

Limited English Proficiency: Training Information & Post-Test



Laws and Statutes set the legal basis for Limited English Proficiency (LEP) policies, procedures, and practices within human service agencies. There is no single LEP law; but rather there are various existing laws that address LEP.

- **Title VI of the Civil Rights Act of 1964** is the legal basis for assisting persons who use a language other than English. The Act reads “...no person shall be subjected to discrimination on the basis of race, color or national origins...” The Act does not specifically mention “language,” but court rulings have determined that discrimination based on “language” falls under discrimination based on “national origin.”
- **American’s with Disabilities Act PL 101-336, July 26, 1990** is the legal basis for language assistance standards, with equivalent protections, for persons with eyesight or hearing impairments.
- **Rehabilitation Act of 1973** is the legal basis that requires that all federally funded services be open to all, without artificial barriers based on language abilities. It specifies that no otherwise qualified individual with a disability in the U.S. shall, solely by reason of her or his disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.



Individuals who are Bilingual must have skill with both languages to best understand everything that is being communicated.

Interpreters must be competent in and knowledgeable of a variety of areas to best understand what is being communicated and to be sure that a host of requirements are met. These areas include Person Centered Planning Objectives, professional ethics, Michigan Mental Health Code, LEP regulations, cultural sensitivity, HIPAA regulations, and substance abuse laws and regulations. Professional interpreters have specific training.

Family members, Minors, and Friends of an individual are not always the best choice for interpreters, as they may come with their own biases and variety of skill levels.

In the Case of an Emergency, whoever is available to interpret can be used.



Translation Assistance:

- must be offered
- must be **FREE** of charge to the individual
- must be documented, regarding who was used and why

Violations of Translation Assistance standards are recipient rights violations. Please be sure to ask if you have questions about Centra Wellness Network LEP policies and procedures.

LEP POST TEST

Name: _____

Date: _____

Circle the best answer to the following questions.

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| 1. If a consumer can speak English, we can require that they conduct business in English. | True | False |
| 2. Family members, minors and friends are often good choices as interpreters. | True | False |
| 3. A consumer can be asked to share in the cost of interpreters when appropriate. | True | False |
| 4. In emergencies, it is ok to use whoever is available as an interpreter. | True | False |
| 5. If a consumer chooses to use a family or friend as an interpreter, this does not need to be documented. | True | False |
| 6. Language assistance standards include additional assistance required for persons with limitations with their hearing or eyesight. | True | False |
| 7. Language services through Centra Wellness Network are available 24 hours, 7 days per week. | True | False |
| 8. Centra Wellness Network has orientation materials available in both English and Spanish. | True | False |