



1450

Naftood Hureyaasha/Tabarruceyaasha Nidaamka (*Policy*) 1450

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I. UJEEEDADA (PURPOSE)

Golaha Waxbarashada ayaa dhiirrigalinaya u adeegsiga ilaha bulshada iyo muwaadiniinta naftood hureyaal, si ay nooga caawiyaan inaan sii hormarino barnaamijyada tacliimeed ee goobaheenna, si loo bayaamiyo ama xoojiyo guul gaadhka ardayga. Inkastoo ku dhiirrigalinta bulsho naftood horeyaal ahi ay mihiim tahay, Goluhu waa inuu kaloo xaqiijiyo bad-qabka/ammaanka ardayda iyo shaqaalaha. Nidaamkani waxaa loogu talagalay inuu na siiyo jihadii gaaritaanka ujeedadaasi.

II. HAWRAARTA GUUD EE NIDAAMKA (GENERAL STATEMENT OF POLICY)

- A. Dhammaan dadka doonaya inay u tabarrucaan Dugsiyada Dadweynaha Miniyaaboliis waa inay ama:
 1. Inay si guul leh u dhammaystirtaan hanuuninta tabarruceyaasha; ama
 2. Loo aqoonsado wadaage bulsheed.
- B. Kormeeraha Guud ama qof Kormeeraha Guud u magacaabay ayaa noqon kara dhex-dhexaadiyaha kaliya ee inuu qofi codsan karo tabarruce, ama raadsan karo in loo aqoonsado wadaage bulsheed.
- C. Dhammaan codsabayaasha tabarrucaadda Degmada waa in la hubiyo sida uu qabo qaynuunka uu xeeriyey Kormeeraha Guud.
- D. Ardayda hadda ku qoran dugsi hoose ama sare ama kuwa kale ee yar yari ee doonaya inay tabarrucaan ayaa dalban kara, laakiin waa inay markasta sameeyaan adeegyadooda tabarruca iyadoo si toos ahi u jihaynayo qof weyn oo shaqaalaha Degmada.
- E. Tabarruce kasta ee ula shaqeeya ardayda si kastaba oo keeni karta la xiriiridda ardayda iyadoo aanu si toos ah u indho indhaynayn/eegayn qof weyn ee shaqaale Degmada ahi waa inuu oggolaado baaritaan dhammaystiran ee xaalad dambiyeed ee noloshiisa inta aanu bilaabin hawshaasi tabarruca.
- F. Kormeeraha Guud, ama qof Kormeeraha Guud magacaabay waa inuu sameeyo hanuunin munaasib u ah tabarruceyaasha, ugu yaraan:
 1. Codsiga qoraal ah ee tabarrucaha inuu si munaasiba isu caddeeyaan/sheegaan;
 2. Waxaa kale oo ka mid ah heshiis aan Degmada waxba ka soo gaarayn tallaabo kasta ee uu sameeyo ama qaado tabarrucuhu;
 3. Waxaa ka mid ah raacidda nidaamka Degmada ee la xiriira:
 - a) Qarsoodiga xogta (data privacy);
 - b) Ka hortagidda handaadaadda iyo mamnuucidda rabshadaha (harassment and violence prohibition);



- c) Anshaxa ardayda (student discipline);
 - d) Xor ka ahaansho midab takoorka mamnuuca ah/reebban (freedom from prohibited discrimination);
 - e) Qawaaniinta gobolka iyo federaaligga ee la xiriira xuquuqda ardayda, ayna ka mid tahay qarsoodiga xogta (state and federal laws related to students rights, including rights to privacy).
- G. Xulashada iyo eryidda tabarruceyaasha waa in lagu socodsiiyo si la oggolaan karo, waafaqsanna qawaaniinta federaaligga ah iyo gobolka ee lagu dhaqo/xukumo shaqaalaha.
- H. Tabarruceyaasha ayaa u adeega inay xoojiyaan, caawinaanna shaqaalaha xirfadda leh, si ay u gaaraan baahida waxbarasho ee ardaydeena ee waafaqsan manhajka Degmadu hirgalinayso. Qofkii doonaya inuu wax ku kordhiyo manhajka, ama doonaya inuu bixiyo waxyaabo ka baxsan manhajka ama waxyaabo uu ardayda siiyo waa inuu codsadaa inuu noqdo ilo bulsheed ama wadaage bulsheed.

IV. MAS'UULIYADDA (RESPONSIBILITY)

- A. Nidaamkani wuxuu khuseeya adeegsiga tabarrucayaasha :
- 1. Inta lagu jiro jadwalka maalin-dugsiyeedka/iskoolka saacadhiisa;
 - 2. Barnaamijyada Degmadu soo qaban qaabisay ee ka hor ama kaddib maalmaha loo qeexad maalmo dugsiyeed;
 - 3. Inta uu socdo qaybaha xagaaga, xeryaha ama waxqabadyada xagaaga (during summer sessions, camps or summer activities);
 - 4. Inta ay socdaan waxyaaba degmadu soo qaban qaabisay ama waxqabadyo la oggolaaday/ansixiyey, iyadoon loo eegayn hadii waxqabadyadaasi lagu samaynayo dhismaha degmada ama meel ka baxsanba.
- B. Kormeeraha Guud ayaa samaynaya qawaaniinta loo baahan yahay in lagu hirgaliyo nidaamkan, isla markaasna uu kala hadlo nidaamkan iyo qawaaniintaba dhammaan shaqaalaha degmada oo idilba.
- C. Qawaaniinta Kormeeraha Guudi waa inay caddeeyaan cawaaqibka ay u yeelan doonto shaqaalaha aan raacin nidaamkani.

Qawaaniinta la Habraacayo (Legal References:

- Minn. Stat. §13.43 (Personnel Data)
- Minn. Stat. §123B.02 (General Powers of Independent School Districts)
- Minn. Stat. §123B.03 (Background Check)
- Minn. Stat. §466.01 (Definitions)
- Minn. Stat. §466.07 (Indemnification)



Habraacyada kale ee la eegayo (Cross References):

MPS Policy 1040	(Student and Staff Data Protection)	(Waafaqidda Xeerka Sir-haynta)
MPS Policy 1301	(Community Partners)	(Wadaagayaal Bulsho)
MPS Policy 4000	(Equal Employment Opportunity)	(Fursad Shaqo Loo siman Yahay)
MPS Policy 4001	(Disability Non-Discrimination)	(Takoor la'aanta Naafada)
MPS Policy 4002	(Harassment and Violence Prohibition)	(Handadaada & Rabshadaha Reebban)
MPS Policy 4010	(Communicable and Infectious Diseases Affecting Employees)	(Cudurrada la Isqabadsiiyo Saamaynayana Shaqaalaha)
MPS Policy 4020	(Tobacco Use, Non-Student)	(Isticmaalka Tubaakada, ka reebban arday)
MPS Policy 4025	(Drug-Free and Weapons-Free Schools and Workplace)	(Dugsiyo iyo Goob shaqo ee ka caaggan Hubka iyo Maandooriyeyaasha)
MPS Policy 5200	(Citywide Discipline Policy)	(Nidaamka anshaxa Magaalada-oo-idil)
MPS Policy 5201	(Bully and Hazing Prohibition)	(Xoog-sheegad iyo Ku-khasbid Reebban)
MPS Policy 5631	(Drug-Free Schools, Chemical Health, Chemical Use and Abuse)	(Dugsiyo ka Caaggan Maan-dooriyeyaasha, Waxyaabaha La Ilaaliyo, Isticmaalka Kiimikaalka iyo kiimikaalka ku-talax-tegidda/xad-dhaafka ah)
MPS Policy 5635	(Reporting Maltreatment of Minors and Vulnerable Adults)	(Soo sheegidda si-xun-ula-dhaqmidda dhallaanka iyo Waaweynka Baylahda u ah)
MPS Policy 6230	(Field Trips)	(Safarrada Rixladaha)
MPS Policy 6415	(Internet and Educational Network Use)	(Isticmaalka internet-ka iyo Shabakadaha Waxbarasheed)
MPS Policy 6521	(Athletics, Co-curricular Activities, Clubs and Organizations)	(Cayaaraha Fudud, Waxqabadyada ka baxsan Manhajka, Naadiyada iyo Ururrada)
MPS Policy 6682	(Emergency Procedures)	(Habraaaca Xaaladaha Deg degga ah).