



MINTZ

Dugsiyada Dadweynaha Boston:

Dib u Eegista Fasaxa Maamul ee Lacagtiisa la  
Bixiyo iyo Natiijooyinka Edbinta:  
Xafiiska Dhexe ee Maamulayaasha BPS  
/Hogaamiyaha Dugsiga

# Hordhac



Natashia Tidwell, Xubin



Janki Viroja, Xiriir la leh

# Waqtiga Dib u Eegista

- Ogosto 17, 2022 – Shaqaalaha BPS waxay ogeysiiyaan Ku Simaha Kormeeraha Echelson iyo Kormeeraha Shaqada Soo Galaya Walaacyada Skipper ee la xiriira kororka lama filaanka ah ee tirada madaxda sare ee BPS ee la baaray oo la geliyay fasax maamul oo lacagtiisa la bixiyo.
- Baare Dibada ah oo la Helay
- Deyrta 2022 – uruurinta xogta
- Guga 2023 – waraysiyo lala yeeshay daneeyayaasha gudaha iyo dibadda
- Xagaaga 2023 – dhamaystirka iyo ka warbixinta natiijooyinka

# Baaxada Dib u Eegista Mintz

- Soo Koobitaanka Cabashada Gudaha ah:
  - Muddadii 10 bilood ee la soo dhaafay (2021-2022 SY), BPS waxay baartay oo ay geliyeen tiro aad u badan oo ah maamulayaasha sare ee madawga ah (oo u badan rag iyo dumar Madow) fasax maamul oo lacag ah.
  - Codsiga sii haysashada baaraha dibadda si loo aqoonsado qaababka suurtagalka eexda qarsoon ama midab-takoorka.
- Mudada Dib u Eegista
  - Balaarinta waxaa kamid ah SY 2019-2020; 2020-2021; iyo 2021-2022
- Jagooyinka Dib Loo Eegayo
  - Hogaamiyayaasha Dugsiga (tusaale, maamulayaasha iyo kuwa kala shaqeeya hogaaminta dugsiga)
  - Xafiiska Dhexe ee Maamulka Shaqaalaha

# Guudmarka BPS Habraaca Baaritaanka iyo Edbinta

- Cabashooyinka waxaa guud ahaan loo gudbiyaa Xafiiska Sinaanta ("Sinaanta") ama Xafiiska Xiriirka Shaqada ("OLR")
  - Xafiiska Sinaanta: wuxuu maamulaa eedaymaha eexda ku salaysan iyo dhaqanka takoorka oo ay weheliso dhibaatayn galmo ama dhaqan xumo la mid ah
  - OLR: ayaa maamusha dhamaan ee deymaha kale
- Haddii baaritaan horudhac ah uu soo jeediyo in falka lagu eedeeyay uu ka dhigan yahay xad gudub xeerarka BPS, degmadu waxay sii wadi doontaa baaritaan.
  - Go'aanka PAL waa la gaaray.
  - Ogeysiiska Kulanka Baaritaan waa la soo saaray.
- Shuruudaha Go'aaminta PAL:
  - (1) walaacyada badqabka
  - (2) hab-dhaqan ama khatar ku ah hufnaanta baaritaanka
  - (3) dhaqan xumada

# Guudmarka BPS Habraaca Baaritaanka iyo Edbinta (sii socota)

- Iyada oo ku xiran nooca eedaymaha, degmadu waxay dooran kartaa inay baaritaanka ku samayso gudaha ama waxay sii haysan kartaa baare dibadeed.
- Haddii eedaymaha la xaqiijiyo, degmadu waxay go'aamin doontaa waxa, haddii ay jiraan, edbinta muhiimka ah.
  - Anshaxa wuxuu u dhaxayn karaa digniin hadal ah ilaa joojinta.
- Halka darnaanta anshax-xumada ay damaanad qaadeyso hakinta ama joojinta, dhageysi rasmi ah ayaa loo baahan yahay.
- Haddii darnaanta anshax xumadu ay keento joojinta, degmadu waxay kala xaajoon kartaa heshiiska kala-goynta shaqaalaha ama waxay siin kartaa fursad ay isku casilaan bedelka joojinta.

# Soo Koobitaanka Natiijooyinka

- Celcelis ahaan mudada sadexda sano ah ee dib u eegista, 246 shaqaalaha BPS ayaa loo aqoonsaday inay yihiin Maareeyayaasha Xafiiska Dhexe ama Hogaamiyayaasha Dugsiyada (dadka la beegsanayo). Kuwaas, marka loo eego xogta la hayo, in ka badan kala badh (53.6%) ayaa loo aqoonsaday inay yihiin dadka aan cadaanka ahayn.
- BPS waxay baareen **37** xubnood oo kamid ah dadka la beegsaday intii lagu jiray mudada dib u eegista.
  - **15** waxaa lagu meeleeyay PAL iyadoo la sugayo natiijada baaritaanka (7 cad iyo 8 aan cadaan ahayn);
  - **22** waa la baaray laakiin LOOMA xilsaarin PAL (11 caddaan ah iyo 11 aan cadaan ahayn)
- 35 baaritaan ayaa la dhameeyay wakhtiga dib u eegista.
  - 8 baaritaan ayaa natiijadii ka soo baxday "Lama xaqiijin."
    - Mid kamid ah baaritaanadan ayaa ku lug lahaa shaqaale la geliyay PAL inta natiijada la sugayo.
  - Natiijooyinka edbinta ee 27 soo haray waxay u dhexeeyaan tababarka hagaajinta ilaa joojinta.
- Si waafaqsan tirada yar ee shaqaalaha la baaray (37 wadarta) iyo noocyada kala duwan ee anshax-xumada lagu eedeeyay, Mintz wuu awoodi waayay inuu keeno gabagabo la isku halayn karo haddii, iyo ilaa xadkee, jinsiyadda lagu saleeyay go'aannada PAL ama natiijooyinka edbinta.

# Go'aanada PAL: Baaritaanada Dhaqan Xumo:

PAL DETERMINATIONS: MISCONDUCT INVESTIGATIONS (37 TOTAL)			
RACE	TOTAL	NO LEAVE	LEAVE
ASIAN	1	0	1
BLACK	15	9	6
LATINX	3	2	1
WHITE	18	11	7
<b>TOTAL</b>	<b>37</b>	<b>22</b>	<b>15</b>



# Baaritaanada Sinaanta ee Nooca Anshax-xumada ee Lagu Eedeyay

OFFICE OF EQUITY INVESTIGATIONS				
MISCONDUCT TYPE	RACE	TOTAL	NO LEAVE	LEAVE
DISABILITY-BASED BIAS OR DISCRIMINATION	BLACK	1	1	0
	WHITE	1	1	0
GENDER-BASED BIAS OR DISCRIMINATION	BLACK	1	1	0
RACE-BASED BIAS OR DISCRIMINATION	WHITE	4	3	1
SEXUAL MISCONDUCT OR THE FAILURE TO ADDRESS SEXUAL MISCONDUCT	WHITE	3	2	1
<b>TOTAL</b>		<b>10</b>	<b>8</b>	<b>2</b>

# Baaritaanada OLR iyado lagu salaynayo Nooca Anshax-xumada ee Lagu Eedeyay

OLR INVESTIGATIONS				
MISCONDUCT TYPE	RACE	TOTAL	NO LEAVE	LEAVE
CONDUCT OUTSIDE OF WORK	WHITE	1	0	1
	ASIAN	1	0	1
FAILURE TO FOLLOW PROTOCOLS, PROCEDURES, OR POLICIES	BLACK	11	5	6
	LATINX	2	1	1
	WHITE	8	5	3
	BLACK	2	2	0
HOSTILE WORK ENVIRONMENT	LATINX	1	1	0
	WHITE	1	0	1
FITNESS FOR DUTY CONCERNS	WHITE	1	0	1
<b>TOTAL</b>		<b>27</b>	<b>14</b>	<b>13</b>

# Ku guuldaraysiga Raacitaanka Hab Maamuuska, Habraaca, ama Xeerarka

<b>FAILURE TO FOLLOW PROTOCOLS, PROCEDURES, OR POLICIES</b>				
<b>SUB-CATEGORY OF MISCONDUCT</b>	<b>RACE</b>	<b>TOTAL</b>	<b>NO LEAVE</b>	<b>LEAVE</b>
<b>VIOLATION OF ALCOHOL-FREE WORKPLACE POLICY</b>	WHITE	1	0	1
<b>FAILURE TO INVESTIGATE ALLEGATIONS OF BULLYING</b>	BLACK	1	0	1
<b>MISCONDUCT RELATED TO VACATION TIME, ACCRUED TIME OFF, AND LEAVES OF ABSENCE</b>	BLACK	2	1	1
	WHITE	1	1	0
<b>MISHANDLING OF PERSONNEL INFORMATION</b>	BLACK	1	0	1
	WHITE	1	1	0
<b>VIOLATION OF THE CONFLICT OF INTEREST LAW</b>	BLACK	1	1	0
	LATINX	1	0	1
	WHITE	2	1	1
<b>FAILURE TO FOLLOW PROCUREMENT PROCEDURES</b>	ASIAN	1	0	1
	BLACK	2	0	2
<b>FINANCIAL IMPROPRIETIES</b>	BLACK	1	1	0
	LATINX	1	1	0
<b>FAILURE TO REPORT MISCONDUCT</b>	BLACK	3	2	1
	WHITE	3	2	1
<b>TOTAL</b>		<b>22</b>	<b>11</b>	<b>11</b>

# Waxyaabaha ugu Muhiimsan ee La Arkay

- BPS waxay dhaqan galisay shuruudo aan rasmi ahayn, kala duwan, oo aan qornayn oo loogu talagalay go'aaminta Fasaxa Maamulka ee Lacagtiisa la Bixiyo.
- OLR waxay ku meelaysay PAL shaqaale badan oo madaw ah marka loo eego Xafiiska Sinaanta laakiin sidoo kale waxay qabatay arrimo badan intii lagu jiray muddada dib u eegista (27-10).
- Dhamaan 5 OLR baaritaanada ee xadgudubyada xeerarka wax iibsiga ama xadgudubyada maaliyadeed ee kale ee ku lug leh POC.
- Iyadoo natiijadu ay ku kala duwan tahay BPS, Xafiiska Sinaanta waxay u badan tahay inuu ku soo rogo tababarka dib u habeynta talaabada edbin ahaaneed.

# Qaybaha muhiimka ah (sii socda)

- Kooxda Shaqaalaha Madawga ah ee lagu meeleeyay Fasaxa Maamulka ee Lacagtiisa la bixiyay Cayrinta La Joojiyay ee ku Salaysan Wax Qabadka

<b>PAL DETERMINATIONS: PERFORMANCE EVALUATIONS (4 TOTAL)</b>				
<b>OUTCOME</b>	<b>RACE</b>	<b>TOTAL</b>	<b>NO LEAVE</b>	<b>LEAVE</b>
<b>DISMISSAL</b>	BLACK	1	0	1
	LATINX	1	0	1
<b>RESIGNATION</b>	BLACK	1	0	1
<b>REINSTATED TO NEW POSITION</b>	BLACK	1	0	1
<b>TOTAL</b>		<b>4</b>	<b>0</b>	<b>4</b>

# TALOOYINKA LASOO JEEDIYAY

- Samee, hirgali, oo daabac shuruudaha go'aamada PAL.
- Ku dar ogeysiinta shaqaalaha ee go'aaminta PAL qodobka(ada) lagu tiirsaday go'aaminta in PAL ay ku haboon tahay.
- Samee habka dabagalka joogtada ah ee hababka baadhista cabashooyinka anshax-xumada BPS (ay ku jiraan IMs iyo go'aamada PAL).
- Samee habraacyada loogu talagalay xisaabinta xiliyeedka ee baaritaanka BPS iyo hababka edbinta si loo aqoonsado loogana jawaabo isbeddelada iyo qaababka dhibka leh.

