



BOARD OF COMMISSIONERS  
Agenda Item Summary

Agenda Category: OTHER Business Item No: 8.1

**Meeting Date: 05/19/2020**

**Originating Department: BOCC**

**Issue:** In the matter of adopting a Limited English Proficiency (LEP) - Language Assistance Plan (LAP)

**Background:** Klamath County has applied for and received Federal funding through the Community Development Block Grant Program. A requirement to receive said funding is to adopt a Limited English Proficiency (LEP) - Language Assistance Plan (LAP) to assist needs of County residents with limited English language skills.

**Fiscal Impact:** None

**Recommended Motion:** Adopt and sign the attached Limited English Proficiency (LEP) - Language Assistance Plan (LAP)

DONE AND DATED this 19<sup>th</sup> day of May, 2020.

Chair  
Approved   
Denied

**Out of Office Today**

Vice-Chair  
Approved   
Denied

Commissioner  
Approved   
Denied

# Klamath County

## Limited English Proficiency (LEP) - Language Access Plan (LAP)

### **CONTACT INFORMATION**

Klamath County Human Resources Office

305 Main Street  
Klamath Falls, OR 97603  
(541) 883-4296

This document addresses the needs of the citizens of the Klamath County with Limited English Proficiency

## **Authority**

The Limited English Proficiency – Language Access Plan (LEP-LAP) has been prepared to address Klamath County’s responsibilities as a recipient of Federal financial assistance as it relates to the needs of the County’s residents with limited English language skills. This plan has been developed in accordance with Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d, et seq, and its implementing regulations, which state that no person shall be subjected to discrimination on the basis of race, color, national origin.

Executive Order 13166, titled improving Access to Services for Persons with Limited English Proficiency, indicates that differing treatment based upon a person’s inability to speak, read, write or understand English is a type of national origin discrimination.

Klamath County has received Community Development Block Grant funds from the U.S. Department of Housing and Urban Development under Title 1 of the Housing and Community Development Act of 1974, as amended, 42 USC 5301 (1994) via the State of Oregon through its Oregon Business Development Department.

## **Statement of Policy**

This policy sets forth the County’s responsibilities to ensure that persons with Limited English Proficiency shall not be discriminated against nor denied meaningful access to, and participation in, the programs and services provided by the County.

## **Applicability**

This policy applies to all County-administered programs, services, and facilities regardless of whether or not they receive Federal financial support. However, the LAP Plan does not apply to the operation or administration of any properties or projects wherein the County is not the primary owner (i.e., the County is a funding agency and not the entity with primary control over said property) and the primary owner qualifies as recipient or sub-recipient of federal financial assistance.

It is the intent of the County, in providing language services to LEP persons, to achieve a balance that ensures meaningful access to programs and services while not incurring undue burdens upon the County resources.

## **Definitions**

Authorized Interpreter: A person who has been screened and authorized by the Human Resources/Risk Management (HR/Risk) Office to act as an interpreter and/or translator for others.

Interpret or Interpretation: The act of listening to a communication in one language (source language) and orally converting it to another language (target language), while retaining the

same meaning.

**Limited English Proficient (LEP):** Any individual whose primary language is not English and who has a limited ability to read, write, speak, or understand English. These individuals may be competent in certain types of communication (e.g. speaking or understanding) but still be LEP for other purposes (e.g. reading or writing). Similarly, LEP designations are context-specific; an individual may possess sufficient English language skills to function in one setting but these skills may be insufficient in other situations.

**Translate or Translation:** The replacement of written text from one language (source language) into an equivalent written text (target language).

**Vital Document:** Any document that contains information that is critical for obtaining or maintaining the services or benefits that are supported by Federal funds, or that are required by law. Such documents may include, but are not limited to, applications, consent forms, notice of participant rights and responsibilities, disciplinary notices, letters or notices that require a response from the participant or beneficiary, legal notices, and notices advising LEP persons of the availability of free language services.

**In General**

It shall be the policy of the County to ensure that persons with LEP shall not be discriminated against nor denied meaningful access to, and participation in, the programs and services provided by the County. In order to ensure meaningful access and participation for LEP persons, the County shall notify such persons that language services are available to them at no cost and shall take reasonable steps to see that language services are provided according to the provisions of this policy.

**Contact**

The County Commissioners have designated the Human Resources Director as the County’s LEP Coordinator. The LEP-LAP Coordinator shall provide oversight for the implementation of this policy, coordinate with County departments to facilitate delivery of LEP-LAP language services, ensure that staff receive appropriate training on this policy and any applicable procedures, and direct the ongoing monitoring and periodic assessment of the policy’s effectiveness.

**Klamath County Oregon**

Klamath County encompassing 5941.2 square miles is geographically the 4<sup>th</sup> largest County in Oregon. The County has an approximate population of 67,653 persons (***American Community Survey (ACS) Demographic and Housing Estimates, 2018: 1 Year Estimate – DP05***). See ***Exhibit A for information sources***. This population is comprised of:

Race	Estimate	Percentage of Population
White	57,992	85.7%
Black or African American	511	0.8%
American Indian and Alaskan Native	3,599	5.3%
Asian	613	0.9%
Native Hawaiian and Other Pacific Islander	39	0.1%

Some Other Race	1,706	2.5%
Two or More Races	3,193	4.7%
Total Population	67,653	100%

**Four Factor Assessment**

The County will utilize the following four factors in its assessment of how it shall provide LEP-LAP services:

- The number or proportion of LEP individuals served or likely to be encountered;
- The frequency with which LEP individuals are likely to come in contact with County employees, programs, or services;
- The nature and importance of the contact, program, information, or service provided; and,
- The cost of providing LEP assistance and the resources available.

**Factor One – Identification of LEP Persons Who Need Language Assistance.**

The population of Klamath County is estimated at 67,653 persons, and is predominately English speaking, of which there is an estimated 50,411 citizens over the age of eighteen years old (*ACS Language Spoken at Home, 2018; 5 Year Estimate S1601*)

			Breakdown of Other Languages Spoken at Home	
Population 18 years of Age and Over	Speak Only English at Home	Speak Language Other than English at Home	Speak Spanish at Home	Speak Other Language at Home
50,411	47,997	2,414	1,687 (3.34%)	727 (1.44%)

Spanish is the largest non-English language spoken at home, of which it is estimated that 1,687 of the citizens over the age of eighteen years old speak Spanish. This equates to 3.34% of the County’s total estimated citizens over eighteen years of age.

This is further broken down, showing that 1,236 speak English “very well” and 451 speak English “less than very well”. Overall, an estimated 0.89% of the County’s citizens of 18 years of age and older speak English “less than very well”. To be considered LEP an individual primary language is not English, and has limited to no ability to speak, understand, read or write English. None of the individual language groups that are considered to speak English “less than very well” exceed 5% of the population and are less than 1,000 in number, individually.

Language Group	Population 18 years and older	Speak English Only or Speaks English Very Well	Speak English Less than Very Well	Percent that Speaks English Less than Very Well
Spanish	1,687	1,236	451	0.89%
Other	727	438	289	0.57%

In addition, when evaluating the number of LEP households the data shows (*ACS Limited English Households, 2018: 5 Year Estimate S1602*) that 1,730 households are Spanish, of which

only 322 or 1.2% of the total households are considered LEP households. To be considered an LEP household the primary language is not English. None of the LEP households by language group exceed 5% of the total households and are less than 1,000 in number, individually.

Total Households	Language Group	Total Households	LEP Households	Percent LEP Households
27,402	Spanish	1,730	322	1.2%
	Indo European	356	18	0.07%
	Asian Pacific Island	165	53	0.19%
	Other	166	13	0.06%

**Factor Two – Frequency of Contact With LEP Persons.**

It can be expected that LEP persons will occasionally come into contact with County programs, services or facilities. County staff serving as the first point of contact for these programs and services will be provided instruction on how to identify LEP clients using the language identification flashcards aka “I Speak Cards” in Exhibit B. The cards shall be used by County staff on a day-to-day basis to determine and document the need for particular language service during routine activities/encounters and how to access needed interpretation services.

**Factor Three – Nature and Importance of the Program or Service.**

With the very small number of citizens 18 years of age and older that speak English “less than very well”, the County will provide LAP services to this population so they have access to and the availability of County services, programs and facilities as identified within this policy.

The County recognizes that within the range of programs and services it provides, some programs and services are more important than others. While it is the County’s intent to provide meaningful access to all participants and eligible persons, the availability of resources may limit the provision of language services in some instances.

Activities such as medical services, arrests, jail intake, rules of occupancy, legal actions, life and safety notices, Health Insurance Portability and Accountability Act (HIPAA) notices, and the like have a high priority. Information about, and an understanding of, these activities should be effectively communicated to all persons affected by them. Other activities such as recreation programs, social activities, optional meetings, and related areas are of a lesser importance and hence a lower priority.

Each department should analyze all activities related to the department’s respective programs and services and evaluate the relative importance of each. Based on this analysis, each department should determine how language services to LEP individuals should be delivered for each activity and should also report such information to the LEP Coordinator.

**Factor Four – Resources Available to the County and Costs.**

The County shall explore the most cost-effective means of delivering competent language services before limiting services due to resource limitations or concerns. The U.S. Department of Housing and Urban Development provides the I-Speak identification cards and many documents in multiple languages. Free and paid translation services are also available in the case of interactions with LEP persons or the need for language assistance.

There are two main ways for the County to provide language services: oral interpretation either in person or via telephone interpretation service (interpretation) and written translation (translation). The following methods of providing interpretation and translation services shall be considered and used based upon the assessment of need for individual County departments:

- Hiring bilingual staff who subsequently receive training in proper interpretation and translation protocol. (Useful when interpretation needs are regular and ongoing, and when the importance of the encounter may be less than that required in legal action.)
- Contracting with qualified interpreters and translators, either individually or through an organization which provides such persons. (Essential when accuracy and details are important or critical.)
- Using telephone (or video conferencing) interpreter services. (Useful when prompt delivery of interpretation services is required.)
- Using community volunteers, either individuals or community service agencies that provide services to one or more language groups. (Useful when language service needs are less important or informal.)
- Using family members or friends. (Although there are some situations where this is not suitable, in others it may be useful when language service needs are least important or informal.)

### Analysis of the Safe Harbor for Written Translations

The U.S. Department of Housing and Urban Development, adopted “Safe Harbors” in its final guidance for providing program access to LEP individuals. Where providing a certain level of translated materials for an LEP population of a specific size will be considered strong evidence of compliance with the recipients written translation obligations:

Size of Language Group	Recommended Provision of Written Language Assistance
1,000 or more in the eligible population in the market area or among current beneficiaries	Translated vital documents
More than 5% of the eligible population or beneficiaries <i>and</i> more than 50 in number	Translated vital documents
More than 5% of the eligible population or beneficiaries <i>and</i> 50 or less in number	Translated written notice of right to receive free oral interpretation of documents.
5% or less of the eligible population or beneficiaries and less than 1,000 in number	No written translation is required.

Overall, the County’s highest LEP group is Spanish. Spanish citizens that speak English “less than very well” is 451 or 0.89% of the populous, and when considering this further there are only 322 Spanish LEP households which is 1.2% of the County’s total households. Based upon the Safe Harbors listed above, no written translation of the County’s vital documents are required for Spanish, nor for Indo European, Asian/Pacific Island or other languages.

## **Determining Need for Assistance**

County staff serving as the first point of contact for these programs and services will be given instruction on how to identify LEP clients using the language identification flash cards aka “I Speak Cards” in Exhibit B. This will assist them to determine and document the need for particular language service during routine activities/encounters and how to access needed interpretation services. In addition:

- Staff encounters at initial screenings/meetings. Applicants and participants in various County services and programs will be provided with a Language/Alternate Format Designation form. The form will ask if the person or family members require alternate formats of communication (e.g. large print, audio recording, electronic format, etc.) and will also ask the person and family members to self-identify their need for interpretive services.
- Self-identification through application forms for County programs and services. County departments will document within its application forms that the applicant has been informed of the right to language services at no cost, identify the person’s primary language, and whether or not the person would like an interpreter.

## **Quality and Competency of Language Services**

The County shall make every reasonable effort to ensure that the language services it provides to LEP person are of the highest quality and that the competency of interpreters and translators is appropriate to the situation.

## **Interpreters**

Oral interpretation of encounters, interviews, meetings and the like require a certain level of competency and professionalism on the part of the interpreter. These characteristics do not necessarily exist in a person who is simply bilingual. Likewise, formal certification, while helpful, may not always be required. Often the importance of the encounter or the consequences will direct the level of professionalism needed.

- Interpretation, whenever possible, shall be provided by County employees who have been designated by the County as bilingual and have received training for interpretation and translation.
- If a County employee who speaks the necessary language is not available, depending on the importance of the encounter, that County department may utilize a volunteer, a family member, or friend the LEP person has brought to interpret for that person, or the department will obtain interpretation services from certified interpreters/translators with whom the County has contracted. County staff are prohibited from using minor children to interpret, absent emergency circumstances.

When using an interpreter, the County shall use the following general criteria to ensure effective communications with LEP persons:

- Demonstrated proficiency in and ability to communicate information accurately in both English and in the other language and able to identify and employ the appropriate mode of interpreting (consecutive, simultaneous, summarization, or sight translation).

- Knowledge in both languages of any specialized terms or concepts particular to County programs or services and of any particularized vocabulary and phraseology used by the LEP persons, or the ability to explain either in English or the necessary language the specialized term(s), concept(s), particularized vocabulary, or phraseology.
- An understanding of and ability to follow confidentiality and impartiality rules to the same extent that the County employee for whom the interpreter is interpreting or to the extent that the position requires or both.
- Understanding of and adherence to the role as interpreter without deviating into a role of counselor, legal advisor, or other role.

When interpretation is needed and reasonable, it shall be provided in a timely manner and appropriate place so as to avoid the effective denial of a benefit or service. The importance of the benefit or service to meaningful access to County programs and services will dictate the urgency of providing the language service. Where access to, or exercise of, a service is not precluded by a reasonable delay, the language service may be reasonably delayed.

### **Notice to LEP Persons**

The County shall provide appropriate posted notice to Spanish LEP persons of the availability of free language services that ensure meaningful access to programs and services provided by the County. Refer to Exhibit C for a copy of the notice.

### **Training of County Staff**

The County shall provide training to its staff regarding this policy. A determination of the frequency of staff encounters with LEP persons shall dictate the level of detail of this training. All employees who are likely to have contact with LEP persons shall be trained to assure that they know this policy and procedures, that they work effectively with in-person and telephone interpreters, and they understand the dynamics of interpretation among LEP providers and interpreters. County staff having the greatest contact shall be trained first to effectively implement this policy through the use of standardized procedures. Those County staff having the least amount of contact with LEP persons shall, at a minimum, be trained to be fully aware of this policy so they may reinforce its importance and ensure implementation by other staff.

### **Monitoring Compliance, Assessing Performance, and Revisions**

The County shall monitor implementation of this policy on an ongoing basis, making revisions to the policy and procedures as may be required periodically. The County may also review the overall effectiveness of this policy as needed and the results shall be reported to the LEP Coordinator. This review shall consider information from the following sources and criteria as well as other factors as may be appropriate:

- Changes in demographics including new language groups and changes in the proportion of existing language groups, types of services, and other needs.
- Frequency of encounters with LEP persons.

- Whether existing language services are meeting needs of LEP persons.
- Availability of new resources including technology.
- Whether identified sources for assistance are still available and viable.
- How well staff understand and have implemented this policy.
- Feedback from the community at large and from minority language groups and persons.

### **Appeals/Complaint Procedure**

The County shall ensure that LEP individuals who wish to file a complaint regarding County staff members are able to do so. The County may provide an authorized interpreter, as appropriate. Complaints will be referred to the LEP Coordinator.

1. To receive consideration, appeals and/or complaints must be filed in writing within 30 days of the alleged violation and sent to the County's LEP Coordinator, *305 Main Street Klamath Falls, OR 97601*. The appeal or complaint should be filed in writing; however, if the complainant cannot submit the appeal and/or complaint in writing, other forms would be acceptable. The information must contain the name and address of the complainant, a brief description of the problem or alleged violation, and a description of the desired services or recommendation for resolution of the complaint.
2. An investigation, if appropriate, will be conducted by the LEP Coordinator or their designee. The investigation will be informal but thorough and will afford all interested persons and their representatives an opportunity to submit evidence relevant to the complaint.
3. No later than 30 calendar days after a complaint is received, a written determination as to the validity of the complaint and description of the resolution, if any, will be issued by the LEP Coordinator and forwarded to the complainant and affected Department Director.
4. The complainant can request a reconsideration of the LEP Coordinator's decision if the complaint is not resolved to their satisfaction. The request for reconsideration should be made in writing, within 15 calendar days of receipt of the determination, to the Board of County Commissioners Office, 305 Main Street, Klamath Falls, OR 97601.
5. The County Commissioners will review the complaint and description of the resolution by the LEP Coordinator. Further investigations may be conducted allowing an opportunity for the complainant to submit additional evidence. The County Commissioner's decision will be the final determination on the resolution of the complaint. The final determination will be issued in writing by the County Commissioners and forwarded to the complainant and affected Department Director within 15 calendar days of the receipt of the request for reconsideration.
6. The LEP Coordinator will maintain the files and records relating to all requests for services and complaints filed in accordance with applicable law.

The rights of the individuals to a prompt and equitable resolution of problems shall not be impaired by a person's pursuit of other remedies such as a filing of an LEP complaint with the responsible Federal department or agency. Use of the County's request for accommodation and appeals process is not a prerequisite to the pursuit of other remedies.

This policy and procedure shall be construed to protect the substantive rights of interested persons to meet appropriate due process standards for accessing public services. Any notice required to be sent to an LEP person as a complaining party should be translated or otherwise communicated in a language-accessible manner.

**Effect of Changes to Laws Applicable to this Policy**

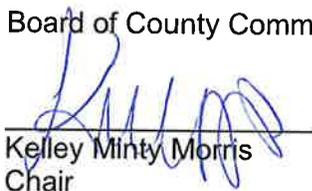
This policy, and the procedures adopted to implement this policy, is intended to be in compliance with any and all applicable laws at the time of the adoption of this policy. If applicable laws change, and this policy has not been amended to reflect the impact of such changes, the County shall amend its procedures and the application of this policy to reflect the current state of the law, even if an amendment to this policy to reflect those changes has not been formally adopted by the County.

**Compliance**

Failure to comply with any provisions of this policy may lead to discipline up to and including termination.

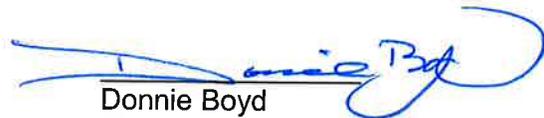
Adopted this 19 day of May, 2020

Board of County Commissioners,

  
Kelley Minty Morris  
Chair

**Out of Office Today**

\_\_\_\_\_  
Derrick DeGroot  
Vice-Chair

  
Donnie Boyd  
Commissioner

Attachments:

- Exhibit A – Census Links
- Exhibit B – Speak Cards
- Exhibit C - Notice

Census Table Links

DP05 Demographic and Housing Estimates

[https://data.census.gov/cedsci/table?q=Klamath%20County%20Oregon%20DP05&tid=ACSDP1Y2018.DP05&g=0500000US41035&hidePreview=false&layer=VT\\_2018\\_050\\_00\\_PY\\_D1](https://data.census.gov/cedsci/table?q=Klamath%20County%20Oregon%20DP05&tid=ACSDP1Y2018.DP05&g=0500000US41035&hidePreview=false&layer=VT_2018_050_00_PY_D1)

S1601 Language Spoken at Home

[https://data.census.gov/cedsci/table?q=Klamath%20County%20Oregon%20DP05&tid=ACSST5Y2018.S1601&vintage=2018&layer=VT\\_2018\\_050\\_00\\_PY\\_D1&cid=DP05\\_0001E&g=0500000US41035](https://data.census.gov/cedsci/table?q=Klamath%20County%20Oregon%20DP05&tid=ACSST5Y2018.S1601&vintage=2018&layer=VT_2018_050_00_PY_D1&cid=DP05_0001E&g=0500000US41035)

S1602 Limited English Households

<https://data.census.gov/cedsci/table?q=Klamath%20County%20Oregon%20S1602&g=0500000US41035&tid=ACSST5Y2018.S1602>

**2004  
Census  
Test**

**United States  
Census  
2010**

**LANGUAGE IDENTIFICATION FLASHCARD**

- |   |                               |
|---|-------------------------------|
| <input type="checkbox"/> <p>ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.</p>                         | <p>1. Arabic</p>              |
| <input type="checkbox"/> <p>Խնդրում ենք նշում կատարել այս քանակուսում, եթե խոսում կամ կարդում եք հայերեն:</p> | <p>2. Armenian</p>            |
| <input type="checkbox"/> <p>যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাক্সে দাগ দিন।</p>                        | <p>3. Bengali</p>             |
| <input type="checkbox"/> <p>ឈ្លឹមបញ្ជាក់ក្នុងប្រអប់នេះ បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។</p>                       | <p>4. Cambodian</p>           |
| <input type="checkbox"/> <p>Motka i kakhon ya yangin ûntûngnu' manaitai pat ûntûngnu' kumentos Chamorro.</p>  | <p>5. Chamorro</p>            |
| <input type="checkbox"/> <p>如果你能读中文或讲中文，请选择此框。</p>  | <p>6. Simplified Chinese</p>  |
| <input type="checkbox"/> <p>如果你能讀中文或講中文，請選擇此框。</p>  | <p>7. Traditional Chinese</p> |
| <input type="checkbox"/> <p>Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.</p>               | <p>8. Croatian</p>            |
| <input type="checkbox"/> <p>Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.</p>                        | <p>9. Czech</p>               |
| <input type="checkbox"/> <p>Kruis dit vakje aan als u Nederlands kunt lezen of spreken.</p>                   | <p>10. Dutch</p>              |
| <input type="checkbox"/> <p>Mark this box if you read or speak English.</p>                                   | <p>11. English</p>            |
| <input type="checkbox"/> <p>اگر خواندن و نوشتن فارسی بلد هستید، این مربع را علامت بنید.</p>                   | <p>12. Farsi</p>              |

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Economics and Statistics Administration  
**U.S. CENSUS BUREAU**

<input type="checkbox"/>	Cocher ici si vous lisez ou parlez le français.	13. French
<input type="checkbox"/>	Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	14. German
<input type="checkbox"/>	Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.	15. Greek
<input type="checkbox"/>	Make kazyè sa a si ou li oswa ou pale kreyòl ayisyen.	16. Haitian Creole
<input type="checkbox"/>	अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस बक्स पर चिह्न लगाएँ।	17. Hindi
<input type="checkbox"/>	Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	18. Hmong
<input type="checkbox"/>	Jelölje meg ezt a kockát, ha megérta vagy beszéli a magyar nyelvet.	19. Hungarian
<input type="checkbox"/>	Markaam daytoy nga kahon no makabasa wenno makasaoka iti Ilocano.	20. Ilocano
<input type="checkbox"/>	Marchi questa casella se legge o parla italiano.	21. Italian
<input type="checkbox"/>	日本語を読んだり、話せる場合はここに印を付けてください。	22. Japanese
<input type="checkbox"/>	한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	23. Korean
<input type="checkbox"/>	ໃຫ້ໝາຍໃສ່ຊ່ອງນີ້ ຖ້າທ່ານອ່ານຫຼືປາກພາສາລາວ.	24. Laotian
<input type="checkbox"/>	Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	25. Polish

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U.S. CENSUS BUREAU

<input type="checkbox"/>	Assinale este quadrado se você lê ou fala português.	26. Portuguese
<input type="checkbox"/>	Însemnați această căsuță dacă citiți sau vorbiți românește.	27. Romanian
<input type="checkbox"/>	Пометьте этот квадратик, если вы читаете или говорите по-русски.	28. Russian
<input type="checkbox"/>	Обележите овај квадратих уколико читате или говорите српски језик.	29. Serbian
<input type="checkbox"/>	Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky.	30. Slovak
<input type="checkbox"/>	Marque esta casilla si lee o habla español.	31. Spanish
<input type="checkbox"/>	Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	32. Tagalog
<input type="checkbox"/>	ให้กาเครื่องหมายลงในช่องถ้าท่านอ่านหรือพูดภาษาไทย.	33. Thai
<input type="checkbox"/>	Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga.	34. Tongan
<input type="checkbox"/>	Відмітьте цю клітинку, якщо ви читаете або говорите українською мовою.	35. Ukrainian
<input type="checkbox"/>	اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔	36. Urdu
<input type="checkbox"/>	Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.	37. Vietnamese
<input type="checkbox"/>	באצייכנט דעם קעסטל אויב איר לייענט אדער רעדט אידיש.	38. Yiddish

**NOTICE**

**KLAMATH COUNTY WILL PROVIDE ORAL INTERPRETATION ASSISTANCE AT NO CHARGE, PROVIDED THE NEED IS IDENTIFIED BY THE PARTICIPANT(S) IN A TIMELY MANNER PRIOR TO THE EVENT, DEPENDENT UPON THE AVAILABILITY OF AN INTERPRETER FOR REQUESTED LANGUAGE. EMPLOYEES ARE PROHIBITED FROM USING MINOR CHILDREN TO INTERPRET, ABSENT EMERGENCY CIRCUMSTANCES.**

Please contact the Human Resources Director for more information.

**AVISO**

**EL CONDADO DE KLAMATH PROPORCIONARÁ ASISTENCIA DE INTERPRETACIÓN ORAL SIN CARGO, SI LA NECESIDAD ES IDENTIFICADA POR EL PARTICIPANTE (S) DE FORMA OPORTUNA ANTES DEL EVENTO, DEPENDIENTE DE LA DISPONIBILIDAD DE UN INTÉRPRETE PARA EL IDIOMA SOLICITADO. LOS EMPLEADOS ESTÁN PROHIBIDOS DEL USO DE NIÑOS MENORES PARA INTERPRETAR, CIRCUNSTANCIAS DE EMERGENCIA AUSENTE.**

Póngase en contacto con el Director de Recursos Humanos para obtener más información.