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State of California
Department of
Industrial Relations



California Workplace - Apne Huqooq Ko Janiye

California min ek karkan ke tur par, aap apni kaam ki jagah ke huqooq aur apne aaini (constitutional) huqooq janne aur un par amal karne ke haqdar hain. Labor qawaneen, bashumool ujrati ke miyaar, kaam ke auqat aur sehat-o-salamti ke qawaneen, riyasat ke tamam karkunan par qata-e-nazar un ki immigration ki haisiyat ke lagu hote hain.

Apne huqooq ke istemal par aap ke aajir ke liye aap ke khilaf jawabi karrawayi karna qanoon ke khilaf hai, bashumool darj-zail surton ke:

- Labor Commissioner, Cal/OSHA, Mehkama-e-Shehari Haqooq (Civil Rights Department), ya kisi doosre sarkari idaray ke paas koi shikayat darj karwana.
- Apne aajir se wafaqi, riyasati ya maqami qanoon ki tameel ke baare mein pooch-gach karna.
- Wafaqi, riyasati ya maqami qanoon ke tehat doosron se un ke huqooq ke baare mein baat karna ya unhein apne huqooq istemal karne mein madad faraham karna.



Ghair-qanooni intiqami karrawayi ki misalon mein aap ko naukri se nikal dena, aap ke kaam ke auqat kam kar dena, ya aap ke huqooq istemal karne ki wajah se aap ko ya aap ke kisi rishtedar ko immigration hukkam ko report karne ki dhamki dena shamil hai.

Immigration ki Haisiyat se Mutalliq Kaam ki Jagah ke Tahaffuzaat

Immigration muayene (inspection) ke Notice ka aap ka haq ([Labor Code § 90.2](#))

Agar aap ke aajir ko I-9 malazmat ki ahiliyat ki tasadiq (employment eligibility verification) farm ya deegar mulazmat ke records ke liye kisi immigration agency ki taraf se muayene (inspection) ka notice mausool hota hai, to aajir ke liye lazmi hai ke wo notice mausool honey ke 72 ghanton ke andar karkunan aur un ke union numainday ko munaqid notice chaspaan kare.

Ghair-munsifana immigration-mutalliq iqdamaat ke khilaf aap ka tahaffuz (*Labor Code §§ 1019-1019.2*)

California ke qanoon ke tehat, jab aap apne huqooq ka istemal karte hain, to aajiron ke liye aap ke khilaf jawabi karrawayi karna ya immigration se mutalliq karrawayi ki dhamki dena ghair-qanooni hai. Aajir ke liye aap ke huqooq ke istemal ki wajah se darj-zail mein se koi bhi iqdam karna mamnoo hai:

- I-9 amal ke douran aisi shinakhti dastawezat (shinakht ka saboot aur wafaqi hukumat ki taraf se kaam karne ki ijazat) qabool karne se inkar karna jo bazahir asli maloom hoti hon.
- E-Verify ka is tarah istemal karna jo qanoon ke mutabiq lazmi na ho ya jis ki qanoonan ijazatna na ho.
 - Misaal ke taur par, kisi mulazim ke liye mulazmat ki ahliyat ki dobara tasdeeq karne ke liye E-Verify ka istemal karna jab qanoonan is ki zaroorat na ho, ya kisi jaiz wajah ke baghair kaam ki jagah par tamam karkunan ke bajaye sirf makhsoos karkunon ki screening karna.
- Aap ko ya aap ke khandan ko immigration hukkam ko report karna ya report karne ki dhamki dena.
- Police ya riyasati ya wafaqi idaray ko koi bhi jhooti report darj karwana ya dhamki dena.



Hangami rabtay naamzad karne ka aapka haqq (*Labor Code § 1555*)

Aap ke aajir ke liye lazmi hai ke wo aap ko hangami rabtay ki maloomat faraham karne ki ijazat **deni chahiye** aur yeh zahir karne ka mauqa de ke aaya aap chahte hain ke kaam ke douran aap ki giraftari ya hirasat ki soorat mein aap ke hangami rabtay ko muttala kiya jaye. Agar aap ko kaam ke douran giraftar ya hirasat mein liya jata hai aur aap ke aajir ko is ka ilm hota hai, to un ke liye **lazmi** hai ke wo aap ke naamzad karda hangami rabtay ko muttala karein, bashartay ke aap ne is ikhtiyaar ka intekhab kiya ho.

Union banani ya kaam ki jagah par qanooni taur par mehfooz sargarmiyon mein shamil hone ka aapka haqq

California mein zyada tar mulazmeen ko union banane, is mein shamil hone, ya union ki sargarmiyon mein hissa lene ka haqq hasil hai. Mulazmeen ko yeh haqq bhi hasil hai ke wo kaam ke halaat ko behtar banane ya ijtimai sodey bazi ki gharz se kaam se mutalliq masail aur khadshaat ko door karne ke liye apne sathi karkunaan ke sath mil kar mushtarka iqdam karein. **Is ka matlab yeh hai ke aap ko yeh haqq hasil hai ke aap kaam ke behtar halaat ki darkhwast karne ya kaam se mutalliq khadshaat uthane ke liye apne sathi karkunon ke sath shamil hon, bamaul ujrati, kaam ke auqat, sehat aur hifazat, aur mulazmat ki deegar sharait ke baray mein.** Aap ko yeh haqq bhi hasil hai ke aap union ki sargarmiyon ya mehfooz sargarmiyon mein hissa na lein. Aap ke aajir ke liye darj-zail iqdamaat karna ghair-qanooni hai:

- Aap ki union ki sargarmiyon ya mehfooz sargarmiyon mein mudakhlat karna ya un ki hosla-shikni karna.
- Aap ki union ki himayat ya mehfooz sargarmiyon ki wajah se aap ko dhamkana, ya aap ke khilaf intiqami karwai karna ya imtiaz-e-suluk karna.



Kaam ki jagah par qanoon naafiz karne walay idaron, bamaul immigration agents ke sath rabtay ya wasta parhne ki soorat mein aap ke huqooq

California ke karkunon ko Amriki aaeen ke tehat makhsoos huqooq aur tahaffuzat hasil hain, qata-e-nazar un ki immigration status ke, bamaul us waqt jab qanoon naafiz karne walay idaray (Bamaul aik wafaqi immigration agent ke) aap se rabta karein. Mazeed bar-aan, California ke qanoon ke tehat, riyasati aur maqami qanoon naafiz karne walay idaray zyada tar halaat mein immigration ke nifaaz ke silsilay mein ICE jaisay wafaqi idaron ki madad nahi kar sakte.



Ghair-zaruri ya bilajawaz talashi se mehfooz rehne ka aapka haqq (Amriki Aaeen, Chauthi Tarmeem)

- Agar qanoon naafiz karne walay idaray, bamaul immigration agents, aap se aap ki ya aap ke zati saman ki talashi lene ki ijazat mangein, to jab tak un ke pas koi adalti warrant na ho jo khas taur par aap ki zaat ya aap ke zati saman ki talashi ka ikhtiyar deta ho, aap ko “nah” kehne ka haqq hasil hai.
- Agar officer talashi lena shuru kar de, chahe aap ne mana bhi kiya ho — to pursukoon rahein, jismani taur par muzahimat na karein, aur bhagein nahi.

Qanoon naafiz karne walay idaray warrant ke baghair *awami maqamaat* mein dakhil ho sakte hain. Awami maqamaat mein kaam ki jagah ka lobby, intezar gah, khane peene ka awami ilaqa, ya parking lot shamil ho sakte hain. Zyada tar halaat mein, qanoon naafiz karne walay idaron ko aap ki razamandi ke baghair kaam ki jagah ke *ghair-awami* ilaqon mein dakhil hone ke liye ek [adalti warrant ki zaroorat hoti hai](#), jis par judge ke dastakhat hon. Ghair-awami ilaqon mein breakroom, mulazmeen ka washroom, kaam karne ki jagah, ya koi bhi aisa ilaqa shamil ho sakta hai jahan “sirf mulazmeen ke liye” ka nishan laga ho. Intezami forms, jaise ke I-200 ya I-205, adalti warrant nahi hote.

California mein, aap ke aajar ke liye yeh mamnool hai ke woh kisi immigration naafiz karne wale agent ko kaam ki jagah ke *ghair-awami* ilaqon mein dakhil hone ke liye apni marzi se ijazat faraham kare. Adalti warrant ke baghair, aap ke aajar ke liye lazmi hai ke woh immigration naafiz karne walon ko kaam ki jagah ke *ghair-awami* ilaqon mein dakhil hone se rok de.

Mazeed tafseeli maloomat DOJ aur LCO ke mushtarka '[Immigrant warkar paroduction Act FAQ](https://oag.ca.gov/system/files/media/ab450-faqs.pdf)' (<https://oag.ca.gov/system/files/media/ab450-faqs.pdf>) mein mil sakti hain.

Ghair-zaruri ya bilajawaz hirasat se mehfooz rehne ka aapka haqq (Amriki Aaeen, Chauthi Tarmeem)

- Aap ko bilajawaz hirasat ke khilaf tahaffuz hasil hai, jis mein aap ko rokna ya giraftar karna shamil hai.
- Qanoon naafiz karne walay idaron ke pas aap ko rokne, pooch-gach karne ya talashi lene se pehle kisi ghalat kaam ka “ma’qool shaq” hona zaroori hai. Aap pooch sakte hain ke “Kya mujhe hirasat mein liya ja raha hai?” ya “Kya mein jaane ke liye azad hoon?” Agar officer kahe ke aap ko hirasat mein nahi liya ja raha ya aap jaane ke liye azad hain, to aap pursukoon andaz mein wahan se ja sakte hain.
- Giraftari ke liye “mumkina wajah” ka hona zaroori hai aur yeh us waqt amal mein aati hai jab kisi shakhs ko qanoon naafiz karne walay officers apni tahweel mein le lete hain.
- Qanoon naafiz karne walay agents ko awami maqam par kisi ko giraftar karne ke liye judge ke dastakhat shuda warrant ki zaroorat nahi hoti.
- Agar aap ko giraftar kar liya jaye, to aap ko wakeel se baat karne ka haqq hasil hai. Aap par dastavezat par dastakhat karne ke liye dabao dala ja sakta hai. Aap ko wakeel se baat kiye baghair kisi bhi cheez par dastakhat karne ki zaroorat nahi hai.



Khamosh rehne ka aapka haqq (Amriki Aaeen, Panchvin Tarmeem)

- Aap qanoon naafiz karne walay officers se jo kuch bhi kahenge, usay adalat mein aap ke khilaf istemal kiya ja sakta hai.
- Aap ko khamosh rehne ka haqq hasil hai, chahe aap se aap ki immigration ki haisiyat ke baare mein hi kyun na poocha jaye.
- Agar aap khamosh rehna chahte hain, to wazay tor par iska izhaar karein, wakeel se baat karne ka mutalba karein **aur phir khamosh rahein.**
- Kisi bhi officer ko ghalat maloomat, ja'ali shanakht (ID), ya ja'ali dastavezat faraham na karein. Ja'ali dastavezat faraham karna ek wafaqi jurm hai aur ghair-shehriyon ke liye iske sangeen immigration nata'ij ho sakte hain.



Pehli Tarmeem ke tehet awami maqamaat par qanoon naafiz karne walay officers ke saath honay wali baat-cheet ya karwai ko record karne ka aapka haqq

Awaam ko yeh haqq hasil hai ke woh awami maqamaat par officers aur sarkari ahlkaaron ko apni zimmedariyan ada karte hue dekhein aur unki recording karein. Agar aap recording karne ka intekhab karte hain, to aap ko mehfooz fasle par khara hona chahiye aur officer ki karwai mein mudakhlat nahi karni chahiye. Jismanti rukawat dalna ya zabani takrar ko barhana aap ki hifazat ko khatre mein daal sakta hai aur iske natije mein aap par faujdari ilzamaat lag sakte hain.

Qanooni numayindagi tak rasayi

Agar aap ko giraftar kar liya jaye, to aap ko wakeel (attorney) ka haqq hasil hai. Agar aap wakeel ke akhrajat bardaasht nahi kar sakte, to faujdari muqadme mein aap ki numayindagi ke liye aap hukoomat ka muqarrar karda wakeel haasil kar sakte hain.

Tahum, agar aap ko U.S. Immigration and Customs Enforcement (ICE) ya U.S. Customs aur Border Protection (CBP), bashamool Border Patrol, ki janib se civil immigration ki khilaf-warziyon par giraftar kiya jata hai, to aap ko wakeel se mashwara karne ka haqq hasil hai, lekin hukoomat aap ko wakeel faraham karne ki paband nahi hai. Agar aap ko ICE ya CBP ki janib se giraftar kiya jata hai, to aap kuch bhi kehne ya kisi bhi cheez par dastakhat karne se pehle wakeel se baat karne ke apne haqq ka istemal kar sakte hain. Aap apne consulate se baat karne ki darkhwast bhi kar sakte hain jo aap ko imdad faraham kar sakte hain.



Mulazmeen ka muawza (Workers' Compensation)

Agar aap apni mulazmat ki wajah se zakhmi ho jate hain ya bimar par jate hain, to aap ko Mulazmeen ka muawzey (Workers' Compensation) ke fawaid haasil karne ka haqq hai. Yeh fawaid aap ko chout ya bemari ke liye tibbi nigehtasht faraham karte hain, sehat-yabi ke doran aap ki zaya honay wali tankhwah ka juzwi mutabadil pesh karte hain, aur kaam par wapsi mein aap ki madad karte hain. Mazeed maloomat ke liye www.dir.ca.gov/dwc/ par jayein ya 1-800-736-7401 par call karein.

Agar mujhe lage ke mere huqooq ki khilaf-warzi hui hai, to main kis se rabta kar sakta hoon?

Agar aap ko lagta hai ke aap ke huqooq ki khilaf-warzi ki gayi hai, to neeche un sarkari idaron ki fehrist di gayi hai jahan se aap madad hasil kar sakte hain.

California ka Mehkama Braye San'ati Taluqaat (Department of Industrial Relations, DIR):

California Ke Labar Commissioner ka Daftar:

Maloomat:

(833) LCO-INFO (833-526-4636)

Immigration helpline:

(855) 526-7775

www.dir.ca.gov/dlse/

California ka Division of Workers' Compensation (DWC)

(800) 736-7401

dir.ca.gov/dwc/

California ka Division of Occupational Safety and Health (Cal/OSHA)

(833) 579-0927

<https://www.dir.ca.gov/dosh/>

California ke digar idaray:

California Ke Attorney General (AG)

(800) 952-5225

www.oag.ca.gov

California ke zaryi mulazmeen:

Agricultural Labor Relations Board (ALRB)

(800) 449-3699

www.alrb.ca.gov

California ka Mehkama Shehri Haqoor California Civil Rights Department (CRD)

(800) 884-1684

civildrights.ca.gov/

California ke public sector ke mulazmeen aur transportation network company ke drivers:

Public Employment Relations Board (PERB)

(916) 322-3198

perb.ca.gov

Wifaqi Idaray:

Private sector ke mulazmeen:

National Labor Relations Board (NLRB):

(844) 762-6572

www.nlr.gov

Wifaqi mulazmeen:

U.S. Federal Labor Relations Authority (FLRA):

(771) 444-5801

<https://www.flra.gov/>

Railway aur airline ke mulazmeen:

National Mediation Board (NMB):

(202) 692-5000

https://nmb.gov/NMB_Application/

Ghair-sarkari tanzeemein:

Aap madad ke liye kisi ghair-munafo bakhsh qanooni ya munaasib community tanzeem se bhi raabta kar sakte hain. Aisay idaron ki fehrist dekhney ke liye jo mazdooron ko unke huqooq samjhanay mein riyasati agenciyon ke saath mil kar kaam karte hain, dayein taraf maujood QR code scan karein, ya mulahiza farmayein: www.dir.ca.gov/dlse/Nonprofit-Legal-and-Community-Based-Organizations-Serving-Workers.html.

