

**Providing Meaningful Communication with Persons with Limited English Proficiency
Town of Smithfield
March 3, 2020 through March 2, 2023**

The purpose of this Policy and Plan is to ensure compliance with Title VI of the Civil Rights Act of 1964, and other applicable federal and state laws and their implementing regulations with respect to persons with limited English proficiency (LEP). Title VI of the Civil Rights Act of 1964 prohibits discrimination based on the ground of race, color or national origin by any entity receiving federal financial assistance. Administrative methods or procedures, which have the effect of subjecting individuals to discrimination or defeating the objectives of these regulations, are prohibited.

POLICY:

In order to avoid discrimination on the grounds of national origin the Town of Smithfield will take reasonable steps to ensure that persons with Limited English Proficiency (LEP) have meaningful access and an equal opportunity to participate in benefits and services for which such persons qualify. This Policy defines the responsibilities the Town has to ensure LEP individuals can communicate effectively.

DEFINITIONS:

Limited English Proficient (LEP) individual – Any prospective, potential, or actual recipient of benefits or services from the Town who cannot speak, read, write or understand the English language at a level that permits them to interact effectively with Town staff.

Title VI Compliance Officer: The person or persons responsible for administering compliance with the Title VI LEP policies.

Substantial number of LEP: 5% or 1,000 people, whichever is smaller, are potential applicants or recipients of the Town and speak a primary language other than English and have limited English proficiency.

PROCEDURES:

1. IDENTIFYING LEP PERSONS AND THEIR LANGUAGE

The Town of Smithfield will promptly identify the language and communication needs of the LEP person. Staff will use a language identification card (or "I speak cards," provided by Community Investment and Assistance (CI)) and LEP posters to determine the language. In addition, when records are kept of past interactions with individuals or

family members, the language used to communicate with the LEP person will be included as part of the record.

2. OBTAINING A QUALIFIED INTEPRETER

List the current name, office telephone number, office address and email address of the Title VI compliance officer:

Michael Scott, Manager
Town of Smithfield
350 East Market Street/P.O. Box 761
Smithfield, North Carolina 27577
Phone: 919-934-2116
Fax: 919-934-1134
E-mail: michael.scott@smithfield-nc.com

(Note: The Town must notify the CI Compliance Office immediately of changes in name or contact information for the Title VI compliance officer.)

Check all methods that will be used:

- Maintaining an accurate and current list showing the language, phone number and hours of availability of bilingual staff (**provide the list**):
- Contacting the appropriate bilingual staff member to interpret, in the event that an interpreter is needed, if an employee who speaks the needed language is available and is qualified to interpret;
- Obtaining an outside interpreter if a bilingual staff or staff interpreter is not available or does not speak the needed language.

Language Line Solutions

Have agreed to provide qualified interpreter services. The agency's telephone number is **1-800-752-6069**, and the hours of availability are 24 hours a day.

- Other (**describe**):

All staff will be provided notice of this policy and procedure, and staff that may have direct contact with LEP individuals will be trained in effective communication techniques, including the effective use of an interpreter.

3. PROVIDING WRITTEN TRANSLATIONS

- i. When translation of vital documents is needed, the Town of Smithfield will submit documents for translation into frequently-encountered languages.

- ii. Facilities will provide translation of other written materials, if needed, as well as written notice of the availability of translation, for LEP individuals.

4. PROVIDING NOTICE TO LEP PERSONS

The Town of Smithfield will inform LEP persons of the availability of language assistance, by providing written notice in languages LEP persons will understand. Example: The notification will include, in the primary language of the applicant/recipient, the following language: **IMPORTANT: IF YOU NEED HELP IN READING THIS, ASK THE TOWN FOR AN INTERPRETER TO HELP. AN INTERPRETER IS AVAILABLE FREE OF CHARGE.**

All interpreters and translators needed to comply with this policy shall be provided without cost to the person being served, and individuals and their families will be informed of the availability of such assistance free of charge.

At a minimum, notices and signs will be posted and provided in intake areas and other points of entry at the Town of Smithfield Municipal Building.

Notification will also be provided by an annual notification in a local newspaper.

5. MONITORING LANGUAGE NEEDS AND IMPLEMENTATION

I. Compliance Procedures, Reporting and Monitoring

A. Reporting

The Town will complete an annual compliance report and send this report to CI. (Format will be supplied by CI)

B. Monitoring

The Town will complete a self-monitoring report on a quarterly basis, using a standardized reporting system (attached). These reports will be maintained and stored by the Title VI Compliance Officer and will be provided to the CI upon request.

The Town will cooperate, when requested, with special review by the CI.

II. Applicant/Recipient Complaints of Discriminatory Treatment

A. Complaints

The Town will provide assistance to LEP individuals who do not speak or write in English if they indicate that they would like to file a complaint. A complaint will be filed in writing, contain the name and address of the person

filings it or his/her designee and briefly describe the alleged violation of this policy. The form can be found at <http://www.nccommerce.com/cd/community-investment/forms-resources/compliance-plans-and-templates>.

The Town will maintain records of any complaints filed, the date of filing, actions taken and resolution.

The Town will notify the appropriate section within CI of complaints filed, the date of filing, actions taken and resolution. This information will be provided within 30 days of resolution.

B. Resolution of Matter

If the matter cannot be resolved by informal means, the individual will be informed of his or her right to appeal further to CI. This notice will be provided in the primary language of the individual with Limited English Proficiency.

The CI Compliance Office will conduct an investigation of the allegations of the complaint. The investigation will afford all interested persons and their representatives, if any, an opportunity to submit evidence relevant to the complaint.

The investigation will not exceed 30 days, absent a 15-day extension for extenuating circumstances.

If the investigation indicates a failure to comply with the Act, the local unit of government, agency Director or his/her designee will so inform the recipient and the matter will be resolved by informal means whenever possible within 60 days.

If the matter cannot be resolved by informal means, then the individual will be informed of his or her right to appeal further to the Department of Justice. This notice will be provided in the primary language of the individual with Limited English Proficiency.

If not resolved by CI, then complaint will be forwarded to Department of Justice (DOJ), Department of Housing and Urban Development (HUD) Field Office.

Adopted March 3, 2020.



M. Andy Moore, Mayor



Shannan L. Parrish, Town Clerk



DSDHH Sign Language Interpreter and Transliterator Directory

This list of sign language interpreters is for informational purposes only. The Department of Health and Human Services, Division of Services for the Deaf and the Hard of Hearing (DSDHH) does not endorse any particular interpreter. Inclusion on this list only verifies that the interpreter has opted to be listed and does possess a current North Carolina Interpreting/Transliterating License.

RALEIGH AREA Legal Certificates						
RID Legal Certified (SC:L or CLIP:R)						
Name	City of Residence	Certification	Primary Phone Number	Secondary Phone Number	Email Address	License
None At This Time.						
Generalist Certificates						
RID/NAD Certified (CI, CT, NIC, CSC, MCSC, IC, TC, NAD V, NAD IV, NAD III)						
Generalist certificates signify skills for a broad range of general interpreting assignments. Holders of a generalist certificate have met or exceeded a nationally recognized standard of minimum competence in interpreting.						
Name	City of Residence	Certification	Primary Phone Number	Secondary Phone Number	Email Address	License
Kam Stoll	Carrboro	CT, CI	919-423-7095	336-376-9520	signlangsvc.@triad.rr.com	Full
Jill Dixon	Cary	CI, CT	919-538-1154		jillsdixon@gmail.com	Full
Linda Willis	Cary	NIC Master, ED:K-12				Full
Christopher Friedrich	Chapel Hill	CI	919-824-0857		cfriedrich08@gmail.com	Full
April Dewitt	Clayton	NIC Advanced	813-470-0404	919-662-8512	April.Dewitt@vr.fldoe.org	Full
Brenda Piontkowski	Clayton	CI, CT	207-740-1229		bpionetterp@verizon.net	Full
Decie Shumate	Clayton	CI, CT	919-624-9970		dbuckwalterp@aol.com	Full
Brian Tipton	Clayton	NIC Advanced	919-229-9788		Tipton_brian@hotmail.com	Full
Jeffrey E. Trader	Clayton	CI, NCICS A	919-607-4799	919-585-6601	jtrader42@gmail.com	Full
Lee Williamson	Clayton	CI	252-292-2598		williamson.lee.m@gmail.com	Full
Martha Ellis Williamson	Clayton	CT, NCICS A	919-649-1681	919-550-8414	marthtern@nc.rr.com	Full
Jacqueline Brodsky	Durham	NIC Advanced, Ed:K-12	919-451-5285		jacquebrodsky@gmail.com	Full
Monica McGee	Durham	NIC Advanced, EIPA 3.8	919-475-8424		monica.mcgee08@gmail.com	Full
Caterina Phillips	Durham	NIC	919-451-3499	919-493-0012	caterinaphillips@gmail.com	Full
Adeline Riley	Durham	NIC	612.708.1173		Adeline.Riley@gmail.com	Full
Kim Wilson	Durham	NIC Master	828-779-3764		lovethatlucy@yahoo.com	Full
Ashley Lombardi	Erwin	ED: K-12	910-728-1475		ashleymcleod.718@gmail.com	Full
Janet Beattie	Fayetteville	CI, CT	910-987-3208		janet.beattie@yahoo.com	Full
Josee' A Hupp-Croteau	Fayetteville	CI, CT, Ed: K-12, NIC	910-977-1276	910-977-1269	aaid_faync@yahoo.com	Full

RID, NAD Generalist Certificates Continued						
Name	City of Residence	Certification	Primary Phone Number	Secondary Phone Number	Email Address	License
Liz Belk	Fuquay-Varina	CSC	919-413-7480		lizmed@msn.com	Full
Kelly Hodgins	Fuquay-Varina	CI, CT	919-577-9082	919-649-6095	kelly@hodgins.org	Full
Laura Kelly	Garner	Ed: K-12	919-270-3091	919-989-8043	talkswithhands5@gmail.com	Full
Karen S. Magoon	Garner	CI, CT	919-413-2379		ksmcoda@gmail.com	Full
Erika Stucker	Garner	CI, CT	919-830-0908		funnye@aol.com	Full
A. Ann James Bridgers	Kenly	CT, CI	252-205-0825	919-284-2910	airbb@hotmail.com	Full
Connie Jo Hutchinson	Louisburg	CI, CT	919-210-0072	919-528-8437	Conniejhutchinson@gmail.com	Full
Monica Baron	Morrisville	CI, CT	919-208-1747		monicabaron1@hotmail.com	Full
Leah A. Noe	Oriental	CI/CT	910-322-0799		cianc.com@gmail.com	Full
Kristina K. Howe	Princeton	CI, CT	919-273-2714		kristinahowe@hotmail.com	Full
Alexia Schwab	Raeford, NC	NIC, EIPA 3.6	937-902-3051		alexiashwab@gmail.com	Full
Pamela Barnett	Raleigh	CI, CT	919-747-9604	210-884-7818	pbrntt@yahoo.com	Full
Kathy Beetham	Raleigh	CSC, OIC:C	919-614-4016		kathybeetham@gmail.com	Full
Jessica Bliss	Raleigh	NIC	585-944-3848		jclarkterp@gmail.com	Full
Grace Bullen	Raleigh	CSC	919-431-9996	919-247-6426	gebullen@aol.com	Full
Jana Burke	Raleigh	NIC	919-803-3132		BurkelInterpreting@yahoo.com	Full
Caryn Cook	Raleigh	NIC	919.723.8792		misscookie78@gmail.com	Full
Bridget S. Delacy	Raleigh	NIC	708-278-8661		Bridget.Delacy@gmail.com	Full
Sarah Ferguson	Raleigh	NIC	919-757-2385		sarah.Elaine.ferguson@gmail.com	Full
Nicole Fox	Raleigh	CI	919-208-5777		foxterp@me.com	Full
Sarah Harrington	Raleigh	NIC	919.795.2411		skharrington@hotmail.com	Full
Stephanie Johnson	Raleigh	CSC		252-289-5406	Stephanie.Johnson1@hotmail.com	Full
Amy Markin	Raleigh	CSC	919-225-6131		amyjmarkin@gmail.com	Full
Ginny Moorefield	Raleigh	CI	919-368-1906		ginny.moorefield@gmail.com	Full
Charles L. Lynch Jr.	Rocky Mount	NIC	252-801-5075	252-937-4123	Charleslynch2@me.com	Full
Karen Whittingham	Roxboro	NAD 4	919-619-3929		whittinghamkaren@hotmail.com	Full
Sandra Cottrell, M.A. Ed.	Wake Forest	CI, CT	919-562-2265	919-671-0250	morebooks2read@hotmail.com	Full
Robin Lea Dailey	Wake Forest	CI	919-845-0232	919-623-5147	robinldailey@aol.com	Full
Tammie M. Hayes	Wake Forest	NIC	919-556-4050		tammlee@juno.com	Full
Ben King	Wake Forest	NIC Advanced, NCICS:A	919-649-9570	919-649-9571	iw@interpretingworks.com	Full
JoAnn Peyton	Wake Forest	TC	919-556-4464	919-426-4417	nipey@earthlink.net	Full

NCICS A or B

NCICS is the former North Carolina Interpreter Classification System: NCICS A (Advanced), NCICS B (Intermediate)

This test is no longer available, yet holders of these classifications are eligible to be fully licensed in NC.

Name	City of Residence	Certification	Primary Phone Number	Secondary Phone Number	Email Address	License
Sandra L. Fox	Apex	NCICS B	919-749-4653		sfox1972@gmail.com	Full
Keith Hood	Raleigh	NCICS B	919-938-9151	919-757-7353	gordonkeithhood@gmail.com	Full
Pamela Hood	Raleigh	NCICS B	919-938-9151	919-757-6081	happypamhood@gmail.com	Full
Jean Proctor	Raleigh	NCICS B	919-614-0045		jproctorinterpre@aol.com	Full

NCICS C

NCICS is the former North Carolina Interpreter Classification System: NCICS C (Limited)

This test is no longer available. Holders of this classification were eligible to be fully licensed by being grandfathered into the licensing system at its implementation in 2005.

Name	City of Residence	Certification	Primary Phone Number	Secondary Phone Number	Email Address	License
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Educational Certificates**RID, Ed: K-12**

Holders of this certificate have demonstrated the ability to interpreter classroom content and discourse. Holders of this certificate passed the Educational Interpreter Performance Assessment (EIPA) written and performance test at the level of 4.0 or higher which qualified them to apply to be nationally certified by RID.

Name	City of Residence	Certification	Primary Phone Number	Secondary Phone Number	Email Address	License
Linda Willis	Cary	Ed: K-12, NIC Master				Full
Jacqueline Brodsky	Durham	Ed: K-12, NIC Advanced	919-451-5285		jsurdoval@mindspring.com	Full
Josee' A Hupp	Fayetteville	Ed: K-12; Ci, CT	910-977-1276	910-977-1269	aaid_faync@yahoo.com	Full
Tanya Jackson	Goldsboro	Ed: K-12	919-920-0710		interpreteraf@gmail.com	Full
Fereshteh Irani	Raleigh	Ed: K-12	240-899-6505	919-435-6513	fereshtehi@hotmail.com	Full

EIPA (Educational Interpreter Performance Assessment)

Name	City of Residence	Certification	Primary Phone Number	Secondary Phone Number	Email Address	License
Deborah Leisey	Chapell Hill	EIPA	252-670-0695		dkleisey@gmail.com	Full
Natalie Davis	Clayton	EIPA 4.0	919-631-6098		njterp12@gmail.com	Prov.
Karen Conquy	Fayetteville	EIPA 4.1	910-864-5160			Full-G
Sheila Craig	Garner	EIPA 3.7	919-327-0175			Full-G
Takeiah Davis	Holly Springs	EIPA 3.5	919-895-8328	919-895-8329	kia021027@yahoo.com	Prov.
Ken Benton II	Knightdale	EIPA 4.3	919-218-8241	919-217-1979	BigKB2@gmail.com	Full-G
Nanette Acree	Raleigh	EIPA	919-426-8074		npacree@hotmail.com	Full-G
ShaCarol Stewart	Raleigh	EIPA 3.5	910-309-5597		sdstewa2@gmail.com	Prov.

Other

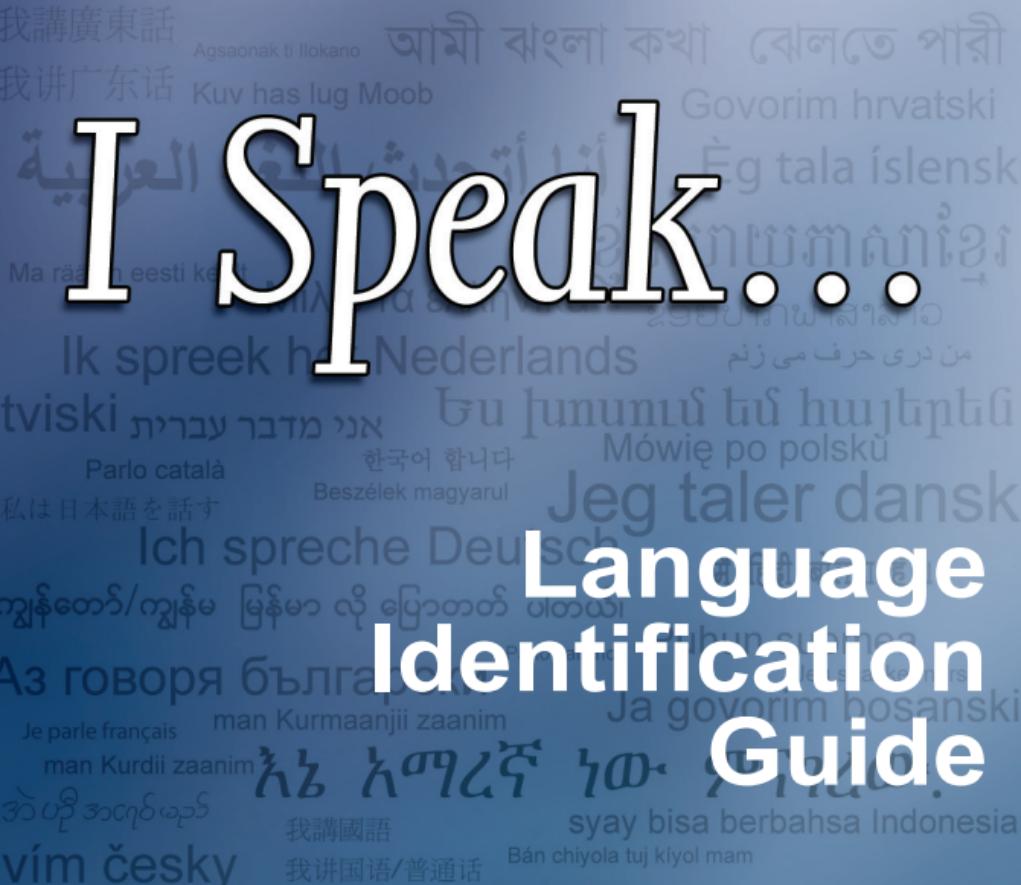
Full License* with No Additional Credentials

Name	City of Residence	Certification	Primary Phone Number	Secondary Phone Number	Email Address	License
Joanne Leviner	Hope Mills		910-429-4476	910-323-4597	joanneleviner@yahoo.com	Full-G
Kathy Carey Wilkes	Raleigh		919-610-4216		kcareyl@gmail.com	Full-G
Provisional License						
Name	City of Residence	Certification	Primary Phone Number	Secondary Phone Number	Email Address	License
Jennifer Banner	Raleigh	EIPA 3.6	919-274-0497		jennifermbanner@gmail.com	Prov.
Taylor R. Engleman	Clayton	B.S. Signed Language	(984) 664-0703		taylor.engleman1@gmail.com	Prov.
Rachel Tyndall	Raleigh	EIE 2 EIPA 3.8	919-815-6238		Lilu5871@aol.com	Prov.

Oral Interpreting Certificates

Oral Interpreters

Name	City of Residence	Certification	Primary Phone Number	Secondary Phone Number	Email Address	License
Kathy Beetham	Raleigh	CSC, OIC:C	9196144016		kathybeetham@gmail.com	Full



I Speak... Language Identification Guide

This guide assists literate individuals who are not proficient in English to identify a preferred language.



Homeland Security

Language Identification Guide for State and Local Law Enforcement

You may encounter individuals who have limited English proficiency (LEP) in the performance of your duties as a law enforcement officer. Such encounters raise both practical issues and legal obligations.

Individuals with limited English proficiency must understand their legal rights and must be able to communicate effectively with law enforcement – whether as victims, members of the public, individuals accused of a crime, or convicted criminals.

Title VI of the Civil Rights Act of 1964 requires all recipients of federal assistance from any source (for example the Department of Justice, which provides funds to nearly all police and sheriff departments) to take reasonable steps to provide meaningful access to individuals with limited English proficiency.

This “I Speak” guide is a practical way to identify which language an individual speaks. Consult your local agency for your LEP plan and resources, such as over-the-phone interpretation.

Contact the DHS Office for Civil Rights and Civil Liberties’ CRCL Institute at CRCLTraining@dhs.gov for digital copies of this guide or an “I Speak” poster.

I speak ...

A

Amharic

እኔ አማርኛ እውነት መንገዱዎች.

Arabic

أنا أتحدث اللغة العربية

Armenian

Ես խոսում եմ հայերեն

B

Bengali

আমী ঝংলা কথা বেলতে পারো

Bosnian

Ja govorim bosanski

Bulgarian

Аз говоря български

Burmese

ကျွန်ုပ်တော်/ကျွန်ုပ်မ မြန်မာ လို ပြောတတ် ပါတယ်

C

Cambodian

ខ្មែរបាយការណ៍ខ្មែរ

Cantonese

我講廣東話 (Traditional)

我讲广东话 (Simplified)

Catalan

Parlo català

Croatian

Govorim hrvatski

Czech

Mluvím česky

D

Danish

Jeg taler dansk

Dari

من دری حرف می‌زنم

Dutch

Ik spreek het Nederlands

E

Estonian

Ma räägin eesti keelt

F

Finnish

Puhun suomea

French

Je parle français

G

German

Ich spreche Deutsch

Greek

Μιλώ τα ελληνικά

Gujarati

હું ગુજરાતી બોલુણું છું

H

Haitian Creole

M pale kreyòl ayisyen

Hebrew

אני מדבר עברית

Hindi

मैं हिंदी बोलता हूँ ।

Hmong

Kuv has lug Moob

Hungarian

Beszélek magyarul

I

Icelandic

Ég tala íslensku

Ilocano

Agsaonak ti Ilokano

Indonesian

syay bisa berbahsa Indonesia

Italian

Parlo italiano

J

Japanese

私は日本語を話す

K

Kackchiquel

Quin chagüic' ká chábal' ruin' rí
tzújon cakchiquel

Korean

한국어 합니다

Kurdish

man Kurdi zaanim

Kurmanci

man Kurmaanji zaanim

L

Laotian

ຂ່າຍປ່າກພາສາລາວ

Latvian

Es runāju latviski

Lithuanian

Ač kal bu lietuviš kai

M

Mandarin

我講國語 (Traditional)

我讲国语/普通话 (Simplified)

Mam

Bán chiyola tuj kíyol mam

Mon

၃၀၁ၤ၂၂၀၆၇၁၁၅၅

N

Norwegian

Jeg snakker norsk

P

Persian

من فارسی صحبت می کنم.

Polish

Mówię po polsku

Portuguese

Eu falo português do Brasil
(for Brazil)

Eu falo português de Portugal
(for Portugal)

Punjabi

ਮੈਂ ਪੰਜਾਬੀ ਬੋਲਦਾ/ਬੋਲਦੀ ਹਾਂ।

Q

Qanjobal

Ayin tí chí walq' anjob' al

Quiche

In kinch'aw k'uin ch'e quiche

R

Romanian

Vorbesc românește

Russian

Я говорю по-русски

S

Serbian

Ја говорим српски

Sign Language (American)



Slovak

Hovorím po slovensky

Slovenian

Govorim slovensko

Somali

Waxaan ku hadlaa af-Soomaali

Spanish

Yo hablo español

Swahili

Ninaongea Kiswahili

Swedish

Jag talar svenska

T

Tagalog

Marunong akong mag-Tagalog

Tamil

நான் தமிழ் பேசுவேன்

Thai

ພູດກາໝາໄທຍ

Turkish

Türkçe konuşurum

U

Ukrainian

Я розмовляю українською мовою

Urdu

میں اردو بولتا ہوں

V

Vietnamese

Tôi nói tiếng Việt

W

Welsh

Dwi'n siarad

X

Xhosa

Ndithetha isiXhosa

Y

Yiddish

אַיךְ רַעַד יִידִישׁ

Yoruba

Mo nso Yooba

Z

Zulu

Ngiyasikhulumma isiZulu

Selected Indigenous Languages of Mexico

Agrupación Lingüística	Variante Lingüística	Frase en español	Frase en lengua
chichimeo jonaz	chichimeco jonaz	yo hablo chichimeca	ikáuj úza' ér~í
mazateco	mazateco del norte	yo hablo mazateco Hablo la lengua de Santa María Chilchotla	Cha'ña enná Cha'ña énn nda xo
maya	maya	Yo hablo maya	teen k-in t'aan maya
mixe	mixe bajo	Yo hablo mixe	Mad yakpiéch ayuuuk
	mixe alto, de Tlahuitolpec	Yo hablo mixe	Xaamkéjxpët ayuuijk ëts nkajpyxypy
mixteco	mixteco del oeste de la costa	yo hablo mixteco	Yuu kain se'en savi ñu ñundua

Selected Indigenous Languages of Mexico

Agrupación Lingüística	Variante Lingüística	Frase en español	Frase en lengua
náhuatl	náhuatl de la huasteca (se entiende junto con Veracruz y San Luis Potosí)	yo hablo náhuatl	Na nitlajtowa náhuatl
tojolabal	tojolabal	yo hablo tojolabal	Ja'ke' ni wala kúmaniyon tojol-abál
tríqui	tríqui de la baja	yo hablo tríqui	'unj a'mii xna' ánj nu'a
tseltal	tseltal (variante unificada)	Yo hablo tseltal	Te jo'one ja k'op te bats'il k'op tseltal
tsotsil	tseltal (variante unificada)	Yo hablo tsotsil	Vú' une jna'xi k' opoj ta bats'i k'op
zapoteco	zapoteco de la planicie costera	yo hablo zapoteco	Naa riñe' diidxazá
chinanteco	chinanteco del sureste medio	yo hablo chinanteco	Jnea lo'n jujmíí kiee 'dsa mo'kuöö

A - pg. 3	G - pg. 6	M - pg. 10	T - pg. 13, 14
Amharic	German	Mandarin	Tagalog
Arabic	Greek	Mam	Tamil
Armenian	Gujarati	Mon	Thai
			Turkish
B - pg. 3	H - pg. 7	N - pg. 10	U - pg. 14
Bengali	Haitian Creole	Norwegian	Ukrainian
Bosnian	Hebrew		Urdu
Bulgarian	Hindi	P - pg. 11	
Burmese	Hmong	Persian	
	Hungarian	Polish	
C - pg. 4	I - pg. 8	Portuguese	V - pg. 14
Cambodian	Icelandic	Punjabi	Vietnamese
Cantonese	Ilocano		
Catalan	Indonesian	Q - pg. 11	
Croatian	Italian	Qanjobal	
Czech		Quiche	
D - pg. 5	J - pg. 8	R - pg. 12	W - pg. 14
Danish	Japanese	Romanian	Welsh
Dari		Russian	
Dutch	K - pg. 9		X - pg. 15
	Kackchiquel		Xhosa
E - pg. 5	Korean	S - pg. 12, 13	Y - pg. 15
Estonian	Kurdish	Serbian	Yiddish
	Kurmanci	Sign Language	
F - pg. 5		Slovak	Yoruba
Finnish	L - pg. 9	Slovenian	
French	Laotian	Somali	Z - pg. 15
	Latvian	Spanish	Zulu
	Lithuanian	Swahili	
		Swedish	See page 16,17
			for selected indigenous languages of Mexico.

Limited English Proficiency Resources

www.lep.gov

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