

Politiki yo kutavangura no kurwanya ihohoterwa

**Policy Overview Translation for Els/ ibisobanuro incamake ya Politiki ya EL**

Akarere gashobora gutanga umusemuzi n'abakozi bo mu buyobozi kugira ngo bafashe gusuzuma politiki y'impapuro makumya biri nirindwi(27 ) igice cyangwa byose iyo bisabwe.

Amategeko na politiki by'ibanze, Leta na Leta byashyizweho kugira ngo birinde abaturage kutavangura no gutotezwa: Iyi Politiki ya FPS; Amajyaruguru ya Dakota y'Amajyaruguru; Umutwe wa Leta II, Umutwe wa III, Umutwe wa VI n'Umutwe IX; Igice 504 hamwe n'abanyamerika bafite itegeko ry'abafite ubumuga.

Akarere k'Amashuri ya Leta ya Fargo yiyemeje kugira imyigire n'ibidukikije bitarangwamo ivangura n'ihohoterwa muri gahunda zose z'akazi na gahunda z'uburezi, ibikorwa, n'ibikoresho. Akarere karabura ivangura n'ihohoterwa rishingiye ku bwoko, ibara, idini, igitsina, indangamuntu, inkomoko y'igihugu, ibisekuruza, ubumuga, imyaka, cyangwa indi miterere ikingirwa n'amategeko. Imyitwarire ibujijwe ntabwo yemerwa kumitungo yishuri, ahakorera ibikorwa byishuri, ahantu hasanzwe ndetse no kwaguka hanze yishuri niba gutotezwa cyangwa ivangura bifitanye isano nishuri. Ingero zimyitwarire yabujijwe ijyanye niyi politiki:

- Kugira uruhare ruziguye cyangwa rutaziguye mu ihohoterwa
- Kumenya gukora ivangura ryibinyoma / cyangwa raporo yo guhohotera
- Ishyamba rya FPS ryo hanze rihohotera cyangwa rivangura umunyeshuri cyangwa umukozi wa FPS

Akarere kazahita gakora iperereza ku ivangura iryo ari ryo ryose, ihohoterwa, cyangwa ikirego cyo kwihorera kandi rigakurikiza ibyagaragaye uko bikwiye, cyangwa nk'uko amategeko abiteganyaga. Ibizagerwaho birashobora kuba birimo ibihano nko guhagarika akazi cyangwa kwirukana abanyeshuri hakurikijwe politiki yubuyobozi, amategeko, kandi, iyo bibaye ngombwa, amasezerano yumvikanyweho. Abanyeshuri n'abakozi biteganyijwe ko bazafatanyaga byimazeyo mugikorwa cyiperereza. Akarere kazafata ingamba zo gukumira ivangura, gutotezwa, cyangwa kwihorera no gukemura ingaruka z'ivangura ku barenga ndetse n'abandi bibaye ngombwa.

***Ihohotera***

- Ku bakozi: Imyitwarire ibabaje itera akazi aho umuntu ushyira mu gaciro yatekereza gutera ubwoba, kwanga, cyangwa gutukana.
- Kubanyeshuri: Imyitwarire ibabaje irakabije bihagije, idatsimbarara, kandi / cyangwa ikwirakwira kugirango bigabanye ubushobozi bwabanyeshuri bwo kwitabira cyangwa kungukirwa na gahunda yuburezi kubera ibidukikije by'ishuri cyangwa bibi.

***Ihohoterwa rishingiye ku gitsina***

Iterambere ryimibonano mpuzabitsina ritemewe, gusaba ibyifuzo byubusambanyi, cyangwa indi mvugo, inyandiko, cyangwa imyitwarire yumubiri cyangwa itumanaho ryimiterere yimibonano mpuzabitsina bitemewe, cyangwa bitukana.

**Ukuntu warega**

Niba umuntu ku giti cye yatanze ikirego mu buryo butazwi, birashobora kugabanya ubushobozi bwakarere bwo gusubiza byimazeyo ikibazo. Niba ibanga ridashobora kubahirizwa kubera impamvu z'umutekano cyangwa inshingano z'akarere zo kubungabunga ibidukikije bitavangura, urega azabimenyeshwa mu nyandiko. Raporo yiperereza ryivangura cyangwa ihohoterwa rigengwa n amategeko afunguye nyuma yiminsi 60 cyangwa mugihe iperereza rirangiye ( iza mbere), usibye bidasanzwe nko mugihe inyandiko irinzwe na FERPA.

Niba umukozi w'akarere yakiriye ikibazo cy'ivangura cyangwa ihohoterwa, umukozi agomba kubishyikiriza bidatinze umuhuzabikorwa w'ibibazo. Abakozi bose b'akarere bahabwa amahugurwa kubijyanye no kurwanya ihohotera no kurwanya ivangura ndetse n'inshingano zabo zo gutanga raporo.

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Akarere kazakurikiza politiki kandi igatunganya igihe cyaricyo cyose ikirego cyo kurwanya ihohoterwa cyangwa ivangura. Impapuro zo kurega (mucyongereza) ziraboneka kurubuga rwakarere. Umunyeshuri wa EL cyangwa umuntu mukuru arashobora guhamagara akarere kugirango atange umusemuzi numuyobozi kugirango abafashe kurangiza no gutanga ikirego. Akarere kazatanga umuyobozi numusobanuzi kugirango bamenyeshe amakuru akurikirana iperereza. Abanyeshuri ba EL cyangwa ababyeyi / abarezi barashobora kandi kuvugana n'abarimu babo ba EL (abashinzwe ibibazo bya ILP), abajyanama b'ishuri, abayobozi cyangwa ibiro bya EL bafite ibibazo bijyanye no kurwanya ihohoterwa cyangwa kurwanya ivangura cyangwa ubufasha mu gutanga ikirego.