

**HERNANDO COUNTY, A POLITICAL  
SUBDIVISION OF THE STATE  
OF FLORIDA**

**BOARD OF COUNTY  
COMMISSIONERS TITLE VI PLAN**



PREPARED BY:  
HERNANDO COUNTY  
HUMAN RESOURCES DEPARTMENT  
Previous update March 10, 2014  
Effective December 14, 2021  
15470 Flight Path Dr  
Brooksville, FL 34604  
Phone: 352-754-4013  
Fax: 352-754-4025

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### **Introduction**

Hernando County, Florida, is a political subdivision of the State of Florida and is a recipient of Federal funds. In order to be in compliance with Title VI Civil Rights Act, Hernando County, Florida, is committed to ensuring that no person is excluded from participation in, denied benefits of, or discriminated against under its programs or services based on race, color, national origin, sex, age, disability, religion, or family status.

### **Recipient Information**

Hernando County, Florida, Board of County Commissioners (BOCC) a political subdivision of the State of Florida.

### **Title VI Contact Information**

Tiffany Smith, Title VI Nondiscrimination Coordinator  
Risk Management Analyst  
Phone: (352) 540-6289  
Fax: (352) 754-4025  
Email: [tesmith@hernandocounty.us](mailto:tesmith@hernandocounty.us)

### **Hearing Impaired Resources**

Federal Communications Commission: <https://www.fcc.gov/consumers/guides/711-telecommunications-relayservice>

Telecommunications Relay Services: <https://www.fcc.gov/trs>

### **Title VI Program and Policy Statement**

Hernando County Board of County Commissioners (BOCC), does not discriminate against any person with respect to a County programs or services. To meet this goal, the County developed a Title VI Program, pursuant to Title VI of the Civil Rights Act of 1964 as amended. The County's Title VI program defines what Title VI is, includes a written process on how to file a Title VI complaint should one arise, and describes the complaint investigation process.

Hernando County BOCC values diversity and welcomes input from all interested parties, regardless of cultural identity, background, or income level. Moreover, the County believes that the best programs and services result from careful consideration of the needs of all of its communities. Thus, the County does not tolerate discrimination in any of its programs or services. Pursuant to Title VI of the Civil Rights Act of 1964 and other federal and state authorities, the County will not exclude from participation in, deny the benefits of, or subject to discrimination anyone on the grounds of race, color, national origin, sex, age, disability, religion, or family status.

### **Title VI Complaint Process and Procedures**

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, national origin, sex, age, disability, religion, or family status for programs or services receiving federal financial assistance. As a recipient of federal financial assistance, Hernando County, Florida, a political subdivision of the State of Florida has in place a Title VI complaint procedures.

Any person who believes that they have been subjected to discrimination or retaliation related to service delivery or programs, from The Board of County Commissioners of Hernando County, Florida, a political subdivision of the State of Florida, administration of federally funded programs, as prohibited by Title VI of the Civil Rights Act of 1964, as amended, and related statutes, may file a written complaint within 180 days of the alleged incident. All written complaints received are referred to the designated Title VI Nondiscrimination Coordinator, Tiffany Smith (Risk Management Analyst). The Title VI/Nondiscrimination Coordinator acts as the public liaison between the grievant and the department against whom the complaint was made.

- The Risk Management Analyst (RMA) or department designee shall assist in the resolution of verbal and nonwritten complaints received by the County informally. If the issue has not been satisfactorily resolved through informal means, or if at any time the complainant requests to file a formal written complaint, they may file a complaint to either Florida Department of Transportation (FDOT), Federal Highway Administration (FHWA), Department of Justice (DOJ) or the U.S. Department of Homeland Security (DHS) in lieu of the County.
- Within ten (10) calendar days, the RMA or department designee will acknowledge receipt of the allegation(s), inform the Complainant of action taken or proposed action to process the allegation(s), and advise the Complainant of other avenues of remedy, such as the Department of Justice complaint process.
- Within thirty (30) calendar days, the RMA or department designee will conduct and complete a review of the verbal or non-written allegation(s) and based on the information obtained, will render a recommendation for action in a report of findings to the County Attorney.
- Within ninety (90) calendar days of the verbal or non-written allegation(s) receipt, the County Attorney will notify the Complainant in writing of the final decision reached, including the proposed disposition of the matter. The notification will advise the Complainant of his/her right to file a formal complaint with the DOJ, FDOT, DHS, or FHWA if they are dissatisfied with the final decision rendered by the County.
- Complaints relating to the LAP program must be filed to FDOT, FHWA, or the DOJ when pertaining to protected classes (race, color, and national origin).

Written complaints may be sent to:  
Tiffany Smith, Risk Management Analyst  
15470 Flight Path Dr  
Brooksville, FL 34604  
Phone: (352) 540-6289  
Fax: (352) 754-4025

Email: [tesmith@hernandocounty.us](mailto:tesmith@hernandocounty.us)

**ADA/504 Statement**

Section 504 of the Rehabilitation Act of 1973 (Section 504), the Americans with Disabilities Act of 1990 (ADA) and related federal and state laws and regulations forbid discrimination against those who have disabilities. Furthermore, these laws require federal aid recipients and other government entities to take affirmative steps to reasonably accommodate the disabled and ensure that their needs are equitably represented in programs and services.

The County will make every effort to ensure that its facilities, programs, and services are accessible to those with disabilities. The County will make every effort to ensure that its advisory committees, public involvement and other programs and services includes representation by the disabled community and disability service groups. A reasonable accommodation is a change or modification to afford a qualified individual with a disability full enjoyment of Hernando County, Florida programs, unless modifications of policies, practices, and procedures would fundamentally alter the nature of the program or service or result in undue financial and administrative burdens or hardships to Hernando County, Florida.

The County encourages the public to report any facility, program, activity, or service that appears inaccessible to those who are disabled. Furthermore, the County will provide reasonable accommodations to disabled individuals who wish to participate in public involvement events or who require special assistance to access facilities, programs, activities, or services. Because providing reasonable accommodations may require outside assistance, organizations or resources, the County asks that requests be made at least ten (10) calendar days prior to the need for accommodation.

Questions, concerns, comments, or requests for accommodation should be directed to:

Jessica Wright  
15470 Flight Path Dr  
Brooksville, FL 34604  
Phone: (352) 754-4779  
Email: [jwright@hernandocounty.us](mailto:jwright@hernandocounty.us)

Or

Tiffany Smith, Risk Management Analyst  
15470 Flight Path Dr  
Brooksville, FL 34604  
Phone: (352) 540-6289  
Fax: (352) 754-4025  
Email: [tesmith@hernandocounty.us](mailto:tesmith@hernandocounty.us)

### **Limited English Proficient (LEP) Guidance**

Title VI of the Civil Rights Act of 1964, Executive Order 13166, requires federal aid recipients take reasonable steps to ensure meaningful access to programs or services by those who do not speak English proficiently. Hernando County Board of County Commissioners will take reasonable steps to ensure that LEP persons have meaningful access and an equal opportunity to participate in our programs or services and other benefits. Utilizing the most recent census data, the County has determined that LEP individuals speaking a language other than English is 10.4% and 2.9% of individuals speaking English less than well. Hernando County understands that the community profile is fluid, and the four-factor analysis may reveal the need for varied LEP services in the future.

To determine the extent to which LEP services are required and in which language will implement a four-factor analysis:

- The number or proportion of LEP persons eligible to be service or likely to be encountered by the County's programs or services.
- The frequency with which LEP individuals interact with these programs or services.
- The nature and importance of the programs or services.
- The resources available to the County and the likely costs of the LEP services.

Based on this analysis, the County has implemented the following procedures:

1. Hernando County will identify the language and communication needs of the LEP person. County employees will use "I speak cards" (available online at [www.lep.gov](http://www.lep.gov)) or "Right to an Interpreter" posters to determine the language.
2. Maintaining an accurate and current list of the name, language, phone number of bilingual staff. When appropriate, expand job descriptions to include LEP services activities within the scope of employee's duties.
3. Hernando County will utilize the language line, or other similar service to provide qualified interpreter services as well as translation of vital documents as needed. The agency telephone number is 1-800-752-6096.
4. Hernando County will provide translation of other written materials, if needed, as well as written notice of the availability of translation, free of charge, for LEP individuals.
5. Public notices and signs will be posted and provided at other points of entry in County owned buildings.
6. Hernando County will assess changes in demographics, types of services, or other needs that may require reevaluation of this plan and its procedures.
7. When appropriate, conduct a managerial and front-line staff training on language access responsibilities including identifying LEP persons accessing available language services.

The County includes information on its website regarding County programs, services, and Title VI, and LEP programs. The Title VI policy and complaint forms are accessible

on the website, and at government offices.

**Data Collection:**

The Federal Highway Administration (FHWA) regulations require federal-aid recipients to collect racial, ethnic, and other similar demographic data on beneficiaries of or those affected by transportation programs and services. The County accomplishes this through the use of census data and other reporting methods. From time to time, the County may find it necessary to request voluntary identification of certain racial, ethnic, or other data from those who participate in its public involvement events. This information assists the County with improving its targeted outreach and measures of effectiveness. Self-identification of personal data to the County will always be voluntary and anonymous. Moreover, the County will not release or otherwise use this data in any manner inconsistent with the federal regulations.

**Public Involvement:**

In order to plan for efficient, effective, safe, equitable and reliable government services, the County must have the input of its public. The County spends extensive resources in furtherance of this goal and strongly encourages the participation of the entire community. Any person may attend any County Commission meeting and speak during the public comment portion of the agenda concerning a matter of County business or concern to the person. County Commission meetings are generally held the second and fourth Tuesday of each month, held at the Hernando County Government Center in the John Law Ayers County Commission Chambers, 20 North Main Street, Room 160, Brooksville.

Workshops and/or special meetings as needed. Interested parties should check the County's website, <http://hernandocounty.us/> for any changes to meeting dates, times, and location. Meeting locations are accessible to the disabled.

Questions, concerns, comments, or requests for accommodation should be made to:

Jessica Wright  
15470 Flight Path Dr  
Brooksville, FL 34604  
Phone: (352) 754-4779  
Email: [jwright@hernandocounty.us](mailto:jwright@hernandocounty.us)

Hernando County maintains files for Title VI complaints, investigations, and lawsuits. Sample included for illustrative purposes.

**Record of Title VI Investigations, Lawsuits, or Complaints**

Type	Date	Summary (include basis of complaint: race, color, national origin, sex, age, disability, religion, or family status)	Status	Action(s) Taken
Investigations:				
1.				
2.				
3.				
4.				
5.				
6.				
Lawsuits:				
1.				
2.				
3.				
4.				
5.				
6.				
Complaints:				
1.				
2.				
3.				
4.				
5.				
6.				



**Title VI Nondiscrimination Assurance and Certifications**

Hernando County, Florida, a political subdivision of the State of Florida, assures that no person shall on the basis of race, color, national origin, sex, age, disability, religion, or family status, as provided by Title VI of the Civil Rights Act of 1964 and other nondiscrimination authorities, be excluded from participation in services, be denied the benefits of, or be otherwise subjected to discrimination or retaliation under any program or service delivery provided by Title VI of the Civil Rights Act of 1964.

Hernando County, Florida, further assures that it will undertake the following with respect to its programs or services:

1. Designation of Title VI Liaison that has responsible position within the organization.
2. Issue a program and policy statements which express commitment to the nondiscrimination provisions of Title VI. The policy statement shall be published on the Board of County Commissioners Website [www.hernandocounty.us](http://www.hernandocounty.us) and in languages other than English as appropriate.
3. Develop a complaint process and attempt to resolve complaints of discrimination.
4. Participate in training offered on Title VI and other nondiscrimination requirements.
5. Take action to correct any deficiencies found within the outlined grievance processes.

This assurance is given in consideration of and for the purpose of obtaining federal funds, grants, loans, contracts, properties, discounts, or other federal financial assistance under all programs or services and is binding. Every three years the County must certify to FHWA and FDOT that its programs, services, and activities are being conducted in a nondiscriminatory manner. These certifications are termed 'assurances' and document the County's commitment to nondiscrimination and equitable service to its community. The public may view the assurances on the County's website or by visiting the County's offices.

## Title VI Discrimination / Complaint Form

### 1. COMPLAINANT INFORMATION

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First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone#: \_\_\_\_\_

Email Address: \_\_\_\_\_

### 2. ALLEGATIONS:

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You believe the discrimination you experienced is based on which of the following:  
select one or as many that apply:

Race

Color

National Origin

Age

Disability

Family Status or

Religion

Other \_\_\_\_\_

Date and time of alleged discrimination: \_\_\_\_\_

Location of alleged discrimination: \_\_\_\_\_

Details:

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Please explain as clearly as possible what happened, date and time, it happened, and why you believe you were discriminated against. Please attach any additional documents as needed.

### 3. WITNESSES:

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**Witness 1:** First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone#: Work: \_\_\_\_\_ Home: \_\_\_\_\_ Cell:

Email Address:

**Witness 2:** First Name: \_\_\_\_\_ Last Name:

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone#: Work: \_\_\_\_\_ Home: \_\_\_\_\_ Cell: \_\_\_\_\_

Email Address:

**4. AFFIRMATION AND SIGNATURE:**

\_\_\_\_\_

I, \_\_\_\_\_ ,  
(Your name here)

affirm that to the best of my knowledge in addition, belief the allegation(s) made by me on  
this complaint form is (are) true and based on fact.

Complainant's Signature:

Date:

Please submit your signed complaint form to via mail or hand delivery:

Complaints forms may be sent to:  
Tiffany Smith, Risk Management Analyst  
15470 Flight Path Dr  
Brooksville, FL 34604  
Phone: (352) 540-6289  
Fax: (352) 754-4025  
Email: [tesmith@hernandocounty.us](mailto:tesmith@hernandocounty.us)

## NOTICE OF NONDISCRIMINATION

Hernando County, Florida complies with Federal civil rights laws and is committed to providing its programs and services without discrimination in accordance with:

- *Title VI of the Civil Rights Act of 1964*, which prohibits discrimination based on **race, color, or national origin** (including **language**).
- *Section 504 of the Rehabilitation Act of 1973*, which prohibits discrimination based on **disability**.
- *Title IX of the Education Amendments Act of 1972*, which prohibits discrimination based on sex in education programs or activities.
- *Age Discrimination Act of 1975*, which prohibits discrimination based on **age**.
- *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*, which prohibits discrimination based on **religion** in social service programs.

### To File a Complaint

If you think that Hernando County, Florida has failed to provide these services or discriminated in another way based on race, color, national origin (including language), disability, sex, age, or family status you can file a complaint in person or by mail, fax or email with Tiffany Smith, Risk Management Specialist.

You can also file a civil rights complaint with the below agencies:

### U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL)

**E-mail:** [CRCLCompliance@hg.dhs.gov](mailto:CRCLCompliance@hg.dhs.gov) (fastest method to submit your complaint)

**Phone:** (202) 401-1474

**Toll Free:** 1-866-644-8360

**TTY:** (202) 401-0470

**Toll Free TTY:** 1-866-644-8361

**Fax:** (202) 401-4708

#### U.S. Mail:

Office for Civil Rights and Civil Liberties

U.S. Department of Homeland Security

Compliance Branch, Mail Stop# 0190

2707 Martin Luther King Jr Ave SE

Washington, DC 20528-0190

For additional information: [www.dhs.gov/crcl](http://www.dhs.gov/crcl) Phone: 202-401-1474 Toll-Free: 1-866-644-8360

### U.S. Department of Justice Civil Rights Division

**Phone:** (202) 514-3847

**Toll-Free:** 1-855-856-1247

**TTY:** (202) 514-0716

#### U.S. Mail:

U.S. Department of Justice

Civil Rights Division

950 Pennsylvania Avenue, NW

Washington, D.C. 20530-0001

**Florida Department of Transportation (FDOT)**

**U.S. Mail:**

Florida Department of Transportation  
Equal Opportunity Office  
ATTN: Title VI Complaint Processing  
605 Suwannee Street MS 65  
Tallahassee, FL 32399

**Information and Services for Persons with Disabilities and Persons with Limited English Proficiency**

- Provides free aids and services, such as qualified sign language interpreters and written information in other formats (large print, audio, accessible electronic formats, etc.), to communicate effectively with persons with disabilities.
- Provides free language services, such as qualified foreign language interpreters and information written in other languages, to ensure meaningful access to programs and activities for persons with limited English proficiency.

**If you need these services, please contact:** Jessica Wright, Administrative Services Coordinator

## AVISO DE NO DISCRIMINACION

Hernando County, Florida cumple con las leyes federales de derechos civiles y esta comprometido a proporcionar programas y servicios libres de discriminación, de conformidad con:

- *Titulo VI de la Ley de Derechos Civiles de 1964*, que prohíbe la discriminación basada en la **raza, color, o nacionalidad** (incluido el idioma).
- *Artículo 504 de la Ley de Rehabilitación de 1973*, que prohíbe la discriminación basada en la **discapacidad**.
- *Titulo IX de la Ley de Enmiendas a la Educación de 1972*, que prohíbe la discriminación basada en el **sexo** en los programas o actividades educativos.
- *Ley de Discriminación por Edad de 1975*, que prohíbe la discriminación basada en la **edad**.
- *Normativa 6, Parte 19, del Código de Regu/aciones Federates (C.F.R.) del Departamento de Seguridad de EE. UU.*, que prohíbe la discriminación basada en la **religion** en los programas de servicios sociales.

### **Para presentar una queja**

Si considera que Hernando County, Florida no ha proporcionado estos servicios, o ha discriminado de cualquier otra manera por motivos de raza, color, nacionalidad (incluido el idioma), discapacidad, sexo, o edad, puede presentar una queja en persona o por correo postal, fax o correo electrónico a: Tiffany Smith, Risk Management Analyst.

Asimismo, puede presentar una queja de derechos civiles con:

### **U.S. Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL)**

**Correo electrónico:** [CRCLCompliance@hg.dhs.gov](mailto:CRCLCompliance@hg.dhs.gov) (la forma mas rapida de presentar su queja)

**Telefono:** (202) 401-1474

**Toll-Free:** 1-866-644-8360

**TTY:** (202) 401-0470

**Toll-Free TTY:** 1-866-644-8361

**Fax:** (202) 401-4708

#### **Correo postal de EE. UU**

Office for Civil Rights and Civil Liberties

U.S. Department of Homeland Security

Compliance Branch, Mail Stop# 0190

2707 Martin Luther King Jr Ave SE

Washington, DC 20528-0190

Para obtener mas información: [www.dhs.gov/crcl](http://www.dhs.gov/crcl) Telefono: 202-401-1474 Linea gratuita: 1-866-6448360

**Información y servicios para personas con discapacidades o con dominio limitado del ingles**

### **U.S. Department of Justice Civil Rights Division**

**Telefano:** (202) 514-3847

**Toll-Free:** 1-855-856-1247

**TTY:** (202) 514-0716

#### **Correo postal de EE. UU:**

U.S. Department of Justice

Civil Rights Division

950 Pennsylvania Avenue, NW  
Washington, D.C. 20530-0001  
**Florida Department of Transportation (FDOT)**  
**Correo postal de EE. UU:**  
Florida Department of Transportation  
Equal Opportunity Office  
ATTN: Title VI Complaint Processing  
605 Suwannee Street MS 65  
Tallahassee, FL 32399

- Ofrece asistencia y servicios gratuitos, como servicio profesional de intérpretes de lengua de señas, e información escrita en otros formatos (letra grande, audio, electrónico, etc.) para permitir una comunicación eficiente con personas con discapacidades.
- Ofrece servicio gratuito de idiomas, como servicio profesional de intérpretes de idiomas extranjeros e información escrita en otros idiomas, para garantizar el acceso satisfactorio a programas y actividades para personas con dominio limitado del inglés.

**Si necesita estos servicios, comuníquese con:** Jessica Wright, Administrative Services Coordinator.

## Appendix A

### Your Right to an Interpreter

You have the right to an interpreter at no cost to you. Please point to your language. An interpreter will be called. Please wait.

<p><i>Albanian</i> <b>Shqip</b></p> <p>Ju keni të drejtën e një përkthyesi pa ndonjë kosto për ju. Ju lutemi tregoni në gjuhën tuaj. Do të thirret një përkthyes. Te lutem prit.</p>	<p><i>Amharic</i> <b>አማርኛ</b></p> <p>የለምንም ወጪ አስተርጓሚ የማግኘት ሙብት አለዎት። እባክዎ ወደ ቋንቋዎ ይጠቁሙ። አስተርጓሚ ይጠራል። ቆይብናተሁ።</p>	<p><i>Arabic</i> <b>عربي</b></p> <p>لديك الحق في التفسير مجاناً دون أي تكلفة عليك. من فضلك أشير إلى لغتك. سيتم استدعاء مترجم. أرجو الانتظار.</p>
<p><i>Armenian</i> <b>Հայերեն</b></p> <p>Ձեզ համար թարգմանչի իրավունք ունեք՝ առանց ձեզ վճարելու: Խնդրում եմ մատուցանել ձեր լեզուն: Կվանչվի թարգմանիչ: Խնդրում ենք սպասել:</p>	<p><i>Bengali</i> <b>বাংলা</b></p> <p>আপনার কাছে কোনো বিষয়ে আপনার দাড়াবার আিকার রয়েছে। আপনার ভাষা সহ প করুন। একজন দাড়াবার িলা হছি। অনুরোধপূর্কি অছপক্ষা করুন।</p>	<p><i>Cape Verdean Creole</i> <b>Criolu di Cabu Verdi</b></p> <p>Nhês tem direito a um interprete gratuito di nhês lingua. Mostra qual qui nhês lingua pa no podi tchoma interprete. Nhês aguarda um momento , por favor.</p>
<p><i>Chinese - Simplified</i> <b>中文</b></p> <p>您有权免费获得口译员。请指出您的语言。会翻译。请稍候。</p>	<p><i>Chinese - Traditional</i> <b>中文</b></p> <p>您有權免費獲得口譯員。請指出您的語言。會翻譯。請稍等。</p>	<p><i>Dari</i> <b>دري</b></p> <p>بدون هیچ هزینه ای حق دارید که مترجم را درجداً به زبان خود انتخاب کنید. لطفاً به زبان خود واحد فرد. لطفاً صبر کنید.</p>
<p><i>French</i> <b>Français</b></p> <p>Vous avez droit à un interprète sans frais pour vous. Veuillez indiquer votre langue. Un interprète sera appelé. S'il vous plaît, attendez.</p>	<p><i>German</i> <b>Deutsche</b></p> <p>Sie haben das Recht auf einen kostenlosen Dolmetscher. Bitte zeigen Sie auf Ihre Sprache. Ein Dolmetscher wird angerufen. Warten Sie mal.</p>	<p><i>Greek</i> <b>Ελληνικά</b></p> <p>Έχετε το δικαίωμα σε διερμηνέα χωρίς κόστος για εσάς. Παρακαλώ δείξτε τη γλώσσα σας. Θα καλείται διερμηνέας. Παρακαλώ περιμένετε.</p>
<p><i>Haitian Creole</i> <b>Kreyòl ayisyen</b></p> <p>Ou gen dwa pou yon entèprèt gratis pou ou. Tanpri lonje dwèt sou lang ou an. Y ap rele yon entèprèt. Souple tann.</p>	<p><i>Hebrew</i> <b>עברית</b></p> <p>יש לך זכות מתורגמן ללא עלות עבורך. אבא הצבע על שפתך. יתקשר למתורגמן. המתן בבקשה.</p>	<p><i>Hindi</i> <b>हिन्दी</b></p> <p>आपको ककसी भी कीमत पर दुभाकिया का अकिकार है। कृ पया अपनी भांिा कीओर इशारा करें। एक दुभाकिया को बुलाया जाएगा। कृ पया प्रतीक्षा कीकजये।</p>





*Vietnamese*

## **Tiếng Việt**

Bạn có quyền có thông dịch viên miễn phí. Vui lòng chỉ vào ngôn ngữ của bạn. Một thông dịch viên sẽ được gọi. Vui lòng đợi.

## Appendix B

# I SPEAK...

## LANGUAGE IDENTIFICATION CARD

Use this card to identify the foreign language spoken by non-English speakers. Show the card to the individual and ask them to point to the language they speak.

<p>أنا أتكلم العربية</p> <p><b>I speak Arabic</b></p>	<p>من فارسی صحبت می کنم</p> <p><b>I speak Farsi</b></p>
<p>Ես խոսում եմ հայերեն</p> <p><b>I speak Armenian</b></p>	<p>je parle français</p> <p><b>I speak French</b></p>
<p>আমি বাংলা বল</p> <p><b>I speak Bengali</b></p>	<p>ich spreche Deutsch</p> <p><b>I speak German</b></p>
<p>ខ្ញុំ ប្រើភាសាខ្មែរ</p> <p><b>I speak Cambodian</b></p>	<p>Μιλώ ελληνικά</p> <p><b>I speak Greek</b></p>
<p>Matka i kahhon komu un taitai pat un sang i Chamorro.</p> <p><b>I speak Chamorro</b></p>	<p>मैं हिंदी बोलते हूँ</p> <p><b>I speak Hindi</b></p>
<p>我说中文</p> <p><b>I speak Chinese</b></p>	<p>Kuv hais lus Hmoob</p> <p><b>I speak Hmong</b></p>
<p>Make kazyé sa a si ou li oswa ou pale kreyol ayisyen</p> <p><b>I speak Creole</b></p>	<p>Magyarul beszélek</p> <p><b>I speak Hungarian</b></p>
<p>Govorim hrvatski</p> <p><b>I speak Croatian</b></p>	<p>Nagsulti ako sa Ilocano</p> <p><b>I speak Ilocano</b></p>
<p>Mluvím česky</p> <p><b>I speak Czech</b></p>	<p>io parlo italiano</p> <p><b>I speak Italian</b></p>
<p>Ik spreek Nederlands</p> <p><b>I speak Dutch</b></p>	<p>私は日本語を話します</p> <p><b>I speak Japanese</b></p>
<p><b>I speak English</b></p> <p><b>I speak English</b></p>	<p>나는 한국어를한다</p> <p><b>I speak Korean</b></p>
	Continue onto next page:

ຂ້ອຍເວົ້າພາສາລາວ I speak <b>Laotain</b>	Nagsasalita ako ng tagalog I speak <b>Tagalog</b>
Ja mówię po polsku I speak <b>Polish</b>	ฉันพูดภาษาไทย I speak <b>Thai</b>
eu falo português I speak <b>Portuguese</b>	'Oku ou lea faka-Tonga I speak <b>Tongan</b>
vorbesc romaneste I speak <b>Romanian</b>	Я розмовляю українською I speak <b>Ukrainian</b>
Ou te tautala fa'aSamoa I speak <b>Samoa</b>	میں اردو بولتا ہوں I speak <b>Urdu</b>
Ja говорим српски I speak <b>Serbian</b>	tôi nói tiếng Việt I speak <b>Vietnamese</b>
Hovorím po slovensky I speak <b>Slovak</b>	איך רעד יידיש I speak <b>Yiddish</b>
yo hablo español I speak <b>Spanish</b>	