
 - Go'aami nooca dukumentiga ay haystaan.
 - Ogeysii kormeerahaaga ama qofka loo magacaabay inuu noqdo xiriirka jawaabta ICE



Dib-u-eegista Amarka iyo Ku Adkeysiga Xuquuqdaada

Tallaabada Saddexaad: Eegista Waaranka ama Diidmada Oggolaanshaha

Marxaladdan, **loo-shaqeeyahaagu** waa inuu:

- Codso nuqul ka mid ah amar kasta oo maxkamadu
- Dib u eeg xadka amarka (meelaha uu daboolayo, v dadka magacyadooda lagu sheegay)
- La xiriiro qareen sharciyeed isla markaba
- Magacow / hawlgeli qofka loo xilsaaray inuu la xiriiro saraakiisha
- Diid oggolaanshaha baaritaannada ka baxsan waxa amarka maxkamaddu oggolaanayo



Adiguna waxaad si deggan ugu adkaysan kartaa xuquuqdaada shaqsiga ah haddii lagula kulmo ama lagu weydiiyo su'aalo!

Hawlaha Fulinta ee Ka Socda Gudaha Goobta Shaqada

Tallaabada Afraad: Baaritaan – Wareysiyo – Qabasho – Xiritaanno

Sarakiisha ICE waxay awoodan:

- Baari karaan aagag cayiman
- Codsan karaan diiwaanno
- Qaadan karaan dukumentiyiyo ama aaladaha elektaroonigga ah
- Sawirro ka qaad ama diiwaangeli caddeymaha
- Wareysan karaan shaqaalaha
- Saraakiishu waxay kala saari karaan shaqaalaha
- Maamulka waxaa laga yaabaa in lagu amro inaysan faragelin hawsha socota
- Qaar ka mid ah dadka waxaa laga yaabaa in la qabto ama la xiro
- Ujeeddo Muhiim ah: Isdeji, hana sameyn wax iska-caabin Awodeed ah

Q y b t a 6

Waxa La Sameeyo Inta Lagu Jiro Duulanka Goobta Shaqada

Faafi awoodda, ee ha faafin cabsi

Waxyaabaha ay tahay inuu sameeyo Shaqaaluhu

Maxaa La Sameeyaa Haddii Ay Haystaan Amar Maxkamadeed?

- Marka hore, si tartiib ah oo deggan ugu gudub meel gaar ah (private space) oo ku taal goobta shaqada, kadibna albaabka xir.
- *Haddii aysan* ICE horey kuugu amrin wax ka duwan, samee sidaas.
- Marka ICE ay kula kulanto, weydii haddii aad xor u tahay inaad baxdo.
- Aamus — hana la falgelin ICE.
Kaliya hadal si aad u tiraahdo: “Waxaan isticmaalayaa xaqgii aan u leeyahay inaan aamuso.” “Waxaan rabaa inaan la hadlo qareen.”
- Kadibna aamus. *Runtii*.

Employees' Responsibilities in an ICE Raid

☒ **REMAIN SILENT**

☒ **DO NOT LIE ABOUT STATUS**

☒ **DO NOT SIGN DOCUMENTS**



Waxyaabaha ay tahay inuu sameeyo Shaqaaluhu

Maxaa La Sameeyaa Haddii Ay Haystaan Amar Maxkamadeed?

- Ha wadan ama ha soo bandhigin dukumentiyoo been ah ama furayso qalabka.
- Hubi in qalabkaaga elektaroonigga ah ay ku xiran yihiin eray sir ah aan ku salaysnayn xogta jirka, sida faro ama aqoonsiga wajiga.
 - Ha isticmaalin aqoonsiga wajiga ama aqoonsiga faraha.
 - Isticmaal lambarka sirta ah oo aad gacanta ku qorto markaad furayso qalabka.
- WAXBA HA SAXIIXIN.
- Diiwan geli waxad aragto.
- Markaad gasho meel gaar ah (private space), la xiriir qareen ama urur maxalli ah haddii qofka loo xilsaaray xiriirka uusan horey sidaas u sameyn.

Employees' Responsibilities in an ICE Raid

☒ **REMAIN SILENT**

☒ **DO NOT LIE ABOUT STATUS**

☒ **DO NOT SIGN DOCUMENTS**



XEELADAHA CAADIGA AH EE QASABIDDA IYO HANJABAADDA

ICE ma aha Saxiibkaaga. Waxa laga yaaba inay:

- Ku hanjabaan inay keeni doonan korm
- Ku andacood in aanad xaq u lahayn in
amarka maxkamadda
- Soo bandhig amar maxkamadeed aan
si cad u qeexayn meesha la baarayo, l
andacoo inay xaq u leeyihiin inay mee
- Ku yiraahdaan haddii aad la shaqeyso
waraaqo, inay kuu fududeyn doonaan
- U sheegan dhammaan dadka leh jinsiy
inay tagaan oo istaagaan meel cayima
- Ka codsadan dhammaan dadka hayst
inay gacanta taagaan



Sida Loo Noqdo Qof Goobjoog Ah Inta Lagu Jiro Weerar ICE

Doorkaagu waa muhiim: si ammaan ah u dukumiinti geli waxa ka dhacaya goobta.

Waxyaabaha AY TAHAY inaad sameyso:

- Isdeji oo joog masaafo ammaan ah
- U fiirso oo dukumiinti geli: magacyada, lambarrada iyo dadka la qabtay ama la xiray
- Duub, haddii ay ammaan tahay inaad sidaas samaysa duubistaada.
- Waxaad leedahay xuquuqda Wax-ka-beddelka 1aad inaad duubto ama duubis ka samayso ficillada hay'adaha fulinta sharciga marka ay ka dhacayaan
- La xiriir taageero sharci ama shabakadaha jawaabta degdegga ah



Waxyaabaha AANAY AHAYN inaad sameyso:

- HA faragelin ama ha kicin xaaladda
- HA taaban, ha riixin, hana garaacin sarkaal.

La Hadalka Loo-shaqeeyahaaga Ku Saabsan Qorshaha Jawaabta ICE ee Goobta Shaqada (About an ICE Response Plan)

Sida Looga Hadlo Arrintan Muhiimka ah Si Xirfad Leh oo Wax Ku Ool Ah

Sida arrinta Loogu Soo Qaado Loo-shaqeeyahaaga

U dhig sidii arrin lagu ilaalinayo ganacsiga, shaqaalaha, IYO u hoggaansanaanta sharciga Washington

- Ku bilow adigoo tixraacaya sharciga: “Ma ka warqabtaa sharciga cusub ee gobolka (Immigrant Workers Protection Act) kaas oo ka doonaya loo-shaqeeyayaasha inay shaqaalaha siiyaan ogeysiis iyo macluumaad ku saabsan kormeerada I-9 marka ay dhacaan?”
- Ka fogow wax kasta oo muujin kara xaaladda socdaalka ee shaqaalaha hadda jooga — u dhig arrinta sidii diyaargarow guud oo goobta shaqada ah
 - “Waxaan jeclaan lahaa inaan ka wada hadalno qorshaha shirkaddeenna ee looga jawaabayo kormeerka goobta shaqada ee ay dowladdu sameyso.”
- U sharax inay tahay hab lagu ilaaliyo hawlaha ganacsiga: Weerar ama kormeer wuxuu carqaladeyn karaa hawlaha shaqada, wuxuu abuuri karaa halis sharci, wuxuuna saameyn karaa dhammaan shaqaalaha
- Tixraac waxa ay sameynayaan loo-shaqeeyayaasha masuulka ah ee Washington: la tashiga la-taliyayaasha sharciga, sameynta dib-u-eegisyo

Waxyaabaha uu ka koobnaan karo Qorshe Wanaagsan oo Jawaabta ICE ee Loo-shaqeeyaha

La wadaag liiskan hubinta waaxda HR ama maamulka. Sharciga Gobolka Washington wuxuu ka doonayaa in tallaabo laga qaado arrimahan.

- ❑ Magacow maamule ama maamulayaal tababaran oo noqda qofka xiriirka ee dhammaan kormeerada goobta shaqada
- ❑ Ogaaw xeerka amarka maxkamadda (warrant): MAR WALBA codso amar maxkamadeed ka hor inta aan loo oggolaan gelitaanka meelaha gaarka ah
- ❑ La tasho qareen ku takhasusay arrimaha socdaalka si uu hore ugu eego qorshahaaga
- ❑ Samee dib-u-eegis gudaha ah oo ku saabsan foomamka I-9 si loo aqoonsado loona saxo khaladaad kasta oo ku jira dukumentiyada ka hor kormeer federaal ah
- ❑ Samee habraac qoran oo lagu ogeysiinayo dhammaan shaqaalaha gudaha 5 maalmood oo shaqo gudahood marka la helo Ogeysiiska Kormeerka

Waxyaabaha uu ka koobnaan karo Qorshe Wanaagsan oo Jawaabta ICE ee Loo-shaqeeyaha

La wadaag liiskan hubinta waaxda HR ama maamulka. Sharciga Gobolka Washington wuxuu ka doonayaa in tallaabo laga qaado arrimahan.

- ❑ Ku dheji liiska xiriirrada jawaabta degdegga ah ee ku qoran luqado badan dhammaan meelaha ay shaqaaluhu wada isticmaalaan
- ❑ Tababar sii DHAMMAAN maamulayaasha inaanay marnaba tixraacin xaaladda socdaalka marka ay ka hadlayaan tallaabooyin edbin ah ama mushahar
- ❑ U qaybi dhammaan shaqaalaha kaararka jeebka ee xuquuqda shaqaalaha oo ku qoran luqadahooda
- ❑ Dib u eeg oo cusboonaysii dhammaan qoraallada ku jira buugga shaqaalaha (employee handbook) si loo hubiyo in aysan jirin qodobo loo fasiran karo qasabid ku salaysan xaaladda socdaalka
- ❑ Samee hab qarsoodi ah oo shaqaaluhu ku gudbin karaan cabashooyinka, kaas oo leh ilaalin cad oo ka dhan ah ka-aargoosiga

Q y b t a 8

Shaqsi Qorsheynta Badbaadada

Tallaabooyin shaqsiyeed oo shaqaale kasta qaadi karo — iyadoo ay jirto ama aysan jirin taageerada loo-shaqeeyaha

Qorsheynta Badbaadada Shaqsiga ah ee Shaqaalaha

U diyaargarow ka hor inta aysan dhibaato dhicin — tallaabooyinkan waxay sameyn karaan farqi aad u weyn marka xaalad degdeg ahi timaado

- La tasho qareen ku takhasusay arrimaha socdaalka hadda — ka hor tallaabo kasta oo fulin sharciyeed — si uu dib ugu eego fursadahaaga iyo dukumentiyadaada
- Xafid lambarka taleefanka ee qareen aad ku kalsoon tahay ama urur bixiya taageero sharci — waxaa laga yaabaa inaadan heli karin taleefankaaga haddii lagu xiro ama lagu qabto
- Wado kaarka jeebka ee “Ogow Xuquuqdaada” oo ku qoran xuquuqdaada af Ingiriisi iyo afkaaga hooyo
- Ogow shabakadda jawaabta degdegga ah ee deegaankaaga — WAISN (Washington Immigrant Solidarity Network) lambarkeedu waa 1-844-RAID-REP

Qorsheynta Badbaadada Shaqsiga ah ee Shaqaalaha

U diyaargarow ka hor inta aysan dhibaato dhicin — tallaabooyinkan waxay sameyn karaan farqi aad u weyn marka xaalad degdeg ahi timaado

- Samee qorshe isgaarsiineed oo qoyska ah: cidda la wacayo, meesha carruurtu aadi doonaan, iyo cidda haysata awoodda wakiilnimada sharci
- Diyaari “xirmada diyaar-garowga qoyska”: nuqullo ka mid ah dukumentiyada muhiimka ah, awoodda wakiilnimada sharci (power of attorney), iyo liiska xiriirrada xaaladaha degdegga ah — oo lagu hayo saaxiib lagu kalsoon yahay
- Haddii aad carruur leedahay, samee qorshe daryeel carruur oo cad, sidoo kalena tixgeli inaad saxiixdo Caregiver Authorization Affidavit (Qoraalka Oggolaanshaha Daryeelaha)
- Aqoonso 2 ilaa 3 qof oo aad ku kalsoon tahay (goobta shaqada, guriga, ama bulshada) kuwaas oo og qorshahaaga oo tallaabo qaadi kara haddii lagu qabto

Dukumentiyada La Diyaarinayo HADDA

Aqoonsiga iyo Xaaladda Socdaalka

- Passaport ama Aqoosiga khusiliyadda
- Visa, work permi, ama green card
- Shahaadada Dhalashada

Qoyska iyo Sharciga

- Shahaadada Guurka ama Shahaadada Iskaashiga Guriga
- Awoodda Wakiilnimada Sharci ee qof weyn oo aad ku kalsoon tahay
- Oggolaanshaha Daryeelaha

Dhaqaalaha iyo Guriyeynta

- Macluumaadka koontada bangiga iyo habka loo geli karo oo loo diyaariyey qof aad ku kalsoon tahay
- Heshiiska Kirada ama Dukumentiyada Amaahda Guriga

Xiriirrada Xaaladaha Degdegga ah

- Qareen socdaal
- Xubin qoys oo aad ku kalsoon tahay, saaxiib, iyo qof aad wada shaqaysaan
- Lambarada telefoonka ee jawaabta degdegga ah

Q y b t a 9

Cidda la wacayo: kheyraadka iyo xiriirrada xaaladaha degdegga ah

Hayso lambaradan oo kaydsan — lana wadaag qoyskaaga iyo dadka aad ku kalsoon tahay ee aad wada shaqaysaan

Kheyraadka Gobolka Washington ee loogu talagalay Shaqaalaha Soo-galootiga ah

Kaydso lambaradan HADDA — ka hor intaadan u baahan

Khadka Telefoonka Jawaabta Degdegga

1-844-724-3737

ah ee WAISN

WA Immigrant Solidarity Network — jawaab degdeg ah oo ku saabsan tallaabooyinka fulinta ICE

Northwest Immigrant Rights Project

206-587-4009

NWIRP — matalaad sharci oo bilaash ah ama qiimo jaban loogu talagalay soo-galootiga

Khadka Shaqaalaha ee WA Labor & Industries

1-866-219-7321

Gudbi cabashooyinka ku saabsan xatooyada mushaharka, badbaadada shaqada, ama qasabidda hoos timaadda SSB 5104

WA State Attorney General's Office

1-800-551-4636

Soo sheeg xadgudubyada loo-shaqeeyayaasha ee HB 2105, SSB 5104, iyo Keep Washington Working Act

Casa Latina (Seattle)

206-956-0779

Taageerada shaqaalaha guryaha, xuquuqda shaqaalaha maalmeedka, iyo waxbarashada “Ogow Xuquuqdaada

Xusuusinno Muhiim ah oo La Qaadanayo (Take-Home Reminders)

1

Waxaad xaq u leedahay inaad aamusto — mar walba. Dheh: “Waxaan isticmaalayaa xaqayga aan u leeyahay inaan aamuso.” “Waxaan rabaa qareen.”

2

ICE ma geli karto meelaha gaarka ah iyadoon haysan amar maxkamadeed (JUDICIAL warrant) oo uu saxiixay garsoore.

3

Washington waxay leedahay sharciyo adag oo ilaaliya shaqaalaha. Loo-shaqeeyahaagu kama aargudan karo adiga isagoo ku saleynaya xaaladdaada socdaalka.

4

Loo-shaqeeyahaagu WAA INUU ku ogeysiiyaa gudaha 5 maalmood oo shaqo gudahood marka uu jiro kormeer I-9 ah (waxay dhaqan geli doontaa Oktoobar 2026).

5

Waxaad isticmaali kartaa fasaxa jirrada ee lacagta leh si aad ugu diyaar garowdo ama uga qayb gasho dacwadaha socdaalka ee adiga ama xubnaha qoyskaaga.

6

Samee qorshayaal diyaargarow oo qoyska iyo goobta shaqada ah — magacaaw qof lala xiriiro marka xaalad degdeg ahi timaado, kana xafid lambarka qareenkaaga.

D h a m m a a n S u ' a a l a h a W a a L a J a w a a b a y

Sualaha & Dood Furan

Ma jiro su'aal aad u yar in la waydiiyo. Badbaadadaada iyo xuquuqdaadu waa muhiim.