



TEXAS RIOGRANDE  
**LEGAL  
AID** | *Justice  
begins  
here.*

**NIWAP**  
National Immigrant Women's Advocacy Project



Catholic  
Charities  
USA

په امریکا کی د افغان بنځو لپاره د خپلو حقونو په اړوند سیمینار

سیمینار دانستن حقوق برای زنان افغان در ایالات متحده آمریکا

سیمینار ته بڼه راغلاست! له موږ سره د یوځای کیدو لپاره مننه. موږ به پیل وکړو او په راتلونکو څو شیبو کې به د ژباړې لارښوونې شریک کړو.

به سیمینار خوش آمدید! از اشتراک تان تشکر. تا چند لحظه دیگر آغاز خواهیم کرد و راهنمایی ها در مورد ترجمه را شریک خواهیم ساخت.

Welcome to the webinar! Thank you for joining us. We will get started and share instructions on interpretation in just a few moments.

## له خپل ترجمان سره وصل شيء

با ترجمان خود وصل شويد



1. هغه تفي ومومي چې د نړۍ په خير بنكاري  
1- دکمه ای را دريابيد که به شکل جهان معلوم ميشود

2. خپله ژبه وټاکئ  
2- زبان خود را انتخاب کنيد
- Pashtu = پښتو
  - Dari = دري



3. تفي به بدل شي. نوې تفي کليک وکړئ او "اصلي آډيو خاموش کړئ" غوره کړئ.  
3- دکمه تغير خواهد کرد. دکمه جديد را کليک کنيد و " صدای اصلي را خاموش کنيد" را انتخاب کنيد.

# Gender Based Violence in the United States – Your Rights and Resources



**TAHIRIH**  
**JUSTICE CENTER®**

Forced Marriage Initiative

# Tahirih Justice Center



We offer a range of legal and social services to ensure that our clients can escape violence and rebuild their lives in safety.

## IMMIGRATION LAW

We represent immigrant women and girls who we believe have a legitimate claim to legal status under US immigration law as survivors of gender-based violence.

## FAMILY LAW

We ensure our clients' legal needs are met in family courts, safeguarding children against abuse and helping women divorce their abusers.

## CIVIL LAW

We engage in appellate advocacy and impact litigation, and support clients recover damages from harms they have suffered, such as trafficking

## FORCED MARRIAGE PROTECTION

We provide confidential support and assistance to individuals in the US who are facing forced marriages in this country or abroad.

## SOCIAL SERVICES

We connect our clients to shelter, employment-related training, food pantries, and other services so they can gain greater control over their lives.

## MEDICAL SERVICES

We help our clients obtain medical and mental health services, a vital step in the road to recovery from physical and psychological trauma.

# *Learning Objectives*

## **TODAY'S OBJECTIVES:**

- Understanding definitions of gender-based violence in the U.S.
- Increase awareness of the national and local resources available to individuals at risk of harm and those already experiencing violence.



# *Understanding Terms*

## **GENDER- BASED VIOLENCE**

Most broadly, violence that directed at an individual based on their biological sex OR gender identity. It includes physical, sexual, verbal, emotional, and psychological abuse, threats, coercion, and economic or educational deprivation, whether occurring in public or private life.

# *Understanding Terms*

## **DOMESTIC VIOLENCE**

**NCADV: Domestic violence is the willful intimidation, physical assault, battery, sexual assault, and/or other abusive behavior as part of a systematic pattern of power and control perpetrated by one intimate partner against another.**

### **What is coercive control?**

**An ongoing pattern of domination by which abusive partners primarily interweave repeated physical and sexual violence with intimidation, sexual degradation, isolation and control.**

# *Understanding Terms*

## **SEXUAL VIOLENCE**

**Sexual violence can take many forms and manifestations:**

**Intimate partner or non-intimate partner sexual violence and rape; sexual harassment; incest, technology-based sexual violence; sexual abuse by medical professionals; multiple-perpetrator sexual assault, sexual abuse of people with disabilities etc.**



# *Understanding Terms*

## **Forced Marriage**

A forced marriage is when one or both people do not (or cannot) consent to the marriage, and typically involves elements of force, fraud, or coercion.

It is not arranged marriage, in which families may take the lead, but the ultimate choice to marry remains with the individual.

# *Understanding Terms*

## **Child Marriage**

**Child marriage refers to any formal marriage or informal union between a child under the age of 18 and an adult or another child.**

# *Understanding Terms*

## **“Survivor”**

**"Survivor" is a term for the individual who is being targeted for abuse. Sometimes they may be referred to as "victims."**

# Manifestations of Gender Based Violence

## Physical

- Scratching
- Slapping
- Withholding medication
- Overmedicating
- Pushing
- Hitting
- Throwing objects
- Depriving sleep
- Strangling/Choking
- Use of weapons
- Stalking

## Emotional/Psychological

- Silent treatment
- Insulting jokes
- Blaming/accusations
- Jealousy
- Gaslighting
- Isolation
- Threats
- Calling someone crazy, paranoid, and suicidal
- Humiliation

# Manifestations of Gender Based Violence

## Sexual

- Embarrassing comments
- Sexual jokes
- Ignoring of sexual boundaries
- Forcing to look at porn
- Rape
- Control of contraceptives
- Unwanted touching
- Forced transactional sex/sex work
- Non-consensual sharing of photos or videos

## Religious/Spiritual

- Insulting religious or spiritual beliefs
- Preventing practicing of religious or spiritual beliefs
- Using religious or spiritual beliefs to manipulate or shame
- Forcing children to be raised in a faith that is not mutually agreed upon
- Using religious texts or beliefs to minimize or rationalize abusive behaviors
- Forcing a spiritual or religious path or practice

# Manifestations of Gender Based Violence

## Verbal

- Recalling a person's past mistakes
- Expressing negative expectations
- Expressing distrust
- Threatening violence against others
- Yelling
- Name-calling
- Insulting

## Financial

- Not allowing to work outside the home
- Identity theft
- Denying access to bank accounts, savings, or other income
- Requiring justification for all money spent
- Not paying bills or court ordered support payments

# Laws and Rights



All states and the federal government have laws to protect against gender-based violence including domestic violence, sexual assault, dating violence and stalking.

# Resources

## Support Groups



## Shelter

## Legal Aid



# Resources



## National Domestic Violence Hotline

Phone: 1-800-799-7233

Website: [thehotline.org](http://thehotline.org)

## RAINN

Phone: 1-800-656-4673

Website: [rainn.org](http://rainn.org)

## Afghan Asylum Helpline

Phone: 888-991-0852 (Monday-Friday 10am-4pm EST)

## Forced Marriage Initiative

Phone: 571-282-6161 (Monday-Friday 9am-5pm)

Email: [fmi@tahirih.org](mailto:fmi@tahirih.org)

Website: [preventforcedmarriage.org](http://preventforcedmarriage.org)

## National Human Trafficking Hotline

Phone: 1-888-373-7888

Website: [humantraffickinghotline.org](http://humantraffickinghotline.org)

# Overview of Immigration Relief

# Agenda

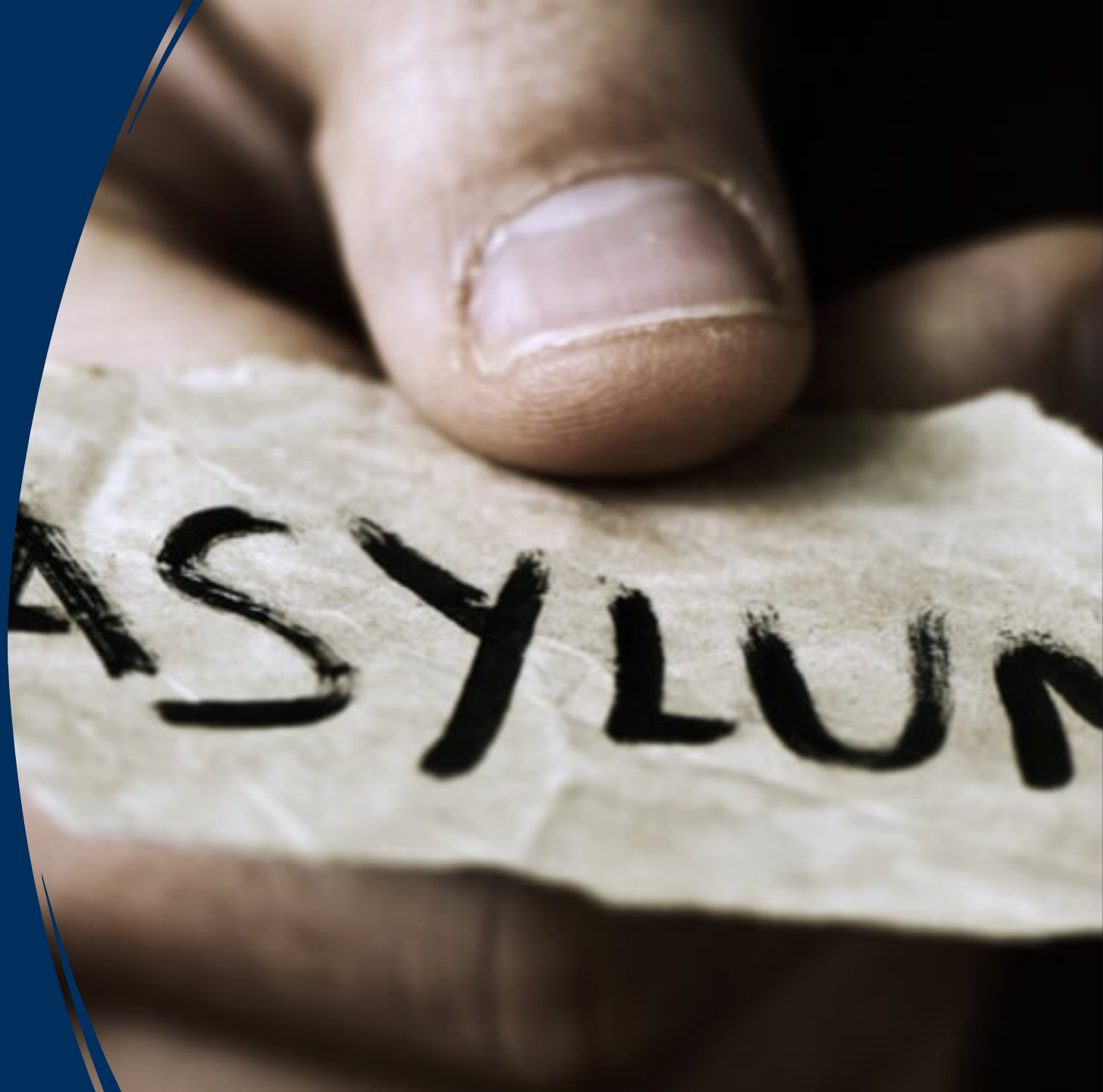
- Overview of Immigration Relief, including Asylum, Violence Against Women Act (VAWA), T-Visa & U –Visa
- Legal Benefits of such relief

**The information provided on this slide does not, and is not intended to, constitute legal advice; instead, all information, content, and materials provided herein are for general informational purposes only. If you believe that you qualify for any of the immigration remedies discussed today, please consult with an immigration attorney.**

## What is Gender Based Asylum?

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Asylum, is a legal process that allows US to grant protection for people who are afraid to return to their home countries, maybe because they have been hurt in the past or are afraid they will be hurt or tortured in the future.



# Eligibility for Gender Based Asylum

You might qualify for asylum if:

- You are in the United States and not a U.S. citizen.
- You cannot return to your home country because
  - ❖ either you have been harmed in the past, or
  - ❖ fear you will be harmed in the future.

*\*\* The harm can be threats, physical injuries, or other problems that put you at risk in your country.*

# Eligibility for Asylum

- You were harmed or will be harmed because of one or more of the following reasons:
  - ❖ Race or your perceived race
  - ❖ Your religion or perceived religious beliefs or lack of religious beliefs
  - ❖ Nationality or a perceived nationality
  - ❖ Political opinion or a perceived political opinion
  - ❖ Membership or a perceived membership in a unique group - a particular social group

# Eligibility for Asylum

- You were harmed or will be harmed by the government in your home country OR by a person or group that your government will not or cannot protect you from.
- There is no safe place in your home country where you can live
- Conditions have not changed in your home country since you left and you would still be in danger.
- It hasn't been more than one year since your initial arrival.

# Legal Benefits of Asylum

- Possibility of applying for Adjustment of Status to Legal Permanent Resident after one year of approval
- Employment Authorization
- Social Security Card
- Driver's License



# What is VAWA?

Violence Against Women's Act "VAWA"

- First enacted in 1994 and has been reauthorized by Congress ever since.
- Overreaching goals were to enhance the protection for battered women within the civil justice system

Immigration status was being used as a tool of power and control over immigrant victims of domestic violence

VAWA permits noncitizens who have been subjected to domestic violence to legalize their immigration status without the abusive spouse's consent or knowledge

# Eligibility for VAWA

- **Status of the Abuser:** US Citizen or LPR
- **Good Faith Marriage:** Evidence that the couple married for purposes other than immigration status
- **Shared Residence:** Evidence that the couple cohabitated during the marriage
- **Battery or Extreme Cruelty:** Evidence of physical, mental and/or sexual abuse
- **Good Moral Character**

# Legal Benefits to VAWA

- Deferred Action Status
- Possibility of applying for Adjustment of Status to Legal Permanent Resident
- Employment Authorization
- Social Security Card
- Drivers License
- Opportunity to participate in victims services and heal

# What is T Visa?

Congress created this nonimmigrant status (commonly referred to as a T visa) in October 2000 as part of the Victims of Trafficking and Violence Protection Act.

T nonimmigrant status is a temporary immigration benefit that enables certain victims of a severe form of trafficking in persons) to remain in the United States for an initial period of up to 4 years if they have complied with any reasonable request for assistance from law enforcement in the detection, investigation, or prosecution of human trafficking or qualify for an exemption or exception.



# Eligibility for T Visa

## Applicant:

- is or has been a victim of a severe form of trafficking
- is physically present in the United States on account of trafficking
- complied with any reasonable request for assistance in the investigation or prosecution (if over 18)\*
- would suffer extreme hardship involving unusual and severe harm if removed from the United States

*\*Exception for those unable to cooperate due to physical and psychological trauma*

# Legal Benefits of T Visa?

- Work authorization for four years
- Eligible for same public benefits as a refugee
- Can petition for derivatives (I-914 Supplement A)
- Can apply to adjust status to Lawful Permanent Resident (“green card”) after three years or upon conclusion of investigation and prosecution of criminal case
- Continued presence

# What is U-Visa?

U Visa was passed by the Battered Immigrant Women Protection Act as part of VAWA 2000

## Dual Purpose of U Nonimmigrant Status:

1. Law Enforcement Concerns: Encourage reporting and cooperation by a particular victim in a particular investigation and/or prosecution  
Create trust between law enforcement and immigrants
2. Humanitarian Concerns: To help victims recover from their victimization

The U visa is not a form of amnesty, it is public policy to enhance public safety

# Eligibility for U-Visa

- Victim of "qualifying **criminal activity**" in the United States
- **Possess information** regarding criminal activity
- Co-operated with the **law enforcement official in** investigating, prosecuting, or sentencing ;
- Suffered **substantial physical or mental harm** as a result of such incident
- Are admissible or eligible to file waiver for inadmissibility



# QUALIFYING CRIMINAL ACTIVITY

- domestic violence
- rape, sexual assault, abusive sexual contact
- kidnapping, abduction, false imprisonment, unlawful criminal restraint
- trafficking
- torture
- FGM/C
- blackmail, extortion
- Stalking
- felonious assault
- fraud in foreign labor contracting
- manslaughter, murder
- Prostitution
- Peonage, involuntary servitude, slave trade
- witness tampering, obstruction of justice, and perjury

# Legal Benefits for U Visa

- Work authorization for four years
- Social Security
- Driver's License
- Can petition for derivatives
- Can apply to adjust status to Lawful Permanent Resident (“green card”) after three years or upon conclusion of investigation and prosecution of criminal case

# Know Your Rights Seminar for Afghan Women in the United States

Leslye E. Orloff

Washington, D.C.

March 29, 2022

# Special Immigrant Juvenile Status (SIJS)

- Immigration relief for unmarried children
- Under the age of majority under state law
- Victims of abuse, abandonment, neglect, or dependency
  - By at least **one parent**
- To apply must submit findings from a state court with jurisdiction over
  - the care, custody, or dependency of the child

# Areas Protected From Immigration Enforcement —

- Courthouses
- Family justice centers
- Child advocacy centers
- Children's schools
- Playgrounds
- Childcare centers
- Recreation centers
- Places where children gather
- School bus stops
- Universities and colleges
- Places of worship or religious study
- Churches, mosques, synagogues
- Weddings
- Funerals
- Hospitals
- Doctor's offices
- Health clinics
- Mental healthcare providers
- Community based organizations
- Social services centers
- Domestic violence shelters
- Programs serving victims
- Food banks
- Places offering disaster assistance or emergency response
- Parades, rallies, demonstrations

# Violence Against Women Act Confidentiality Laws

- Cannot use perpetrator provided information against victim – applies
  - To all Spousal, parent/child and stepchild relationships
  - When survivor is in the process of filing a VAWA, T or U visa immigration case
- All VAWA, T and U visa immigration cases confidential
- Stops immigration enforcement against victims at certain locations

# Rights to Language Access

# Interpreters and Translators Are To Be Provided By:

- Health care providers
- Public benefits offices
- Police, prosecutors, courts
- Government funded non-profit organizations



# Your Rights to Interpreters and Translators

- Accurate, timely, effective communication at no cost
- Your access to services is not to be significantly restricted, delayed or inferior
- Best practice:
  - Request qualified interpreters
  - Request to receive translations or oral interpretations of written “vital” documents

# U.S. Family Laws

- All states have their own family laws
  - Protection orders for victims of crime and abuse
  - Custody of children
  - Child support
  - Divorce

# Purpose of Protection Orders

- Provide a remedy that the victim controls to stop abuse and violence
- Independent of the criminal justice system

# Types of Protection Orders

- Domestic violence and child abuse
- Sexual assault
- Stalking
- Anti-harassment
- Extreme risk (to remove firearms)
- <https://www.womenslaw.org/laws/general/restraining-orders>

# Protection Order Remedies

- Stop abuse
- Stay away
- No contact
- Custody of children
- Prevent parental kidnapping
- Child support and economic remedies
- Victims stays in family home
- Other creative remedies

# Child Custody, Child Support and Divorce Legal Rights

# Best Interests of the Child Factors Determine Custody

- Does not automatically go to one parent or the other
- Favors primary caretaker
- Evaluates parenting skills
- Key best interest factors:
  - Domestic violence and/or child abuse
  - Child's needs
  - Child's family relationships
  - Parental fitness
  - Substance abuse or mental illness of parent
  - Wishes of child and parents

# Child Support

- Court ordered payments to custodial parent
- Any parent who is working or has assets can be ordered to pay child support
- To become a citizen must show payment of child support to help prove good moral character



# Impact of Divorce

- Divorce cuts off access to lawful permanent residency for
  - Asylees spouses
  - Does not impact refugees
- Ends legal immigration status for spouses and children of visa holders:
  - Students, Work Visa Holders, Diplomats
- Abused spouses of citizens and lawful permanent residents have two years from divorce to file VAWA self-petitions

# Importance of Legal Representation

- Free legal services available
  - For victims of abuse and
  - Certain other immigrants including refugees, asylees, lawful permanent residents
- Legal aid programs offer assistance with
  - Family law – custody, divorce, child support
  - Protection orders for victims
  - Public benefits
  - Immigration relief for victims
- NIWAP's State-by-State Directory
  - <https://niwaplibrary.wcl.american.edu/home/directory-programs-serving-immigrant-victims>

# Access to Government Funded Benefits and Services

# Access for All

Both documented and undocumented immigrant survivors can access:

- Legal Services
- Family Court (Divorce)
- Language Access
- Police Assistance
- Protection Orders
- Child Custody & Support
- Have Their Abusers Criminally Prosecuted
- Public Benefits for Their Children
- Assistance for Crime Victims
- Shelter
- Transitional Housing
- WIC/school lunch & breakfast
- Primary/Secondary education
- Immunizations
- Emergency medical care
- Care from community & migrant health clinics
- VOCA

# Health Care Open to All Immigrants

- Community and migrant health clinics
  - [www.nachc.com](http://www.nachc.com)
  - [www.hrsa.gov](http://www.hrsa.gov)
  - Enter zip code
- State funded programs
- Post-assault health care paid by VOCA
- Immunizations, testing, and treatment of communicable diseases
- Emergency Medicaid



# In-Kind Services Necessary to Protect Life and Safety Open to All Immigrants

- Child and adult protection services
- Crisis counseling and intervention
- Violence and abuse prevention
- Victim assistance
- Treatment of mental illness or substance abuse
- Help during adverse weather conditions
- Soup kitchens
- Community food banks
- Shelter & transitional housing assistance
- Nutrition programs for those requiring special assistance



# When children qualify and their parents do not:

- If a child qualifies for benefits as a citizen or qualified immigrant the benefits granting agency may only ask questions about the child's eligibility
- No questions may be asked about the immigration status of the child's parent if the parent is not applying for additional benefits for themselves

# Qualified Immigrants -Examples

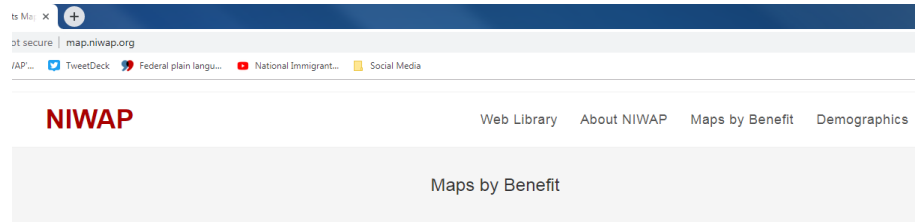
- Qualified Immigrants
  - Lawful permanent residents
    - Includes U visas and SIJS
  - Refugees/Asylees
  - Afghan Humanitarian Parolees
  - VAWA self-petitioners
  - Trafficking victims with HHS certification
- Not Qualified Immigrants
  - Asylum applicants
  - DACA recipients
  - U visa applicants & recipients
  - Work/Student visa holders
  - Undocumented



# Qualified Immigrant Children and Crime Victims - Examples

- Qualified Immigrants
  - Lawful permanent residents
    - Includes U visas and SIJS
  - Refugees/Asylees
  - VAWA self-petitioners
  - Trafficking victim with
    - Continued presence or
    - Bona fide determination in T visa case
- Not Qualified Immigrants
  - Asylum applicants
  - DACA recipients
  - U visa applicants & recipients
  - Work/Student visa holders
  - Undocumented

# Interactive Public Benefits Map



These maps break down available public benefits based on immigrant's state and immigration status.  
We are still working on this site, so if you cannot click on your state, check back soon for completed maps.



#### Cash Assistance (TANF)

Temporary Assistance for Needy Families (TANF) provides cash assistance to low income families with children.

[Go to Map](#)



#### Child Care

Child Care services may be provided through public benefits.

[Go to Map](#)



#### Children's Health Insurance Program

Medical assistance is available to children through the Children's Health Insurance Program (CHIP).

[Go to Map](#)



#### Driver's License

State-specific requirements to be issued a driver's license.

[Go to Map](#)



#### Earned Income Tax Credit

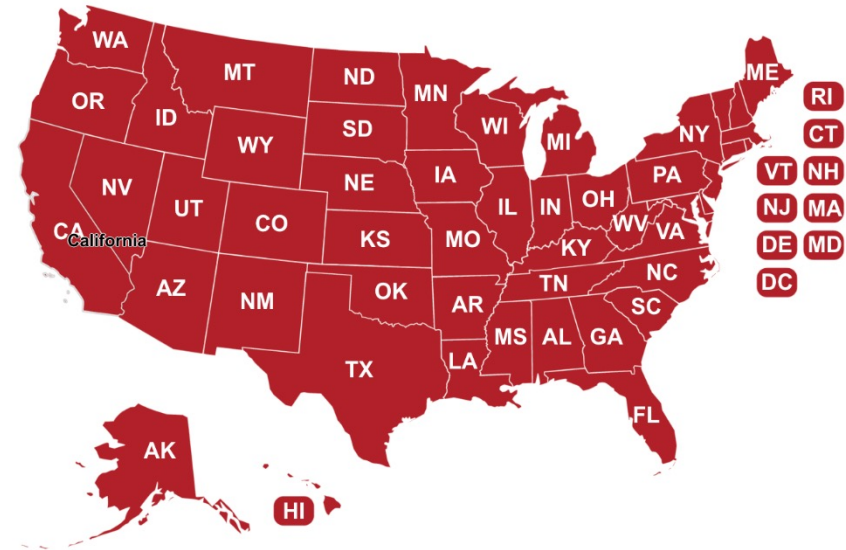


#### Emergency Housing & Safety Programs

NIWAP

[Web Library](#) [About NIWAP](#) [Maps by Benefit](#) [Demogr](#)

Legal Services



<http://map.niwap.org/>

# Maps by Benefit

- Cash Assistance (TANF)
- Child Care
- Children's Health Insurance Program
- Driver's License
- Earned Income Tax Credit
- Emergency Housing & Safety Programs
- Emergency Medicaid
- Federal Education Benefits
- FEMA Assistance
- FEMA Restricted Programs
- Food Stamps
- Forensic Costs Coverage
- Income Tax Credits
- Legal Services
- Medicaid
- Post-Assault Healthcare
- Prenatal Care
- Purchasing Health Insurance on the Exchanges
- State Education Benefits
- Supplemental Security Income
- Weatherization & Energy Assistance
- WIC
- Unemployment (coming soon)

All State Public Benefits Charts  
<https://niwaplibrary.wcl.american.edu/all-state-public-benefits-charts>

# FIRST 90 DAYS AND BEYOND

 Catholic Charities

*PRESENTED BY MIA SIMPSON  
WITH CREDIT TO RAMIN  
RAHEEL AND DELLA  
ABRAHAMS*





**WHAT TO  
EXPECT IN YOUR  
FIRST 90 DAYS**

# WHAT IS A CASE MANAGER?



A case manager is someone who can help you get connected with public benefits, housing, and job programs. They are also a person who can help answer questions you may have when arriving. A case manager will work with you to set you up for success.



A case manager is not somebody who can give legal advice or help with legal matters. They can refer you to different programs, but they are not able to do that work themselves.

# APA

## *Afghan Placement and Assistance*

Afghan Placement and Assistance is case management the first 90 days of you arriving in the US. It starts from you landing at the airport and being greeted.

Your APA case manager may be able to help connect you with public benefits, food, job programs, a bank account, phone/computer\*, cultural orientation, wi-fi and utilities, household goods, and everything else you may need to settle your first 90 days.

Your APA case manager will also provide you with approximate 1,100 dollars per person used for housing security.







# HOUSING



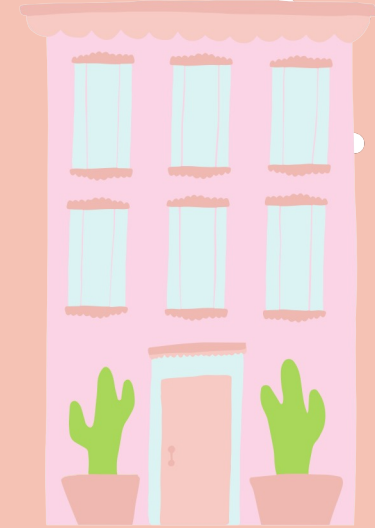
## *TEMPORARY HOUSING*

Some Afghan individuals may be placed with hotels or host families until permanent housing can be found.




## *FAMILY*

Some Afghan individuals might go stay with family that is already established in the US.



## *PERMANENT HOUSING*

Permanent housing is housing that you can stay at for long term. This may be an apartment or a house. You will be set up with a rent plan and given a rental contract.



# BENEFITS



## FOOD

When arriving your case manager will help you sign up for food assistance. Each state is different in the amount, but it is a certain amount of money is given, for the purpose of buying (cold) food. Employment or other income may impact your food stamp benefits. Food stamps are determined by household income not individual income.

## HEALTH CARE

When arriving your case manager will help you sign up for your states Medicaid program, and an initial health screening. They will also help you establish a primary clinic. Your health insurance will help you pay for medical care you receive in the United States. You have right to switch clinics or providers at anytime\*. Your employment or income may impact your medical benefits. If you have a young baby or are pregnant you are also eligible for WIC which provides before and after the baby care.

Name **JANE DOE** SEP 2021 **1**  
 Member ID **ABC1234** Language **ENGLISH**

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For urgent care, call your PCP 24 hours/day  
 In an emergency, call 911 or go to the hospital  
 For a non-emergency ride, call 855-321-4899

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**Health Share of Oregon**  
 www.healthshareoregon.org  
 503-416-8090 or 888-519-3845  
 TTY/TDD 711



<p><b>2</b> <b>Physical Health Plan</b>   <b>Physical Plan Name Here</b>        000-000-0000  <small>Rx BIN/Rx PCN: 000000/XYZ        Rx Grp: 000000</small></p>	<p><b>3</b> <b>Dental Health Plan</b>   <b>Dental Clinic Here</b>        000-000-0000</p>
<p><b>4</b> <b>Primary Care Provider (PCP)</b>  <b>PCP/Clinic Name Here</b>        000-000-0000</p>	<p><b>6</b> <b>Primary Dental Provider (PDP)</b>  <b>PDP/Clinic Name Here</b>        000-000-0000</p>
<p><b>5</b> <b>Mental Health &amp; Substance Use Plan</b>   <b>CareOregon 503-416-4100</b></p>	

- 
- 1** This is the month and year your card was issued
  - 2** Call here for Medical Care & prescription drugs
  - 3** Call here for Dental Care
  - 4** Call here to make an appointment with your main doctor
  - 5** Call here for Mental Health & Substance Use Care
  - 6** If you have CareOregon Dental, call here for your dentist

# EDUCATION

## K-12

Your children are eligible for K-12 education. Schools are determined by the address you live at. Schools are required to provide interpretative services, transportation options and updates on your child's progress. If your child is struggling, you can also ask about an IEP or education plan.

## Preschool

Head Start/Early Head Start is a national program for kids ages 0-5. This program provides preschool education, after school programs, and childcare for families that qualify.

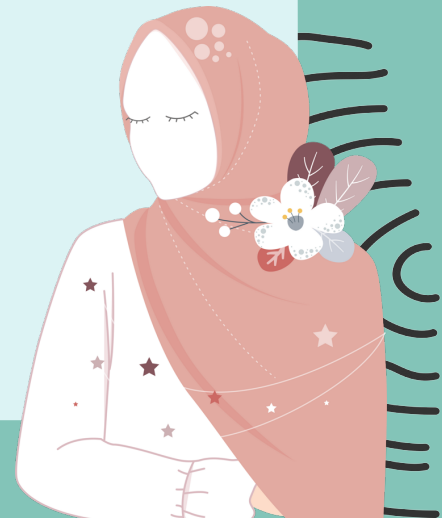
## ESL and Beyond

Your state may have an ESL programs to help your learn English and grow your skills. You also may be eligible for scholarships to help pay for higher education. Ask your case manager and local higher education programs what opportunities are available.

MATCH GRANT &  
REFUGEE CASH  
ASSISTANCE

# Match Grant

- 8 month program. All members of the case are enrolled.
- Upon enrollment, case members receive:
  - Weekly cash allowance: \$50.00 per adult & \$10.00 per child until employed  
(\$200.00 a month) (\$40.00 a month)
  - 5 months of rent and utilities paid regardless of employment status
  - \$15.00 bonus per week of held employment paid at the end of the 8 months
- Job readiness training and job placement assistance
- Other support for non-employable case members



## Enrollment Timeline:


- APA cases must be enrolled within 31 days of arrival (might change state to state)
- Other enrollment requirements:
  - There must be 1 employable adult in the case.
  - The case must not have received/used any cash assistance (TANF/REF cash)
  - The case must stay in the area for the entire 8 month service period.

- Job readiness and training
- Paying for rent & utilities after R&P/APA funding finishes
- Assisting with ESL enrollment
- Providing a Trimet hop card
- Financial literacy assistance





# REFUGEE CASH ASSISTANCE AND TANF

- Refugee cash assistance: is awarded based on state funding, income and number of people in household. Typically for 180-210 days. Assistance might be reduced or cut off depending on household employment.
  - TANF(temporary assistance for needy families) is temporary monthly cash assistance for low-income families that lasts up to 60 months. This is specifically for families with children under the age of 18. You can also get a bus pass through this program.
- 



# DECIDING WHICH IS BEST FOR YOU



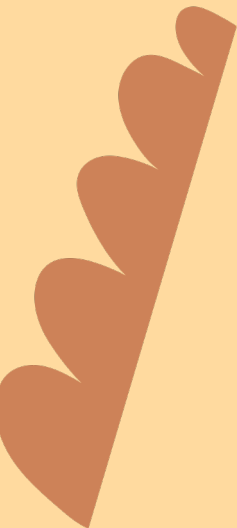
*ARE YOU A SINGLE INDIVIDUAL READY TO WORK?*

If that is the case match grant might be a good fit for you! Match grant is especially good for those coming with trade skills looking for employment.

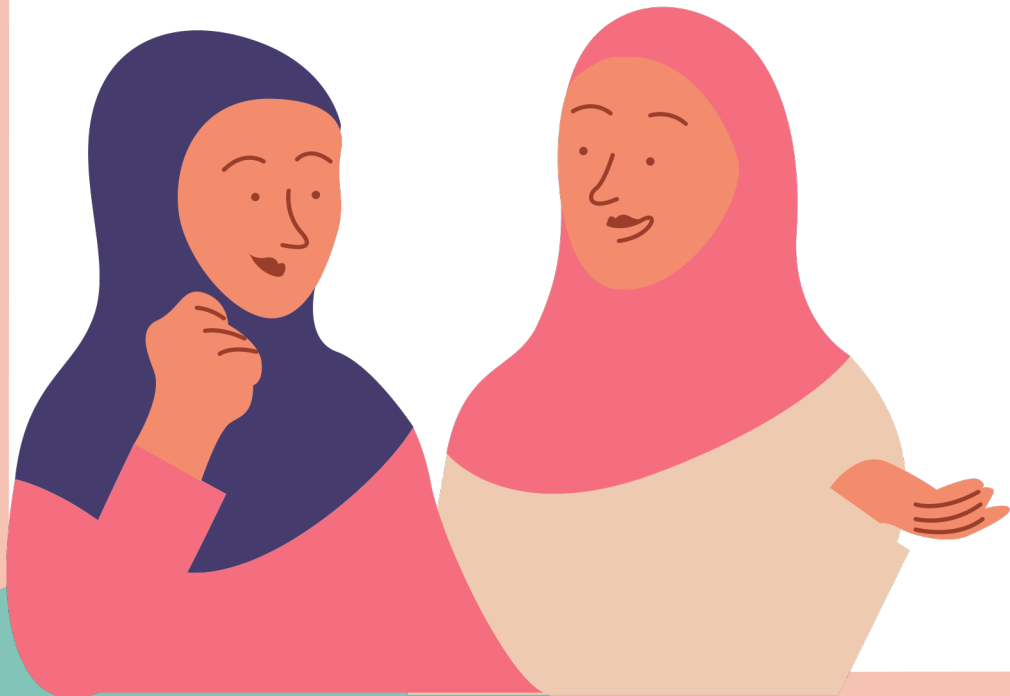


*DO YOU HAVE A LARGE FAMILY, ARE YOU UNABLE TO WORK, OR ARE YOU PLANNING TO GO BACK TO SCHOOL?*

Then public benefits might be a better option for you. If your unsure talk about it with your case manager and see which fits best with your lifestyle and rental situation.



# PREFERRED COMMUNITIES



# PREFERRED COMMUNITIES



This case management is for individuals after the 90 days who still need intensive case management. This may be families/people struggling with physical health, mental health, DV, family troubles, single headed households, elderly households etc.

- Intensive case management can last for a year (and beyond if needed)
- You will work on a self-sufficiency plan with your case manager throughout the year
- Preferred community case managers can also help with the same task ECM case managers help with.



# PREFERRED COMMUNITIES

## MENTAL HEALTH


Preferred community case managers can help provide you a safe space to talk about what you are going through. They can also refer you to counseling, group support, and other mental health programs

## PHYSICAL HEALTH

Preferred Community case managers can help you navigate health challenges and health-based resources. They can also help refer you to DD services and SSI

## FAMILY STABILITY

Preferred Community case manager can help you if you are feeling unsafe in the home or are struggling with home life. They can refer you to state programs that can help you feel more stable. They can also create a safety plan with you.



# TITLE VI



REMEMBER ANY  
FEDERALLY FUNDED  
PROGRAM IS REQUIRED  
BY LAW TO PROVIDE  
INTERPRETIVE SERVICES  
IN YOUR NATIVE  
LANGUAGE!



# Your Rights at Work

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# TOPICS

Discrimination & Retaliation

Sexual Harassment

Minimum Wage & Tips

# CAN YOUR BOSS DO THAT?

## YES THEY CAN

- Fire you for any reason or no reason
- Change your hours
- Give you more work duties
- Transfer you
- Change your position

## NO THEY CAN'T

- Fire you for an illegal reason
- Change your hours for an illegal reason
- Give you more duties for an illegal reason
- Transfer you for an illegal reason
- Change your position for an illegal reason
- Break an employment contract with you



# WHEN IS IT ILLEGAL?

Your boss cannot fire you, or change your job for the worse, because of:

- Your race
- Your disability
- Your sex (including pregnancy or sexual orientation)
- Your religion
- Your age (over 40)
- Your national origin (or the employer's belief that you are from another country)



# WHEN IS IT **ILLEGAL**?

- Your boss fires you, or treats you worse, because:
  - You and your co-worker(s) complained about work
  - You talked to your boss about your rights
  - You made a claim for an injury at work (for workers' compensation) or reported unsafe or hazardous conditions
  - You took or needed family or medical leave (in some larger workplaces)



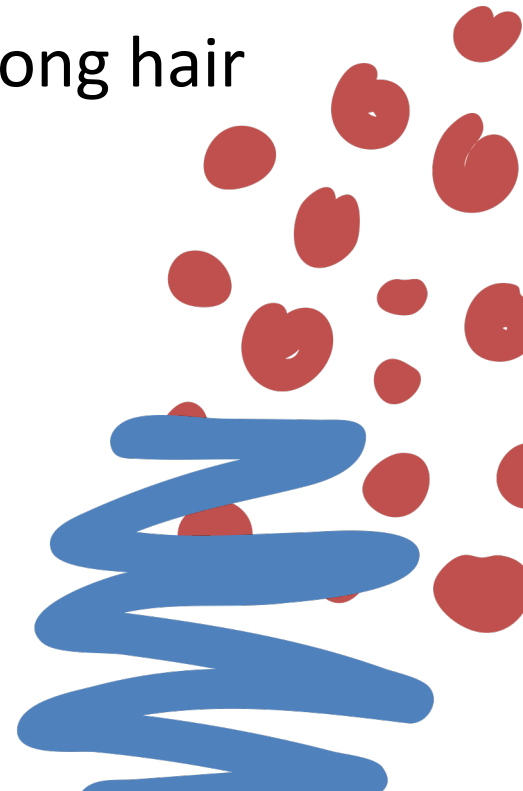
# WORKPLACE ACCOMMODATIONS

- **Religious Accommodations – Examples:**

- schedule changes or days off for religious observances
- changing uniform policy to allow for particular head coverings (like hijab)
- changing dress or grooming policy to allow for facial hair or long hair

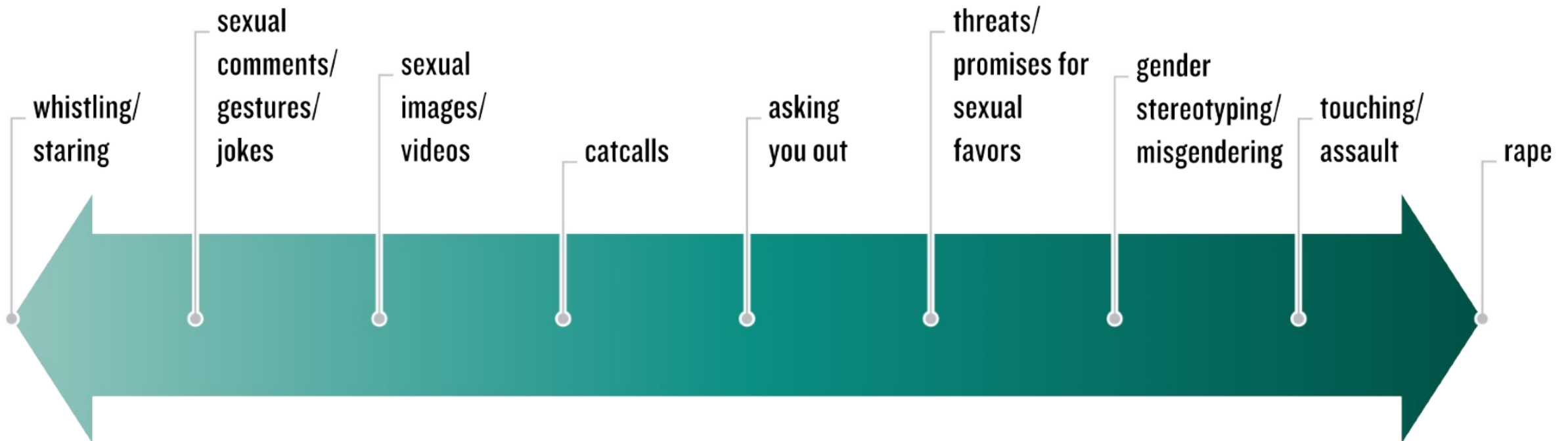
- **Disabilities Accommodations – Examples:**

- making buildings or facilities accessible
- modifying work schedules
- acquiring equipment



# WHAT IS SEXUAL HARASSMENT?

- Sexual harassment in the workplace is illegal discrimination
- Sexual harassment is unwanted sexual behavior and language at work.
- It can take many forms, for example:



# MYTHS AND FACTS ABOUT SEXUAL HARASSMENT

<b>MYTH #1</b> “It isn’t sexual harassment if there’s no touching.”	<b>FACT # 1</b> Sexual harassment doesn’t require touching. <u>Words</u> alone can be harassment.”
<b>MYTH #2</b> “You have to be harassed by your supervisor in order for it to be illegal.”	<b>FACT # 2</b> Sexual harassment by a <u>coworker</u> can be illegal, too.
<b>MYTH #3</b> “You have to be harassed by another employee in order for it to be illegal.”	<b>FACT # 3</b> Harassment by <u>customers</u> , clients, and third parties can be illegal, too.
<b>MYTH # 4</b> “Comments or actions that are not directed at you are not sexual harassment.”	<b>FACT # 4</b> Comments or actions directed at others can also create a hostile work environment.

# WHAT CAN YOU DO IF YOU ARE BEING HARASSED?

- Get safe.
- Tell someone you trust about it.
- Tell the harasser to stop if you feel safe doing so.
- Find out the employer's policy on reporting harassment. Follow it.
- Make notes of what happened.
- If there's no policy, report it to your supervisor or someone higher up.
- If it doesn't stop, report it to the EEOC or talk to an attorney ASAP.





# YOUR PAYCHECK



## QUESTION

- Are you getting paid for all of your time worked?
- Are you getting at least the minimum wage?
- Are you getting overtime?

## ANSWER

- Keep your own calendar or notes of your hours worked.
- Divide the total amount you were paid by the number of hours you worked each week = \$7.25/hour
- The hours over 40 **each week** have to be paid at 1.5x your normal hourly rate.

# PAID IN TIPS?

- The workplace can pay you \$2.13 / hour in your check
- BUT ONLY for the time you are doing tipped work
- You STILL have to make at least \$7.25 / hour with your tips + check combined
- The boss can't take ANY of your tips
  - But “tip pools” with other tipped workers are OK.



# WHERE CAN YOU GET HELP?

- **Legal Services (Legal Aid) Organizations:**
  - <https://www.lsc.gov/about-lsc/what-legal-aid/get-legal-help>
- **United States Department of Labor – Wage & Hour Division**  
<https://www.dol.gov/agencies/whd/contact/local-offices>
- **U.S. Equal Employment Opportunities Commission (EEOC)**
  - Telephone 1-800-669-4000 or locate your nearest field office here:  
<https://www.eeoc.gov/field-office>
- **Occupational Safety and Health Administration (OSHA)**
  - contact OSHA by phone at 1-800-321-OSHA (800-321-6742).

## Resources on the Web

- Power Point and translated know your rights materials:  
<http://niwaplibrary.wcl.american.edu/AfghanWomenTraining>
- Register and receive link to
  - May 6, 2022 Question and Answer Session 2:00 to 3:30 p.m. Eastern