Language Access

Unemployment Insurance Programs and Limited English Proficient (LEP) Individuals
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


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

- Limited English Proficient (LEP)
- Language Access
- Language Access Program
- Language Assistance Services
- Meaningful Access
Executive Order 13166

DOJ LEP Guidance

DOL LEP Guidance

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

Plan

Policy

Plan

Procedures

http://go.usa.gov/Wcb
Language Needs in UI Process

Initial Claims

Follow Up Notices

UI Benefits Rights Information

UI Determinations/Adjudications/Appeals
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](http://www.lep.gov)

**Language Access Assessment and Planning Tool**,  
[http://go.usa.gov/jpJ](http://go.usa.gov/jpJ)

**UI Program Letter No. 30-11 Regarding LEP**,  
[http://go.usa.gov/byZY](http://go.usa.gov/byZY)

**WIA LEP Planning & Assessment Directive**,  
[http://go.usa.gov/byZQ](http://go.usa.gov/byZQ), Tool,  
[http://go.usa.gov/byBx](http://go.usa.gov/byBx)