

Language Access

**Unemployment Insurance
Programs and Limited English
Proficient (LEP) Individuals**

1. Title VI, WIA, Terms

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graph TD; A[1. Title VI, WIA, Terms] --> B[2. DOL LEP Guidance]; B --> C[3. Plan, Policies, Procedures]; C --> D[4. LEP Needs in UI Process]; D --> E[5. Resources];
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2. DOL LEP Guidance

3. Plan, Policies, Procedures

4. LEP Needs in UI Process

5. Resources

Title VI

42 U.S.C § 2000d

“No person in the United States shall, on the ground of race, color, or national origin, be...subjected to discrimination under any program or activity receiving Federal financial assistance.”



National Origin and LEP

National origin discrimination includes failing to provide LEP individuals “meaningful access” to recipient programs.
Lau v. Nichols, 414 U.S. 563 (1974)



<http://go.usa.gov/4KVd>

Workforce Investment Act

Section 188

- Same prohibition against national origin discrimination found in Title VI.
- Section 188 regulations address national origin discrimination and language access. 29 C.F.R. 37.35



<http://go.usa.gov/byVz>

Terms

- ① **Limited English Proficient (LEP)**
- ① **Language Access**
- ① **Language Access Program**
- ① **Language Assistance Services**
- ① **Meaningful Access**



Executive Order 13166

Executive Order 13166

DOJ LEP Guidance

DOL LEP Guidance

Wednesday,
August 16, 2000

Part V

The President

**Executive Order 13166—Improving Access
to Services for Persons With Limited
English Proficiency**

**Department of
Justice**

**Enforcement of Title VI of the Civil
Rights Act of 1964—National Origin
Discrimination Against Persons With
Limited English Proficiency; Notice**

<http://go.usa.gov/4KpA>



Guidance

- 1. Number or Proportion of LEP Individuals in area**
- 2. Frequency of Contact**
- 3. Nature and Importance**
- 4. Resources Available**

<http://go.usa.gov/bywH>

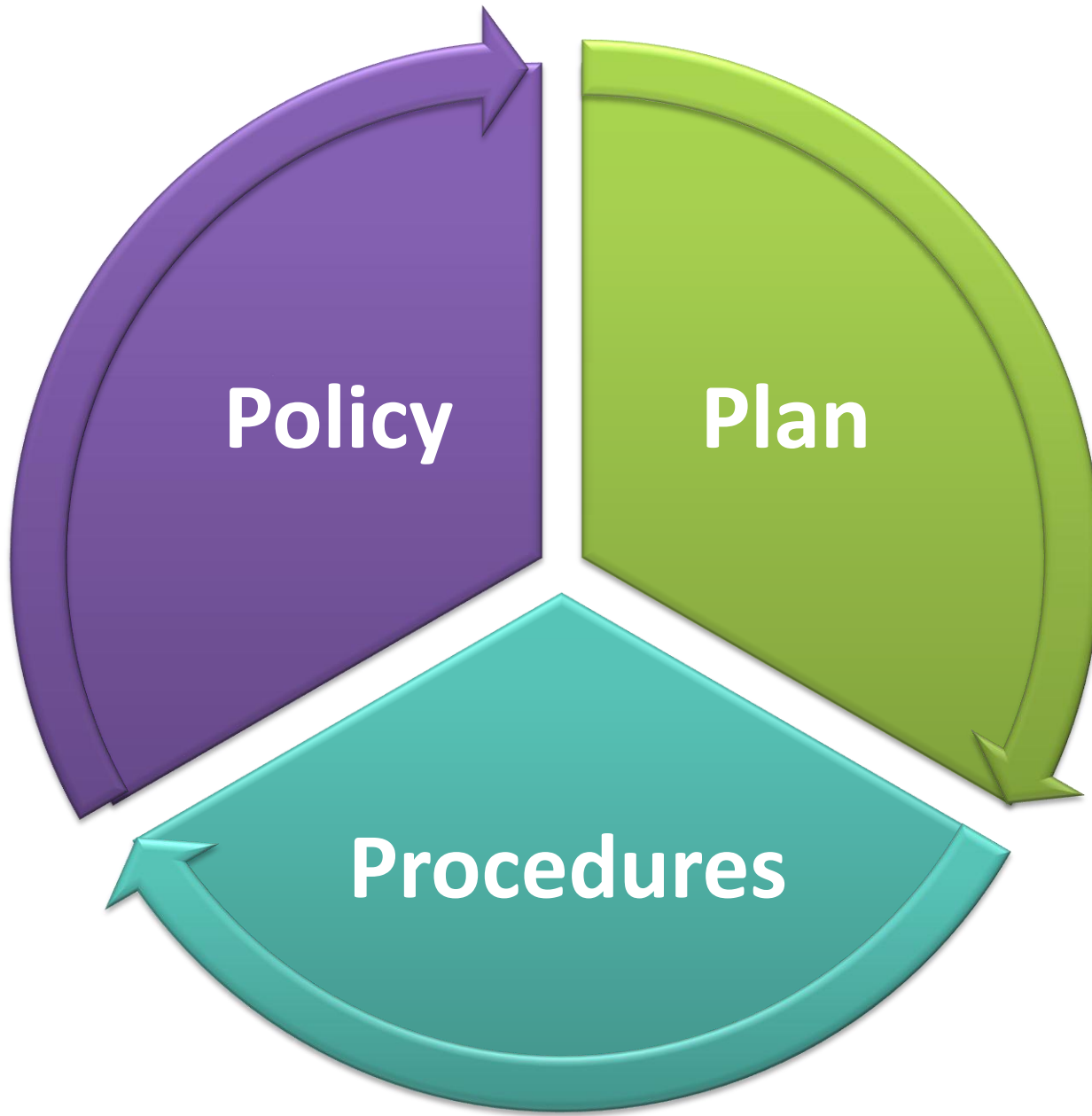


Vital Documents

- 📄 **UI claim forms**
- 📄 **UI award or denial notices**
- 📄 **UI information on website**
- 📄 **Notice of free language assistance services**

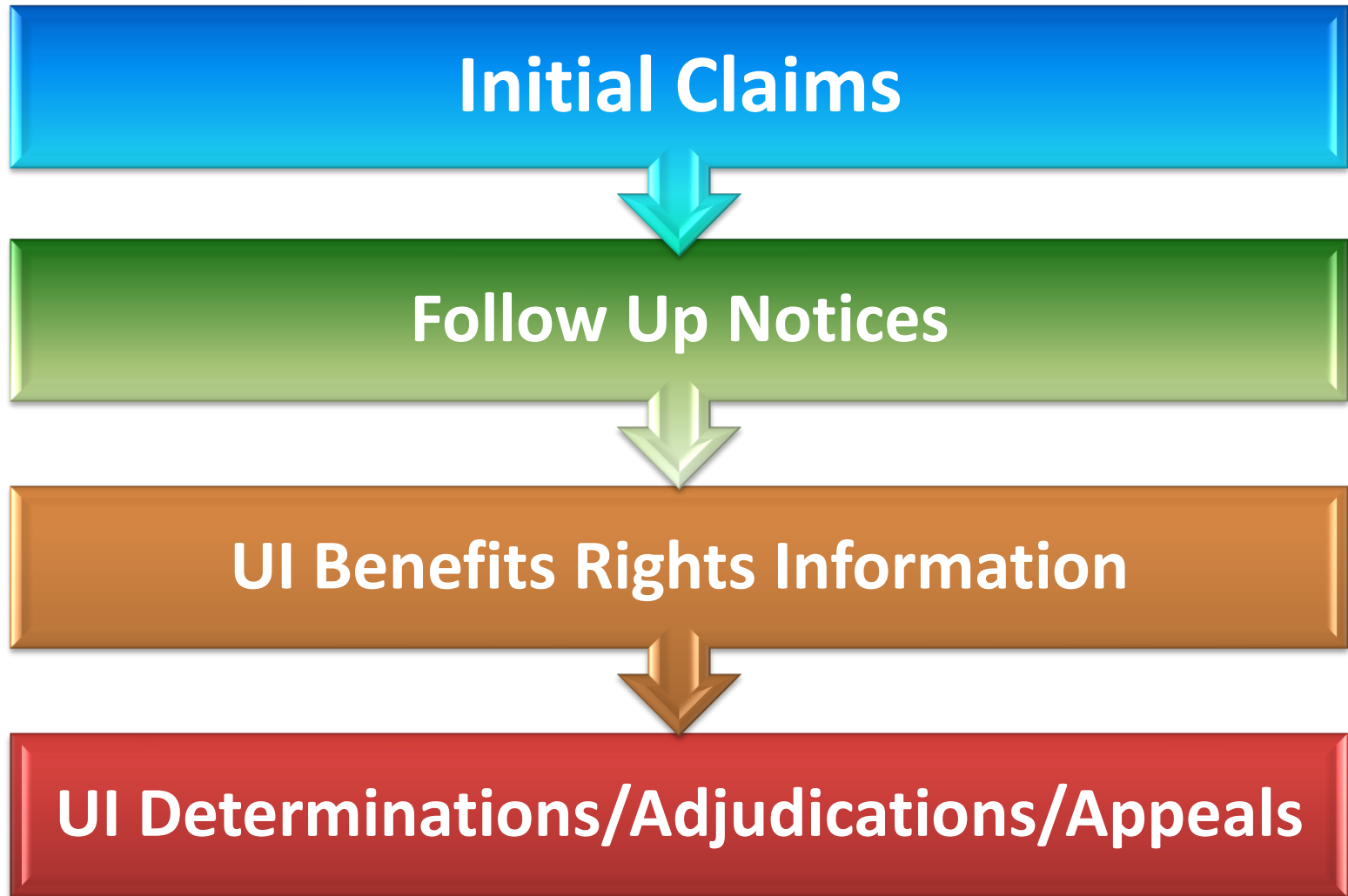
<http://go.usa.gov/byGd>

Language Access Program



<http://go.usa.gov/Wcbb>

Language Needs in UI Process





Wrap-Up

- **Title VI and WIA require state UI programs to provide meaningful access**
- **DOL issued LEP guidance to explain Title VI obligations**
- **UI programs should have written LEP policies, a plan and procedures**

LEP Resources

Federal Interagency Working Group on LEP,
www.lep.gov

Language Access Assessment and Planning
Tool, <http://go.usa.gov/jpJ>

UI Program Letter No. 30-11 Regarding LEP,
<http://go.usa.gov/byZY>

WIA LEP Planning & Assessment Directive,
<http://go.usa.gov/byZQ>, Tool,
<http://go.usa.gov/byBx>