



FAMILY INDEPENDENCE ADMINISTRATION

Seth W. Diamond, Executive Deputy Commissioner



James K. Whelan, Deputy Commissioner
Policy, Procedures, and Training

Lisa C. Fitzpatrick, Assistant Deputy Commissioner
Office of Procedures

POLICY DIRECTIVE #10-12-OPE

(This Policy Directive Replaces PD #09-14-OPE and Obsoletes CD #09-19)

SERVICING INDIVIDUALS WITH LIMITED ENGLISH-SPEAKING ABILITY (LESA)

Date: February 16, 2010	Subtopic(s): Providing Interpreter Services
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AUDIENCE This policy directive contains instructions for staff at all Job Centers, Non Cash Assistance Food Stamp (NCA FS) Centers, and ancillary sites. These instructions are informational for all other staff.

REVISIONS TO THE PRIOR DIRECTIVE

This policy directive has been revised to:

- provide instructions for utilizing the newly developed Office of Refugee and Immigrant Affairs (ORIA) Language Access Information Card (**Attachment B**);
- provide a list of guidelines for working with interpreters titled "Helpful Tips For Working With An Interpreter" (**Attachment C**);
- inform staff that Workers are no longer required to notify a LESA liaison prior to accessing the telephone interpretation service;
- inform staff that ORIA will only authorize on-site interpreters for in-Center visits if the Center can present a compelling reason for not utilizing the telephone interpretation contract; and
- inform staff that a new **Tracking Language Indicators** screen has been integrated into the Paperless Office System (POS).

POLICY

Applicants/participants with limited or no English-speaking ability must be provided with communication assistance in their native language.

HAVE QUESTIONS ABOUT THIS PROCEDURE?
Call 718-557-1313 then press 3 at the prompt followed by 1 or
send an e-mail to *FIA Call Center Fax* or fax to: (917) 639-0298

BACKGROUND

The Family Independence Administration’s (FIA) applicant/participant population includes individuals who speak various languages. Some of these persons have Limited English-Speaking Ability (LESA) and are unable to communicate in English.

Providing Equal Access to the LESA population

To ensure that the LESA population has equal access to FIA benefits and services, FIA has:

The Refugee and Immigrant Job Center annex (Center #49) has been closed. See [CD #09-01](#).

- analyzed caseloads and assigned LESA cases to multilingual Workers;
- established a Refugee and Immigrant Job Center (Center #47), staffed with multilingual Workers;
- translated selected forms into the six languages required under Local Law 73 (Korean, Chinese, Arabic, Haitian-Creole, Spanish, and Russian) and posted them on the FIAweb; and
- assigned a LESA liaison and a back-up liaison at each FIA Job Center and NCA FS Center. These liaisons are supervisors or higher-level staff trained to handle language assistance needs.

Professional interpretation service vendors

In an effort to effectively service LESA applicants/participants, ORIA has contracted with two professional interpretation vendors. One is used to provide telephone interpretation services and the other to perform on-site interpretation services for homebound persons, whenever necessary. Professional interpretation vendors are utilized in all Job Centers, NCA FS Centers, and ancillary sites.

Definitions

Definitions of common terms used in this directive are found in **Attachment A**.

Distribution of Local Law Forms

LLFs must be distributed to LESA applicants/participants upon request. These forms are available in multiple languages on the [FIAWeb](#).

Local Law Forms (LLF) are available on HRA’s Intranet and must be distributed to all LESA applicants/participants upon request.

CA and NCA FS Application/Recertification Kits

Many application/recertification kit forms are available in the local law languages listed above. A supply of application/recertification kit forms in foreign languages should be retained on-site and replenished as needed. (See Cash Assistance Application Kit Forms [M-90c](#), Cash Assistance Recertification Kit Forms [M-90d](#), and NCA FS Application/Recertification Kit Forms [M-90e](#)).

Language Access Material

New

See CD #09-29 for further information on the Language Access Information Card.

ORIA has recently developed a multi-color, double-sided Language Access Information Card titled, "IF A CLIENT NEEDS SERVICES FROM HRA, LANGUAGE SHOULD NOT BE A PROBLEM" (**Attachment B**). The Language Access Information Card provides questions and answers on servicing LESA applicants/participants. It also provides instructions on how to contact Language Line which provides telephone interpretation services. The Language Access Information Card should be clearly posted at the workstations of all client-contact staff so that it can be easily accessed.

Language Card

See [PB #08-28-OPE](#).

ORIA also distributes the Language Card (**W-194**), which is used to help ascertain an applicant's/participant's spoken language. The language card is a four-panel document with enhanced color and graphic features. Form **W-194** should also be clearly posted at the workstations of all client-contact staff so that it can be easily accessed.

REQUIRED ACTION

In-person LESA applicants/participants

Foreign language versions of application/recertification kit forms are available on the FIAWeb.

When a LESA applicant/participant enters a Job or NCA FS Center in person, the Worker must:

- identify the applicant's/participant's preferred language by having him/her point to it on Form **W-194**; and
- if the individual is applying/recertifying for assistance, give the him/her an application/recertification kit in his/her preferred language (if available).

Note: The Center Director/Manager must ensure that copies of Form **W-194** are always available in the reception area. Designated staff may contact ORIA at (212) 331-4550 to order additional copies of Form **W-194** as needed. Center Directors/Managers are also reminded to ensure that the Interpretation Services Notice for the Application/Recertification Kits (insert) ([W-515W](#)) is included in all application and recertification kits.

For all forms requested in a language other than English, the Worker should note the following information in the case record:

- The date;
- The form number;
- The language(s) in which the form was requested by the applicant/participant; and

- The language(s) in which the form was distributed to the applicant/participant by the Worker.

Providing Interpreter Assistance in Job Centers and NCA FS Centers

The election of the applicant/participant to use his/her own interpreter should be documented in the case record.

- Under no circumstance can someone be denied service due to his/her inability to communicate in English. An applicant must always be allowed to file an application. If a Worker observes or has reason to believe that an applicant/participant will have or is having difficulty comprehending English during the interview, the Worker must explain the availability of free interpreter services and offer these services to the applicant/participant. The Worker should document these events in the case record.
- A LESA individual is entitled to bring an interpreter who is at least 18 years of age (this can be a friend or family member). Staff must ensure that persons acting as interpreters for LESA individuals understand their obligation to maintain client confidentiality. If an applicant/participant brings a minor to interpret, the Worker must explain that although a minor may be present during the interview, the official interpretation must be conducted by an adult. If the applicant/participant wishes to return with his/her own adult interpreter, the Worker must reschedule the appointment and maintain the application filing date.

Note: LESA applicants/participants are **not required** to bring an interpreter and must **never** be asked to do so.

Locate a professional bilingual on-site Worker.

Never place an applicant/participant in the role of interpreter for another applicant/participant.

Revised

- If the applicant/participant indicates he/she will need an interpreter, the Center Director/Manager or Designee should, whenever possible, assign the applicant/participant a professional bilingual Worker who speaks the applicant's/participant's language. An applicant/participant should never be sought to act as an interpreter for another applicant/participant.
- If a professional bilingual Worker who speaks the applicant's/participant's language is not available, the Worker must utilize the access code listed on his/her Language Access Information card to contact the telephone interpretation service. Workers are no longer required to notify a LESA liaison prior to utilizing the telephone interpretation service.

Revised

- If the access code is not listed on the Language Access Information card or if no card is available, the Worker must contact his/her Supervisor to obtain the appropriate access code. Center Directors/Managers may contact ORIA to request telephone interpreter service access codes for their supervisory staff.

LESA applicants/participants must always be serviced.

Note: Applicants/participants who visit Job Centers and NCA FS Centers in-person must be provided with telephone interpretation services, whenever necessary, if they do not bring their own interpreter and a professional bilingual Worker is not available. Telephone interpreters may be contacted 24 hours a day, 7 days a week. ORIA will only authorize on-site interpreters for in-Center visits if the Center can present a compelling reason for not utilizing the telephone interpretation contract (length of interview is not considered acceptable).

Some reasons why an on-site interpreter may be needed include:

- the applicant/participant has physical or mental health issues that indicate, either before or during the telephone interview, that a telephone interview will not be effective; or
- the applicant/participant speaks a language that is not covered under Local Law 73 and needs assistance in the interpretation of forms.

Requests for on-site interpretation must be sent to ORIA via e-mail and can only be made by a LESA liaison at the Center.

Refer to **Attachment B** for instructions on contacting the telephone interpretation service.

New
Refer to **Attachment C** for helpful tips for working with an interpreter.

Callers can be placed on hold or called back via the telephone interpreter service.

- The Worker must ensure that all documentation relevant to the case (e.g., Application, History Sheet, etc.) is available prior to the telephone interview. This preparation prevents unnecessary waiting time while on the telephone with an interpreter.
- Once a telephone interpreter is on the line, the interview is to be conducted. If additional appointments or actions are needed, the Worker and the interpreter must convey this information to the applicant/participant.
- The telephone interpreter service can also be accessed while a caller is on hold or has given the Worker a callback number. If an FIA staff member answers the telephone and the caller cannot speak English, he/she should politely ask the caller to hold and immediately contact the telephone interpretation service via conference call.

See [PB #08-27-OPE](#)

Center
Directors/Managers or
their Designees review
the liaison's logs monthly.

- At the conclusion of the interview, the Worker must complete the ORIA Telephone Interpreter Services Log (**W-194A**) and submit it to the LESA liaison at his/her Center.
- LESA liaisons and back-up liaisons must maintain a file of all original telephone and on-site interpretation logs. Copies of these logs must be forwarded to ORIA no later than the first week of the month following a service.
- The Center Director/Manager or Designee must ensure that logs are being utilized by staff to accurately track the usage of interpretation services. At the end of each month LESA liaisons are to e-mail the Regional Manager a comprehensive log of all telephone interpretation services used in the Center.

Note: Whenever an applicant/participant expresses a need for interpretation services, the Worker must document this request (including the date and time of request) in his/her case record.

Providing On-site Interpretation Services to Homebound Persons

On-site interpretation services are available to homebound LESA individuals, as needed. Workers are, however, encouraged to conduct interviews with homebound LESA individuals via telephone interpretation service whenever possible.

The telephone interpretation service can be accessed by dialing its toll-free number from any telephone. Prior to accessing telephone interpreter services, the Worker must obtain the appropriate access code from the Language Access Information Card or from his/her supervisor if the Language Access Information Card is not available. If an on-site interpreter is needed to conduct an interview the LESA liaison must contact the on-site vendor to schedule an interpreter for a home visit. LESA liaisons must contact ORIA to schedule an on-site interpreter if they have not been given prior approval to do so. On-site interpreters must be contacted at least two hours prior to the scheduled home visit. Cancellations must be made two hours prior to the scheduled time to avoid paying for an hour of service.

Note: Because on-site interpreters must be contacted in advance, Workers should, whenever possible, determine whether an on-site interpreter will be necessary prior to scheduling a home visit for a limited English-speaking individual.

After the interview has been conducted, the Worker must complete the On-Site Interpreter Services Log (**W-194B**) and submit it to the LESA liaison who scheduled the on-site appointment.

New

Tracking Language Access Indicators in POS

A new **Tracking Language Access Indicators** screen has recently been added to POS. This new screen allows POS to track the servicing of LESA applicants/participants. The **Tracking Language Access Indicators** screen will capture the following applicant/participant information:

- Type of interview (in-person or via telephone);
- Preferred language for speaking;
- Preferred language for receiving written notices;
- Interpreter services needed (yes or no); and
- Type of interpreter services being used.

Note: If the Worker answers **Yes** to the question “Do you require Free Interpreter Services?”, a drop-down menu in the “Which Type of Interpreter Services is being Used?” section, will be enabled with the following options:

- Bilingual Worker provided interpretative services;
- HRA’s On-Site Interpreter Contract was used;
- HRA’s Telephone Interpreter Contract was used;
- Client brought his/her own interpreter; and
- Client refused interpretative services.

Tracking Language Access Indicators screen

The screenshot shows the 'Tracking Language Access Indicators' form with the following fields and callouts:

- 1**: Radio buttons for 'Is the Applicant/Participant Present for the Interview?' (Yes/No).
- 1a**: Radio buttons for 'Is the Applicant/Participant on the Phone for the Interview?' (Yes/No).
- 2**: Dropdown menu for 'Preferred Language for Speaking:' (Spanish).
- 3**: Dropdown menu for 'Preferred Language for Written Notices:' (Spanish).
- 4**: Radio buttons for 'Do You Require Free Interpreter Services?' (Yes/No).
- 5**: Dropdown menu for 'Which Type of Interpreter Services is being Used?' (Bilingual Worker provided interpretative services).
- 6**: 'Continue' button.

Callout boxes provide instructions:

- Click here to select the applicant’s/participant’s preferred language for speaking. (Points to field 2)
- Click **Yes** if the applicant/participant needs interpreter services. (Points to field 4)
- Click here to select the type of service being used. (Points to field 5)
- Click here to select the applicant’s/participant’s preferred language for speaking. (Points to field 3)

The **Tracking Language Access Indicators** screen will appear whenever a Worker conducts an initial application intake/interview. The screen will also appear if the applicant's/participant's preferred language for speaking (**Lang SP**) or for receiving written notices (**Lang Read**) is listed as a language other than English or if no preferred language is listed in POS and the Worker accesses one of the following activities:

- CA Application Intake;
- CA Application Interview;
- CA Change Case Data;
- CA Recertification Interview;
- Case Member Addition;
- Non-Food Emerg/Special Grant;
- Client Intake and D&C Referrals;
- FS Reception Intake;
- Document Intake;
- IN/EFS Issuance (CA/FS Case);
- HRA FS Outreach Intake;
- FS Application Interview;
- EFS Issuance (NCA FS);
- FS Change Case Data;
- FS Recert Interview; or
- Application Modification.

If both the **Lang Read** and **Lang SP** indicators are listed as English in POS, the **Tracking Language Access Indicators** screen will not appear.

Document each attempt to contact an interpreter in the case record.

The Worker must ensure that the language of the applicant/participant is documented in the case record and on Form **W-680FF** so that an interpreter can be scheduled for future appointments. Form **W-680FF** must be included in all Cash Assistance (CA) Application/Recertification kits and NCA FS Application/Recertification kits.

Form **W-680FF** allows applicants/participants to identify their preferred spoken language. It also allows applicants/participants to choose from one of the six New York City (NYC) local law languages to receive written correspondence.

At application and recertification, Workers must ensure that the language selected in the POS primary language fields corresponds with the applicant's/participant's preferred spoken language selected on Form **W-680FF**.

TAD Entries For TAD entries, the Worker must ensure that the correct language indicator has been entered in Elements **255** (Lang SP) and **281**(Lang Read). Refer to pages 1.2-3 and 1.2-4 of the Worker’s Guide to Codes Manual for the complete updated listing of language indicators (see attached).

Workers are reminded that the letters “**O**”, “**U**”, and “**X**” and the digit “**0**” are no longer being utilized as language indicators. The Worker’s Guide to Codes has been updated to remove all references to those language indicators.

If the applicant’s/participant’s language does not appear in the Worker’s Guide to Codes manual, the Associate Job Opportunity Specialist (AJOS) II Immigrant liaison, Limited English Speaking Ability (LESA) liaison, or the Center Director’s/Manager’s designee must contact ORIA for guidance.

Posters Center Directors/Managers must be sure to display the “If You Need an Interpreter” (**PUB-4842**) and HRA “Infoline” (**W-184**) posters in all applicant/participant waiting areas.

See mandated signage lists ([M-98c](#) and [M-98d](#)).

PROGRAM IMPLICATIONS

Model Center Implications The instructions in this policy directive should be followed by staff in the Customer Service and Information Center (CSIC).

Paperless Office System (POS) Implications The Receptionist must ask the applicant which language he/she prefers to be interviewed in and record the preference in the “Do you need an interpreter?” field on the **Site Determination** screen.

The Worker must review the **Language Spoken** field (**255**) and the **Language Read** field (**281**) of the POS TAD to ensure the correct language has been entered. The Worker must follow all steps in the Required Action section of this procedure. Form **W-680FF** is automatically pre-filled in POS, but the Worker must be sure to capture the applicant’s/participant’s signature on the signature pad. Form **W-680FF** must be completed manually when POS is down and/or the signature pad is not functioning.

Medicaid Implications There are no Medicaid implications.

FAIR HEARING IMPLICATIONS

Avoidance Ensure that all case actions are processed in accordance with current procedures and that electronic case files are kept up to date. Remember that applicants/participants must receive either adequate or timely and adequate notification of all actions taken on their case.

Conferences in a Job Center An applicant/participant can request and receive a conference with a Fair Hearing and Conference (FH&C) AJOS/Supervisor I at any time.

If a LESA applicant/participant comes to the Job Center requesting a conference, the Receptionist must alert the FH&C Unit that the individual is waiting to be seen.

Note: In Model Centers, the Receptionist at Main Reception will issue a FH&C ticket to the applicant/participant to route him/her to the FH&C Unit and does not need to verbally alert the Fair Hearing Unit.

The FH&C AJOS/Supervisor I will contact the Job Center's LESA liaison if an interpreter is needed and, with the assistance of an interpreter, conduct the conference with the individual.

The FH&C AJOS/Supervisor I will listen to and evaluate any material presented by the applicant/participant (with the assistance of an interpreter), review the case file and discuss the issue(s) with the JOS/Worker responsible for the case and/or the JOS/Worker's Supervisor.

The AJOS/Supervisor I will explain to the applicant/participant (with the assistance of an interpreter) the reason for the Agency's action(s).

If the applicant/participant has in fact presented good cause for the infraction or shown that the outstanding Notice of Intent needs to be withdrawn for other reasons, the FH&C AJOS/Supervisor I will Settle In Conference (SIC), enter detailed case notes in New York City Work Accountability and You (NYCWAY) and forward all verifying documentation submitted by the applicant/participant to the appropriate JOS/Worker for corrective action to be taken.

In addition, if the adverse case action still shows on the “Pending” (08) screen in WMS, the AJOS/Supervisor I must prepare and submit a Fair Hearing/Case Update Data Entry Form ([LDSS-3722](#)), if the case has been granted Aid To Continue (ATC), change the 02 to an 01 or prepare and submit a PA Recoupment Data Entry Form ([LDSS-3573](#)) in WMS to delete a recoupment. The AJOS/Supervisor I must complete a Conference report.

Should the applicant/participant elect to continue his/her appeal by requesting a Fair Hearing or proceeding to one already requested, the FH&C AJOS/Supervisor I is responsible for ensuring that further appeal by the applicant/participant through a Fair Hearing request is properly controlled and that appropriate follow-up is taken in all phases of the Fair Hearing process.

Conferences in an NCA FS Center

If an applicant/participant comes to the NCA FS Center and requests a conference, the Receptionist must alert the Center Manager or Designee that the applicant/participant is to be seen and inform the Center Manager or Designee if an interpreter is required.

Note: In Model Centers, the Receptionist at Main Reception will issue a Food Stamp (FS) Conf/Appt/Problem ticket and does not need to verbally alert the Center Manager or Designee.

The NCA FS Receptionist will alert the Center Manager or Designee once the applicant/participant is called to the NCA FS Reception desk. If an interpreter is required, the Center Manager or Designee will follow the steps outlined on pages 4 and 5 for obtaining a language interpreter.

The Center Manager or Designee will listen to and evaluate the applicant’s/participant’s complaint with the assistance of an interpreter, if needed. The Center Manager or Designee will then make a decision. The Center Manager or Designee is responsible for ensuring that further appeal by the applicant/participant through a Fair Hearing request is properly controlled and that appropriate follow-up is taken in all phases of the Fair Hearing process.

If the applicant/participant calls the Worker directly, the Worker must follow the instructions on pages 4 and 5 regarding telephone communications with LESA applicants/participants.


The applicant/participant, with the aid of an interpreter, if necessary, must then call the NCA FS Center Manager or Designee.

Evidence Packets All Evidence Packets must contain a detailed history, copies of relevant WMS screen printouts, other documentation relevant to the action taken (e.g., Conference Report, Telephone Interpreter Services Log, On-Site Interpreter Services Log) and copies of NYCWAY **Case Notes** screens.

RELATED ITEMS [PB #08-28-OPE](#)
[PB #08-27-OPE](#)
[CD #09-01](#)
[CD #09-29](#)

REFERENCES Executive Order 13166 (Federal Register, 8/16/2000, Volume 65, Number 159)
 Local Law No. 73
 New York City Administrative Code § 8-1005
[Temporary Assistance Source Book](#), Chapter 4 Section Q
[Food Stamp Source Book](#), page 199
[18 NYCRR 387.2\(k\)](#)
[18 NYCRR 601.5\(a\)](#)
[98-INF-3](#)
[05-INF-08](#)
[06-ADM-05](#)

ATTACHMENTS **Attachment A** Definitions
Attachment B Language Access Information Card
Attachment C Helpful Tips for Working with an Interpreter
PUB-4842 If You Need an Interpreter (Rev. 6/04)
W-184 Infoline (Rev. 7/08)
W-194 Language Card (Rev. 02/07)
W-194A Telephone Interpreter Services Log (Rev. 4/08)
W-194B On-Site Interpreter Services Log (Rev. 4/08)
W-680FF Language Questionnaire (Rev. 3/09/09)
W-680FF (S) Language Questionnaire (Rev. 3/09/09) (Spanish)
 Pages 1.2-3 and 1.2-4 of the [Worker's Guide to Codes](#) manual

 Please use Print on Demand to obtain copies of forms.

Attachment A

Definitions

Interpretation:

The word "interpretation" is commonly used within the Agency when referring to oral communication.

Translation:

The word "translation" is commonly used within the Agency when referring to written communication.

Office of Refugee and Immigrant Affairs (ORIA):

A Human Resources Administration (HRA) office that primarily functions to ensure equal access and services to individuals with limited English-speaking ability (LESA).

Language Card (W-194):

A multilingual card distributed by ORIA to all Job Center and NCA FS Center employees. It enables the applicant/participant to indicate his/her preferred language and need for interpreter assistance.

Infoline:

Infoline is a telephone service which provides general information on the various programs and services offered through HRA. Infoline has a language bank which provides interpreter services to LESA applicants/participants. Infoline staff speak French Creole, Spanish, Russian, Chinese (Mandarin and Cantonese), Yoruba, Bengali, and Armenian. They also have access to a professional interpreter service providing numerous other languages, including Arabic and Korean

Telephone and On-site Interpreter Services:

ORIA has contracted two professional interpretation vendors. One is used to provide telephone interpretation services and the other to perform on-site interpretation services for homebound persons, whenever necessary. Professional interpretation vendors are utilized in all Job Centers, NCA FS Centers and ancillary sites. LESA liaisons are trained in the procedures to access these contracted services.

IF A CLIENT NEEDS SERVICES FROM HRA, LANGUAGE SHOULD NOT BE A PROBLEM

HRA provides FREE interpretation services to all Limited-English speakers

Can clients get help if they are not comfortable speaking or reading English?

YES, always. Tell clients **interpreters are available** for over 180 languages. Use the Language Card (W-194) to find the client's language. Interpretation services are available through a bilingual worker or instant telephone interpreter. For field visits there are on-site interpreters.

Are documents available in other languages?

YES, we have translated many forms into: Spanish, Russian, Chinese, Korean, Haitian-Creole and Arabic. For other languages, HRA can provide interpreters to help clients fill out forms.

Can clients bring their own interpreter, such as a friend or relative?

YES, HOWEVER, ALWAYS OFFER the service of an HRA-provided interpreter to clients; minors should not interpret.

Who can clients call for more information about HRA?

If their questions cannot be answered on-site, tell them to call HRA's multi-lingual Infoline: 1-877-472-8411 Monday to Friday, 8am to 5pm (except holidays) or 311, 24 hours a day, 7 days a week.

WHEN YOU MEET LIMITED-ENGLISH SPEAKERS OR PERSONS WHO DO NOT SPEAK ENGLISH, HRA'S VALUES OF PROFESSIONALISM, ACCOUNTABILITY AND INTEGRITY MATTER: BE PROFESSIONAL, RESPECTFUL, AND COURTEOUS.

YOUR GREETING SETS THE TONE!

For more information, please contact the LESA Liaison at your site or the HRA Office of Refugee and Immigrant Affairs at 212-331-4550.

HOW TO CONTACT LANGUAGE LINE SERVICES FOR TELEPHONE INTERPRETATION

1. Ask your supervisor or LESA liaison for the telephone interpretation access code. To connect to the service, **dial 1-866-874-3972**
2. **Enter on your telephone keypad or tell the operator the 6-digit Client ID: 5 0 2 0 0 3.** This code tells Language Line Services that HRA is calling.
3. **Press 1 for Spanish. Press 2 for Vietnamese. Press 3 for all other languages.** Say the name of the language at the prompt.
4. **Enter Access Code:** _____ . An interpreter will be connected to the call, usually within 20 seconds.
5. **Tell the interpreter what the call is about and give any special instructions.**
6. If you are using a speakerphone or a dual handset telephone, **add the Limited English Speaker to the conversation.** If you are using a single handset telephone without speakerphone, you must pass the handset back and forth with the Limited English Speaker.

If you are receiving a call from a Limited English Speaker, use “Conference” or “Hold” to place the Limited English Speaker on hold, then begin from (1) above. If you need assistance at any point while placing the call, press 0 (zero) or say the word “help” to transfer to an operator.

Attachment C

Helpful Tips for Working with an Interpreter

- 1. Brief the Interpreter-**
 - a. Identify the name of your program and unit.
 - b. Provide specific instructions of what needs to be done or obtained.
 - c. Inform the interpreter if you will need assistance placing a call to an applicant/participant. If you need assistance placing a call to an applicant/participant, you may ask for a dial-out. There is a limited amount of time allotted for placing a dial-out once the interpreter is on the phone. Therefore, it is important that you provide a brief introduction and specific instructions to the interpreter in a timely manner.

- 2. Speak Directly to the Applicant/Participant-**
 - a. Communicate directly with the applicant/participant as if the interpreter is not present.
 - b. The interpreter will relay the information and then communicate the applicant's/participant's response directly back to you.

- 3. Speak Naturally, Not Loudly-**
 - a. Speak at a normal pace (not too fast or too slow).
 - b. Speak in one or two sentences at a time. Try to avoid breaking up a thought. The interpreter is trying to understand the meaning of what you're saying, so express the entire thought at once if possible.
 - c. Pause after expressing a thought to ensure that the interpreter has enough time to deliver your message.
 - d. If something is unclear, or if the interpreter is given a long statement, he/she will ask you for a complete or partial repetition of what was said, or to clarify what the statement meant.

- 4. Ask if the Applicant/Participant Understands-**
 - a. Don't assume that a LESA applicant/participant understands you. In some cultures a person may say "yes" as you explain something, not meaning that they understand you but rather that they want you to keep talking because they are trying to follow the conversation.
 - b. Keep in mind that a lack of English speaking ability does not indicate a lack of education.

- 5. Do Not Ask For the Interpreter's Opinion-**
 - a. The interpreter's job is to convey the meaning of the source language and under no circumstances may he/she allow personal opinion to color the interpretation.
 - b. Do not hold the interpreter responsible for what the applicant/participant does or does not say.

Attachment C

6. Everything You Say Will Be Interpreted-

- a. Avoid private conversations. Whatever the interpreter hears will be interpreted.
- b. If you feel that the interpreter has not interpreted everything, ask him/her to do so.
- c. Avoid interrupting the interpreter while he/she is interpreting.

7. Avoid Jargon or Technical Terms-

- a. Don't use jargon, slang, idioms, acronyms, or technical medical terms.
- b. Clarify unique vocabulary and provide examples to explain a term as needed.

8. Length of Interpretation-

- a. When you are working with an interpreter, the conversation can often take twice as long as it would take in English only.
- b. Many concepts that you express will have no equivalent in other languages, therefore the interpreter may have to describe or paraphrase many of the terms that you use.
- c. Interpreters will often use more words to interpret what the original speaker says simply because of the grammar and syntax of the target language.

9. Reading Scripts-

- a. People often speak faster when reading a script. When you are reading a script, prepared text or disclosure, slow down to give the interpreter a chance to keep up with you.

10. Culture-

- a. Professional interpreters are familiar with the culture and customs of the LESA applicant/participant. During the conversation, the interpreter may identify and clarify a cultural issue they may not think you are aware of.
- b. If the interpreter feels that a particular question is culturally inappropriate, he/she might ask you to rephrase the question to help you obtain the information in a more appropriate way.

11. Ending the Call-

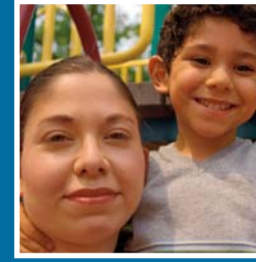
- a. The interpreter will wait for you to initiate the ending of the call.
- b. When appropriate, the interpreter will offer further assistance and will be the last person to disconnect from the call.
- c. Remember to thank the interpreter for his/her efforts at the end of the session.

If you need an interpreter

We provide free interpreter services on request. Please go to the reception desk now and we will call someone to interpret for you.



Albanian Shqip	Nëse keni nevojë për përkthyes... Ne sigurojmë shërbime përkthimi falas sipas kërkesës. Ju lutem shkoni tek banaku i regjistrimit dhe ne do të thërrasim dikë që të përkthejë për ju.
Arabic عربي	إذا كنتم بحاجة إلى مترجم فإننا نوفر لكم خدمة الترجمة حسب الطلب. الرجاء الذهاب إلى مكتب الإستقبال الآن وسنقوم بالاتصال بمترجم لخدمتكم.
Bengali বাংলা	যদি আপনার দোভাষীর প্রয়োজন হয়... আমরা অনুরোধসাপেক্ষে বিনামূল্যে দোভাষী পরিষেবা দিয়ে থাকি। অনুগ্রহ করে এখন অভ্যর্থনা ডেস্কে যান এবং আমরা আপনার হয়ে দোভাষীর কাজ করার জন্য কারও সঙ্গে যোগাযোগ করব।
Bosnian Bosanski	Ako vam treba prevodioc... Mi omoguđujemo besplatne prevodilačke usluge prema vašoj želji. Molimo uputite se do recepcije, a mi ćemo pozvati službenu osobu da prevodi za vas.
Chinese 中文	如您提出要求，我們可為您提供免費翻譯服務。請去前臺接待處，我們會打電話為您尋找翻譯人員。 如您提出要求，我们可为您提供免费翻译服务。请去前台接待处，我们会打电话为您寻找翻译人员。
Farsi فارسی	اگر شما در نیاز مترجم هستید... ما خدمات مجانی مترجم بر درخواست فراهم می کنیم. لطفاً اکنون به میز پذیرائی بروید و ما برای شما مترجم را احضار خواهیم کرد.
French Français	Si vous avez besoin d'un interprète... Nous fournissons des services d'interprète sur demande. Veuillez aller au bureau de réception, et nous vous appèlerons un interprète.
Haitian Creole Kreyòl	Si w bezwen yon entèprèt... Nou bay sèvis entèprèt gratis si w mande. Tanpri ale nan biwo resepsyon an kounye an epi nou pral rele yon entèprèt pou ou.
Hindi हिन्दी	यदि आपको दुभाषिये (इन्टरप्रेटर) की जरूरत है... हम अनुरोध पर नि:शुल्क दुभाषिये की सेवा उपलब्ध कराते हैं। कृपया अब आप स्वागत डेस्क पर जाइये और हम आपको समझाने के लिए किसी दुभाषिये को कॉल करेंगे।
Italian Italiano	Se ha bisogno di un interprete... Offriamo servizi gratuiti di interpretariato dietro richiesta. Prego si rivolga alla reception desk e attenda mentre Le chiamo un interprete.
Korean 한국어	통역사가 필요하시면... 저희는 요청 시 통역사 서비스를 무료로 제공해 드리고 있습니다. 지금 접수처로 가시면 귀하를 위해 통역해드릴 사람을 불러드리겠습니다.
Polish Polski	Jeśli Pan/Pani potrzebuje tłumacza... Zapewniamy bezpłatnego tłumacza na żądanie. Prosimy zgłosić się do recepcji i zwołamy tłumacza.
Russian Русский	Если вам нужен переводчик, то в случае необходимости мы предоставим вам бесплатные переводческие услуги. Подойдите, пожалуйста, к секретарю, и вам предоставят переводчика.
Spanish Español	Si necesita un intérprete, proporcionamos servicio de interpretación gratis. Para solicitarlo, diríjase a la recepción; llamaremos al intérprete.
Tagalog Tagalog	Kung kailan mo ng tagasalin... Nagbibigay kami ng libreng serbisyo ng tagasalin kung kailangan man. Pumunta ka sa reception desk at tatawag kami ng taong magsasalin para sa iyo.
Ukrainian Український	Якщо Вам потрібний перекладач... Ми надаємо безкоштовні послуги перекладачів за проханням. Будь ласка, зверніться до секретаря приймальної і ми покличемо перекладача для Вас.
Urdu اردو	اگر آپ کو ترجمان (انٹریپرٹ) کی ضرورت ہے... درخواست کرنے پر ہم مفت میں ترجمان کی خدمت فراہم کرتے ہیں۔ برائے مہربانی اب آپ استقبالیہ ڈیسک پر جائیں اور ہم آپ کو سمجھانے کے لیے کسی ترجمان کو کال کریں گے۔
Vietnamese Tiếng Việt	Nếu cần một thông dịch viên... Chúng tôi cung cấp dịch vụ thông dịch miễn phí khi quý vị yêu cầu. Xin đến quầy tiếp tân ngay và chúng tôi sẽ gọi một thông dịch viên cho quý vị.
Yiddish אידיש	אויב איר דארפט א דאלמעטשער... מיר שטעלן צו אומזיסטע דאלמעטשער סערוויסעס אויפ'ן פארלאנג. ביטע גייט יעצט צום אויפנאם טישל און מיר וועלן רופן עמיצן צו דאלמעטשן פאר איך.
Deaf / Hearing Impaired	 If you need an interpreter . . . We provide free sign language interpreter services on request. Please go to the reception desk now and we will call someone to interpret for you.



Infoline

1-877-472-8411

If you need assistance with any of HRA's other programs,
call Infoline, toll-free, at 1-877-472-8411.

If you would like information on other city agencies, call 311.

الأخرى، فـ HRA إن كنت بحاجة إلى مساعدة في أيّ من برامج
1-877-472-8411. اتصل بخط الاستعلامات على رقم الهاتف المجاني
إتصل بالرقم 311 إن كنت تودّ الاستعلام عن وكالات المدينة الأخرى.

如果您需要任何HRA其他計劃方面的協助，請致電免費的資訊專線 (Infoline)，
電話號碼是：1-877-472-8411。

如果您需要關於市政府其他機構的資訊，請致電311。

Si w bezwen èd ak nenpòt nan lòt pwogram HRA yo, rele Infoline,
nan nimewo telefòn gratis la ki se 1-877-472-8411.

Si w vle enfòmasyon sou lòt ajans minisipal, rele 311.

HRA의 다른 프로그램에 안내가 필요하면, 수신자 부담 번호가
1-877-472-8411인 Infoline으로 전화하십시오.

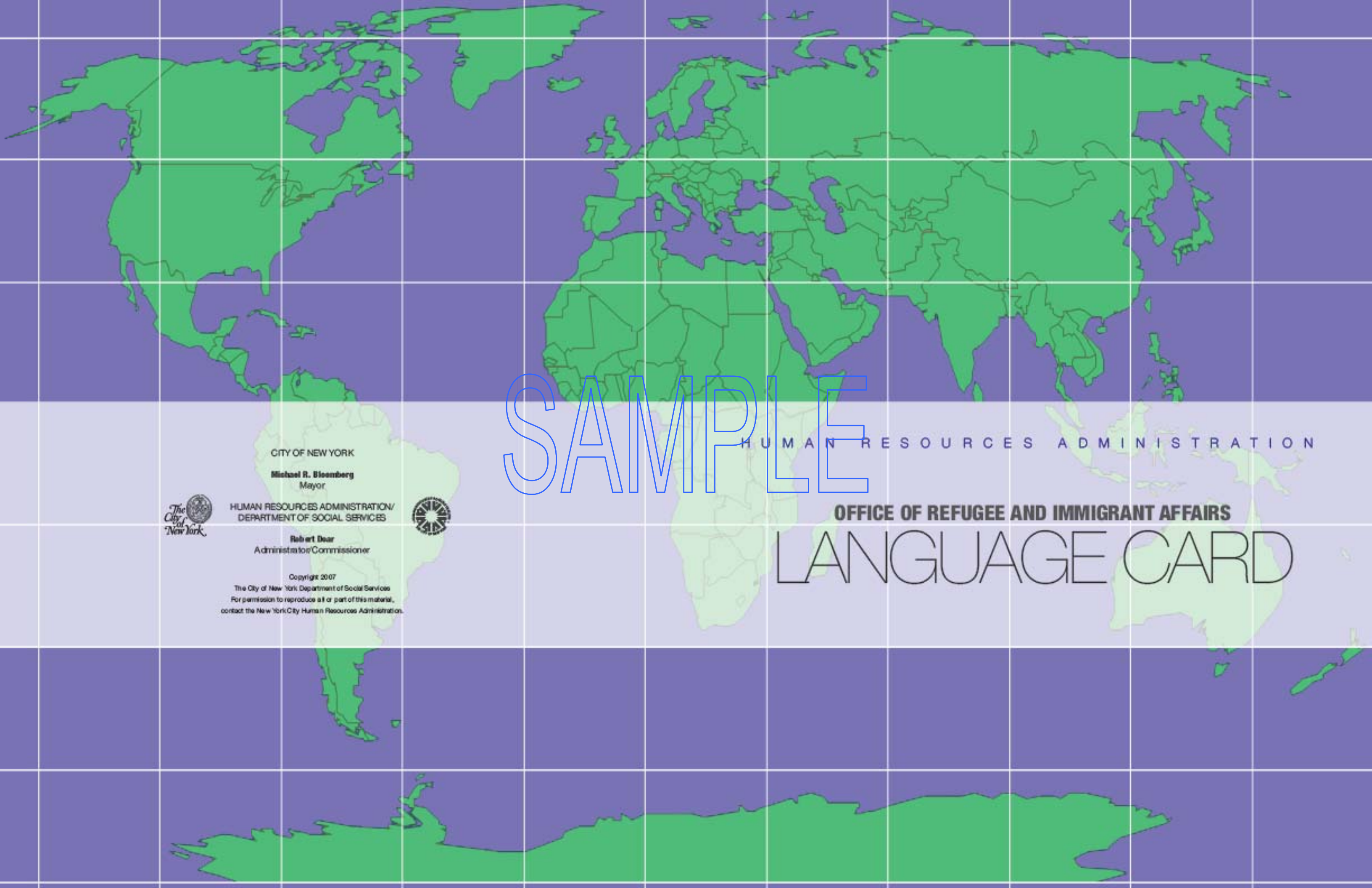
다른 시 기관의 정보에 대해 알고 싶으면 311로 전화하십시오.

Если Вам нужна помощь в связи с любой из программ HRA,
звоните в справочную Infoline по бесплатному телефону 1-877-472-8411.

Если Вам нужна информация о прочих городских ведомствах,
звоните по телефону 311.

Si necesita ayuda con alguno de los otros programas de la HRA,
llame a Infoline gratis al 1-877-472-8411.

Si desea recibir información sobre otras agencias de la ciudad, llame al 311.



SAMPLE

CITY OF NEW YORK

Michael R. Bloomberg
Mayor



HUMAN RESOURCES ADMINISTRATION/
DEPARTMENT OF SOCIAL SERVICES



Robert Dear
Administrator/Commissioner

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HUMAN RESOURCES ADMINISTRATION

OFFICE OF REFUGEE AND IMMIGRANT AFFAIRS

LANGUAGE CARD

IF YOU DO NOT KNOW THE LANGUAGE OF THE PERSON WHO WANTS YOUR HELP, USE THIS CARD.
THE PERSON CAN POINT TO THE LANGUAGE NEEDED AND YOU CAN ARRANGE FOR AN INTERPRETER.

English	“Do you speak...”	“Please be seated. I will call an interpreter for you.”	Hindi	क्या आप हिन्दी बोलते हैं?	कृपया बैठ जाइए। मैं आपके लिए दुभाषिये की व्यवस्था करूंगा/करूंगी।
Albanian	Flisni shqip?	Uluni ju lutem. Po shkoj të thërras një përkthyes për ju.	Italian	Parla italiano?	Prego, si accomodi e attenda mentre Le chiamo un interprete.
Arabic	هل تتكلم اللغة العربية؟	تفضل بالجلوس. سأتصل بمترجم لك.	Khmer	តើអ្នកនិយាយភាសាខ្មែរឬទេ?	សូមអញ្ជើញអង្គុយ ។ ខ្ញុំនឹងទូរស័ព្ទហៅអ្នកបកប្រែ ជើងអ្វីបកប្រែឱ្យអ្នក ។
Bengali	আপনি কি বাংলায় কথা বলেন?	অনুগ্রহ করে বসুন। আমি আপনার জন্য একজন দোভাষী ডাকবো।	Korean	한국어를 사용하십니까?	앉으십시오. 통역사를 불러드리겠습니다.
Bosnian	Govorite li bosanski?	Molimo, sjednite Posla?u prevodioca za Vas.	Poish	Czy Pan/Pani mówi Po polsku?	Proszę siadać, podczas gdy wołam tłumacza.
Cantonese	您講廣東話嗎?	請坐。讓我為您叫一位翻譯員。	Russian	Вы говорите по-русски?	Присядьте, пожалуйста. Я сейчас позову переводчика, который вам поможет.
Mandarin	您講國語嗎?	請坐。讓我為您叫一位翻譯員。	Spanish	¿Habla español?	Tome asiento, por favor. Llamaré a un intérprete para que lo ayude.
Creole	Èske ou pale Kreyòl?	Tanpri chita. Mwen pral rele yon moun pou tradwi pou ou.	Ukrainian	Чи Ви розмовляєте українською мовою?	Будь ласка, посидьте, поки я викликаю перекладача для Вас.
French	Parlez-vous français?	Veillez vous asseoir. Je vais vous appeler un interprète.	Urdu	کیا آپ اردو بولتے ہیں؟	کے لیے کسی ترجمان کو بلانا ہوں/بلائی ہوں۔ مہربانی کر کے بیٹھ جائے۔ میں آپ
Greek	Μιλάτε Ελληνικά	Παρακαλώ καθίστε. Θα καλέσω ένα διερμηνέα για σας .	Vietnamese	Anh/chị nói tiếng Việt phải không?	Xin mời ngồi chờ. Tôi sẽ gọi người thông dịch cho anh/chị.
Hebrew	האם את/ה דובר/ת עברית?	נא לשבת. אני אזמין מתרגם/ת.	Yiddish	איך רעדט אידיש?	ביטע זעצט אייך. איך וועל רופן א דאלמעטשער פאר אייך.
	Hearing Impaired	If you need an interpreter in sign language, please point here.			

Office of Refugee and Immigrant Affairs

Telephone Interpreter Services Log

Month/Year	
HRA Location/Access Code	
Site Name	

Director's Name	
Liaison's Name	

PRINT all information below

Log Approved by (signature): _____

#	Applicant/Participant's, Last Name, First Name	Case Number	Language	Interpreter Number	Date of Call	Call Start Time	Call End Time	Worker's Name
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								

Total number of calls

Total number of minutes

Office of Refugee and Immigrant Affairs

On-site Interpreter Services Log

Month/Year	
HRA Location/Access Code	
Site Name	

Director's Name	
Liaison's Name	

PRINT all information

Log Approved By (signature): _____

#	Applicant/Participant's, Last Name, First Name	Case Number	Language	Interpreter Name	At Center	Home Visit	Date of Service	Start Time	End Time	Worker's Name
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										

SAMPLE

Date: _____
Case Number: _____

Language Questionnaire

IMPORTANT: Please read this notice and indicate your speaking and reading language preferences. If you do not speak English well, the Human Resources Administration (HRA) can provide free interpreter services for you at an HRA office. This form must be completed and returned with the application/recertification papers.

Print Name: _____
Name M.I. Last Name
Address: _____
City: _____ State: _____ Zip Code: _____

What is your preferred spoken language? Please select only **ONE**.

- English
- African Languages
- Alaskan
- Albanian
- American Indian – Apache
- American Indian – Choctaw
- American Indian – Crow
- American Indian – Dakota
- American Indian – Lokota
- American Indian – Nakota
- American Indian – Navajo
- American Indian – Other
- American Indian – Zuni
- Amharic
- Arabic
- Armenian
- Assyrian
- Bengali
- Bosnian
- Bulgarian
- Burmese
- Cambodian
- Chamorro
- Chinese – Cantonese
- Chinese – Fujian
- Chinese – Mandarin
- Chinese – Other
- Chinese – Toisanese
- Creole – Criollo
- Creole – Haitian
- Creole – Other
- Croatian
- Czech
- Dutch
- Dzongkha
- Farsi
- Finnish
- French
- French – Creole
- German
- Greek
- Gujarati
- Hebrew
- Hindi
- Hmong
- Hungarian
- Ilocono
- Indonesian
- Italian
- Japanese
- Karen
- Khmer
- Kinyarwanda
- Kirundi (Rundi)
- Kizigna

(Additional languages are continued on the next page.)

- | | | | |
|---|---|---|--|
| <input type="checkbox"/> Korean | <input type="checkbox"/> Onondaga | <input type="checkbox"/> Serbian | <input type="checkbox"/> Tigrinya |
| <input type="checkbox"/> Kurdish | <input type="checkbox"/> Oromo | <input type="checkbox"/> Serbo-Croatian | <input type="checkbox"/> Tona – Seneca |
| <input type="checkbox"/> Laotian | <input type="checkbox"/> Pashto | <input type="checkbox"/> Shinnecock | <input type="checkbox"/> Tongan |
| <input type="checkbox"/> Lithuanian | <input type="checkbox"/> Pennsylvania Dutch | <input type="checkbox"/> Sign Language | <input type="checkbox"/> Turkish |
| <input type="checkbox"/> Maay | <input type="checkbox"/> Persian | <input type="checkbox"/> Slovak | <input type="checkbox"/> Tuscarora |
| <input type="checkbox"/> Macedonian | <input type="checkbox"/> Pidgin – Hawaiian | <input type="checkbox"/> Somali | <input type="checkbox"/> Twi (Fanti) |
| <input type="checkbox"/> Malayalam | <input type="checkbox"/> Polish | <input type="checkbox"/> Spanish | <input type="checkbox"/> Ukranian |
| <input type="checkbox"/> Mohawk (St. Regis Tribe) | <input type="checkbox"/> Portuguese | <input type="checkbox"/> Swahili | <input type="checkbox"/> Unkechauga |
| <input type="checkbox"/> Mongolian | <input type="checkbox"/> Punjabi | <input type="checkbox"/> Swedish | <input type="checkbox"/> Urdu |
| <input type="checkbox"/> Native American | <input type="checkbox"/> Romanian | <input type="checkbox"/> Syriac | <input type="checkbox"/> Vietnamese |
| <input type="checkbox"/> Nepali | <input type="checkbox"/> Russian | <input type="checkbox"/> Tagalog | <input type="checkbox"/> Yiddish |
| <input type="checkbox"/> Norwegian | <input type="checkbox"/> Samoan | <input type="checkbox"/> Thai | <input type="checkbox"/> Yugoslavian |
| <input type="checkbox"/> Oneida | <input type="checkbox"/> Seneca | | |

SAMPLE

Do you require free interpreter services? Yes No

Written notices can be sent in the languages listed below. Please select only **ONE**. If your preferred language is not listed, please check English.

- | | | | |
|----------------------------------|---|----------------------------------|----------------------------------|
| <input type="checkbox"/> Arabic | <input type="checkbox"/> Creole – Haitian | <input type="checkbox"/> Russian | <input type="checkbox"/> English |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Korean | <input type="checkbox"/> Spanish | |

Applicant's/Participant's Signature

Date

Fecha: _____

Número del Caso: _____

Cuestionario Respecto al Idioma

IMPORTANTE: Por favor lea este aviso e indique el idioma que usted prefiere hablar y leer. Si no habla bien el inglés, la Administración de Recursos Humanos (Human Resources Administration – HRA) le puede brindar gratuitamente servicios de intérprete en una de sus oficinas. Este formulario debe llenarse y devolverse con los documentos para la solicitud/recertificación.

Nombre en Letra de Molde: _____

Nombre: _____ I. Apellido: _____

Dirección: _____

Ciudad: _____ Estado: _____ Código Postal: _____

¿Qué idioma prefiere hablar? Por favor elija sólo **UNO**.

inglés

- | | | | |
|--|---|--|---|
| <input type="checkbox"/> alemán | <input type="checkbox"/> chino – cantonés | <input type="checkbox"/> español | <input type="checkbox"/> idiomas de los indios americanos – apache |
| <input type="checkbox"/> alemán de Pensilvania | <input type="checkbox"/> chino – fujián | <input type="checkbox"/> finlandés | <input type="checkbox"/> idiomas de los indios americanos – choctaw |
| <input type="checkbox"/> amhárico | <input type="checkbox"/> chino – mandarín | <input type="checkbox"/> francés | <input type="checkbox"/> idiomas de los indios americanos – crow |
| <input type="checkbox"/> arábigo | <input type="checkbox"/> chino – otro | <input type="checkbox"/> griego | <input type="checkbox"/> idiomas de los indios americanos – dakota |
| <input type="checkbox"/> armenio | <input type="checkbox"/> chino – toisanés | <input type="checkbox"/> gujarati | <input type="checkbox"/> idiomas de los indios americanos – lakota |
| <input type="checkbox"/> asirio | <input type="checkbox"/> coreano | <input type="checkbox"/> hebreo | <input type="checkbox"/> idiomas de los indios americanos – nakota |
| <input type="checkbox"/> bengalí | <input type="checkbox"/> criollo | <input type="checkbox"/> hindi | <input type="checkbox"/> idiomas de los indios americanos – navajo |
| <input type="checkbox"/> bosnio | <input type="checkbox"/> criollo francés | <input type="checkbox"/> hmong | |
| <input type="checkbox"/> búlgaro | <input type="checkbox"/> criollo – haitiano | <input type="checkbox"/> holandés | |
| <input type="checkbox"/> birmano | <input type="checkbox"/> criollo – otro | <input type="checkbox"/> húngaro | |
| <input type="checkbox"/> camboyano | <input type="checkbox"/> croata | <input type="checkbox"/> idiomas africanos | |
| <input type="checkbox"/> chamorro | <input type="checkbox"/> dzongkha | <input type="checkbox"/> idiomas alascanos | |
| <input type="checkbox"/> checo | <input type="checkbox"/> eslovaco | <input type="checkbox"/> albanés | |

(Más idiomas en la próxima página)

- | | | | |
|--|--|---------------------------------------|--|
| <input type="checkbox"/> idiomas de los indios americanos – otro | <input type="checkbox"/> maay | <input type="checkbox"/> polaco | <input type="checkbox"/> swahili |
| <input type="checkbox"/> idiomas de los indios americanos – zuni | <input type="checkbox"/> macedonio | <input type="checkbox"/> portugués | <input type="checkbox"/> tagalo |
| <input type="checkbox"/> ilocano | <input type="checkbox"/> malabar | <input type="checkbox"/> punjabi | <input type="checkbox"/> tigrina |
| <input type="checkbox"/> indonesio | <input type="checkbox"/> mohawk (tribu de San Regis) | <input type="checkbox"/> ruanda | <input type="checkbox"/> tailandés |
| <input type="checkbox"/> italiano | <input type="checkbox"/> mongol | <input type="checkbox"/> rumano | <input type="checkbox"/> tona – seneca |
| <input type="checkbox"/> japonés | <input type="checkbox"/> nepalí | <input type="checkbox"/> ruso | <input type="checkbox"/> turco |
| <input type="checkbox"/> jmer | <input type="checkbox"/> noruego | <input type="checkbox"/> samoano | <input type="checkbox"/> tuscarora |
| <input type="checkbox"/> karen | <input type="checkbox"/> oneida | <input type="checkbox"/> seneca | <input type="checkbox"/> twi (fanti) |
| <input type="checkbox"/> kirundi (rundi) | <input type="checkbox"/> onondaga | <input type="checkbox"/> serbio | <input type="checkbox"/> ucraniano |
| <input type="checkbox"/> kizigua | <input type="checkbox"/> oromo | <input type="checkbox"/> serbo-croata | <input type="checkbox"/> unquechauga |
| <input type="checkbox"/> laosiano | <input type="checkbox"/> pashto | <input type="checkbox"/> shinnecock | <input type="checkbox"/> urdu |
| <input type="checkbox"/> lenguaje gestual | <input type="checkbox"/> persa | <input type="checkbox"/> siríaco | <input type="checkbox"/> vietnamés |
| <input type="checkbox"/> lituano | <input type="checkbox"/> pidgin hawaiano | <input type="checkbox"/> somalí | <input type="checkbox"/> yidish |
| | | <input type="checkbox"/> sueco | <input type="checkbox"/> yugoslavo |

SAMPLE

¿Necesita servicios de intérprete gratuitos? Sí No

Se pueden enviar avisos por escrito en los idiomas listados a continuación. Por favor elija sólo **UNO**. Si el idioma que prefiere usted no figura entre los listados más abajo, por favor marque () inglés.

- | | | | |
|----------------------------------|---|----------------------------------|---------------------------------|
| <input type="checkbox"/> arábigo | <input type="checkbox"/> coreano | <input type="checkbox"/> español | <input type="checkbox"/> inglés |
| <input type="checkbox"/> chino | <input type="checkbox"/> criollo haitiano | <input type="checkbox"/> ruso | |

Firma del Solicitante/Participante

Fecha

WORKER'S GUIDE TO CODES

1.2-3

02/17/2009

SECTION 10: SUFFIX LEVEL CODES (CONT'D)

LANGUAGE SPOKEN CODES (LANG) - 255

A Blank	Arabic	AI	Am. Ind. - Dakota	KU	Kurdish
B Blank	Urdu	AC	Am. Ind. - Choctaw	LI	Lithuanian
C Blank	Chinese-Mandarin	AK	Am. Ind. - Lakota	MY	Maay
D Blank	French Creole	AT	Am. Ind. - Nakota	MA	Macedonian
E Blank	English	AV	Am. Ind. - Navajo	ML	Malayalam
F Blank	French	AO	Am. Ind. - Other	MO	Mongolian
G Blank	Greek	AS	Am. Ind. - Zuni	NE	Nepali
H Blank	Hebrew	AM	Amharic	NO	Norwegian
I Blank	Italian	AW	Armenian	OD	Oneida
J Blank	Japanese	AZ	Assyrian	ON	Onondaga
K Blank	Korean	BE	Bengali	OR	Oromo
L Blank	Albanian	BO	Bosnian	PA	Pashto
M Blank	German	BU	Bulgarian	PE	Pennsylvania Dutch
N Blank	Hindi	BR	Burmese	PI	Persian
P Blank	Polish	CA	Cambodian	PS	Pidgin-Hawaiian
Q Blank	Farsi	CM	Chamorro	PU	Punjabi
R Blank	Russian	CH	Chinese-Toisanese	RO	Romanian
S Blank	Spanish	CF	Chinese-Fujian	SA	Samoan
T Blank	Thai	CC	Creole-Criollo	SC	Seneca
V Blank	Vietnamese	CO	Creole-Haitian	SE	Serbian
W Blank	Khmer	CE	Creole-Other	SN	Shinnecock
Y Blank	Yiddish	CR	Croatian	SL	Slovak
Z Blank	Portuguese	CZ	Czech	SO	Somali
1 Blank	African Languages	DU	Dutch	SV	Mohawk (St. Regis Tribe)
2 Blank	Chinese-Cantonese	DZ	Dzongkha	SW	Swahili
3 Blank	Chinese-Other	FI	Finnish	SY	Syriac
4 Blank	Native American	GU	Gujarati	TI	Tigrinya
5 Blank	Serbo-Croatian	HM	Hmong	TN	Tona-Seneca
6 Blank	Swedish	HU	Hungarian	TO	Tongan
7 Blank	Tagalog	IL	Ilocano	TU	Turkish
8 Blank	Laotian	IN	Indonesian	TS	Tuscarora
9 Blank	Sign Language	KA	Karen	TW	Twi (Fanti)
AN	Alaskan	KW	Kinyarwanda	UK	Ukrainian
AA	Am. Ind. - Apache	KI	Kirundi (Rundi)	UN	Unkechauga
AE	Am. Ind. - Crow	KZ	Kizigna	YU	Yugoslavian

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1.2-4

02/17/2009

SECTION 10: SUFFIX LEVEL CODES (CONT'D)

LANGUAGE READ CODES (LANG READ) – 281

A Blank	Arabic	AI	Am. Ind. - Dakota	KU	Kurdish
B Blank	Urdu	AC	Am. Ind. - Choctaw	LI	Lithuanian
C Blank	Chinese-Mandarin	AK	Am. Ind. - Lakota	MY	Maay
D Blank	French Creole	AT	Am. Ind. - Nakota	MA	Macedonian
E Blank	English	AV	Am. Ind. - Navajo	ML	Malayalam
F Blank	French	AO	Am. Ind. - Other	MO	Mongolian
G Blank	Greek	AS	Am. Ind. - Zuni	NE	Nepali
H Blank	Hebrew	AM	Amharic	NO	Norwegian
I Blank	Italian	AW	Armenian	OD	Oneida
J Blank	Japanese	AZ	Assyrian	ON	Onondaga
K Blank	Korean	BA	Braille	OR	Oromo
L Blank	Albanian	BE	Bengali	PA	Pashto
M Blank	German	BO	Bosnian	PE	Pennsylvania Dutch
N Blank	Hindi	BU	Bulgarian	PI	Persian
P Blank	Polish	BR	Burmese	PS	Pidgin-Hawaiian
Q Blank	Farsi	CA	Cambodian	PU	Punjabi
R Blank	Russian	CM	Chamorro	RO	Romanian
S Blank	Spanish	CH	Chinese-Toisanese	SA	Samoan
T Blank	Thai	CC	Creole-Criollo	SC	Seneca
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		KZ	Kizigna	YU	Yugoslavian