

U.S. DEPARTMENT OF LABOR

**Office of the Assistant Secretary
for Administration and Management
CIVIL RIGHTS CENTER
200 Constitution Ave, NW, Room N-4123
Washington, DC 20210**



April 26, 2010

TO: All State Workforce Agency Administrators
All State WIA Equal Opportunity Officers

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FROM: RAMÓN SURÍS-FERNÁNDEZ, ESQ.
Director
Civil Rights Center

SUBJECT: “Discrimination is Against the Law” Poster
in Languages Other Than English

In September of 2009, the Department of Labor’s (DOL’s) Civil Rights Center (CRC) sent a memorandum to the attention of State Workforce Agency Administrators and State Equal Opportunity (EO) Officers, requesting information regarding the language needs of their respective populations to provide translations of the “Discrimination is Against the Law” poster.

The regulations implementing the nondiscrimination provisions of Section 188 of the Workforce Investment Act of 1998, 29 C.F.R. Part 37 and DOL’s Guidance on the Prohibition of National Origin Discrimination as it Affects Persons with Limited English Proficiency (LEP), “LEP Guidance” prescribe that vital documents be translated in the languages spoken by LEP individuals with whom federal financial recipients have frequent contact. In addition, the Department of Justice’s Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition against National Origin Discrimination Affecting Limited English Proficient Persons provides guidance under the Safe Harbor provisions on determining when a vital document would need to be translated for an LEP population. Accordingly, each State should have identified the languages most frequently used by the population groups within its borders.

In response to the information CRC received, and to assist recipients in complying with legal requirements related to the provision of services and information in languages other than English, CRC had the “Discrimination is Against the Law” poster translated into eleven (11) additional languages.

Translations are now available at CRC’s website at <http://www.dol.gov/oasam/programs/crc/> for immediate access.

State Equal Opportunity Officers should notify all Local Workforce Investment Area offices of the translated poster on the DOL website. The translated versions of the poster should be made available to all customers of all covered facilities in the languages most frequently encountered at those facilities.

Any questions or concerns regarding the poster translation should be addressed to Julia Mankata-Tamakloe, Chief, Office of External Enforcement at (202) 693-6519 (voice) or 800-877-8339 (Federal Relay Service—for TTY by email to Mankata-Tamakloe.Julia@dol.gov).