

Mowduuca Guud: Adeegyada Maamulka	Siyaasadda #: 2.07
Maadada: Adeegyada Xariirka Luqadda	La Soo Saaridda: Luulyo 11, 2016 (kaddib siyaasadda taariikhdeedu ahayd Oktoobar 12, 2015)
Xariirka: A Bogga Internetka iyo Adeegyada Isgaarsiinta	Sidoo kale fiiri: Tixraacyada iyo Ilaha

I. Oraahda Siyaasadda

Siyaasadda Waaxda Shaqada iyo Warshadaha (Department of Labor & Industries, L&I) waxay tahay in ay macaamiisha aqoontooda Ingiriisiga kooban tahay (Limited English Proficient, LEP) in ay waqti munaasab ah iyo si dhab ah u heli karaan dhamaan barnaamijyada iyo hawlaha wakaaladda. Dhamaan shaqaalaha L&I waxay lacag la'aan ku bixin doonaan adeegyada kaalmada luqadda, waxay siin doonaan macaamiisha LEP ay la kulmaan ama mar kasta uu macaamilka LEP codsado adeegyada kaalmada luqadda. L&I waxay xubnaha dadweynaha ogeysiin doontaa in macaamiisha LEP heli karaan adeegyada kaalmada lacag la'aanta ah iyo in wakaaladda iyaga siin doonto adeegyadaan.

II. Ujeedada iyo Awoodda

Siyaasaddaan waxay dhamaan shaqaalaha L&I fartaa in ay macaamiisha LEP si dhab ah u helaan barnaamijyada iyo adeegyada wakaaladda. Shaqaalaha L&I waxay hubin doonaan in dhamaan macaamiisha dhab ahaan heli karaan adeegyada wakaaladda si ay u fahmaan xuquuqdooda iyo mas'uuliyadda saaran iyo in loogu gudbiyo luqad ay fahmi karaan. Siyaasaddan waxay abaabushaa iyo waxay socodsiiisaa heerarka barnaamijyada iyo adeegyada ay bixiso L&I iyo qandaraasleyaasha looga baahan yahay in ay u hoggaansamaan heerarka L&I.

Ujeedada siyaasadaan waxay tahay in la dajiyo tilmaamo, waafaqsan Cutubka VI Sharciga Xuquuqda Madaniga ee 1964 (Title VI) iyo Qeybta (Section) 188 ee Sharciga Maalgelinta Xoogga Shaqada ee 1998 (Workforce Investment Act of 1998, WIA) iyo sharciyada hirgelinta, ee loo baahan yahay in shaqaalaha wakaaladda raacaan marka ay adeegyada siiyaan, ama la xariiraan, shakhsiyaadka Aqoontooda Ingiriisiga Kooban Tahay. L&I, bacadamaa ay qaadato kaalmada maaliyadda federaalka, waxaa laga rabaa in ay qaado talaabooyin macquul ah si loo hubiyo in si dhab ah macaamiisha LEP u helaan barnaamijyadeeda iyo hawlaheeda.

Inkastoo mar kasta loo baahan yahay in helitaanka yahay dhab, heerka adeegyada kaalmada luqadda ee loo baahan yahay in L&I bixiso waa su'aal xaqiiqo ah oo miisaanta qodobo kala duwan sida:

1. Tirada ama saamiga macaamiisha LEP ee xaqa u yeesha in loo adeego ama u badan in brograam kasta iyo qeyb kasta iyaga la kulmaan;
2. Inta jeer ay macaamiisha LEP la xariiraan barnaamij kasta iyo qeyb kasta;
3. Nooca iyo muhiimadda barnaamijka, hawsha, ama adeegga uu brograamka siiyo noloshu dadka; iyo
4. Ilaha loo heli karo barnaamijka iyo kharashka.

Si aad u heshid kaalmo ku saabsan u adeegidda macaamiisha itaalka darran, sida macaamiisha naafada aragga ama maqalka, fadlan tixraac Siyaasadda Maamulka 3.11.

III. Sifeynta iyo Erayada Caadiga ee Adeegyada La Xariira Helitaanka Luqadda

1. **Turjubaanka loo fasaxay:** Shaqaalaha L&I ee ku shaqeeya labo luqad ee mas'uulka ka ah in uu warqadaha u tarjamo luqadda lagu tilmaamay sharaxaadda booska shaqada uu isaga/iyada haayso.
2. **Turjubaanka shahaadada haysta:** Qofka u shaqeeyo iibiyaha ee la kulmay sharuudaha bixinta adeegyada tarjamada Department of Enterprise Services iyo/ama Jadwalka Khidmadaha iyo Siyaasadaha Lacag Bixinta (MARFS) soona daabacday Daraasaadka Adeegada Caafimaadka xagga Adeegyada Ceymiska. Turjubaanka shahaadada haysta waa in uu ahaado bixiye L&I ama waa in uu u shaqeeyo adeegga turjubaanka ee qandaraas ka haysta L&I.
3. **Turjubaanka haysta shahaadada:** Qofka u shaqeeyo iibiyaha ee la kulmay sharuudaha in uu bixiyo adeegyada tarjamada Department of Enterprise Services iyo/ama Jadwalka Khidmadaha iyo Siyaasadaha Lacag Bixinta (MARFS) soona daabacday Daraasaadka Adeegyada Caafimaadka xagga Adeegyada Ceymiska ee L&I. Turjubaanadaan waxay soo dallacan karaan oo keliya adeegyada ay siiyaan L&I xagga luqadaha ay shahaadada ku haystaan in ay turjumaan.
4. **Bixiyaha adeegga qandaraaska ama iibiyaha:** Qofka, wakaaladda, ama ganacsiga ee heshiiska la galay L&I si loo bixiyo qiyaasta iyo nooca adeegyada la codsaday si macaamiisha loogu adeego luqadda ay jecel yahiin. Kiisaska qaar, waa la bixin karaa adeegyadaan marka loo adeegsado iibiye lala galay heshiyada ku baahsan gobolka ee lala galo Department of Enterprise Services ama bixiye ka tirsan L&I.
5. **Aqoonta hiddaha:** Dabeecadaha, sifooyinka, iyo siyaasadaha xoojiya wakaalad (ama qof) in uu si wanaagsan iyo sida habboon uga shaqeeyo isdhexgalka iyo jawiga hiddaha kala duwan. In la diyaariyo qoraalo hiddo ahaan habeysan waxay u baahan tahay in xushmad loo haayo dadka iyo kala duwanaanta hiddaha, iyo isticmaalka luqad ku habboon, fariimo, iyo sawiro munaasab ku ah bulsho gaar ah.
6. **Luqadda uu jecel yahay macaamilka:** Luqadda uu macaamilka u aqoonsan yahay in ay tahay luqadda uu isaga/iyada dooneyso in ay afka ka sheegto iyo/ama qoraal u gudbiso L&I.
7. **Shaqaalaha Labada Luqad ee loo Magacaabay:** Shaqaalaha L&I ee haaya boos kasta taasoo mas'uuliyadda shaqada iminka saaran, ama loo magacaabay, ka mid yahiin adeegsiga aqoonta Ingiriisiga la qoro iyo/ama lagu hadlo iyo aqoonta hadalka iyo/ama qorista hal luqad shisheeyo ama ka badan, waxay qaataan mushaarka labada luqad loo magacaabay, iyo aqoonta labada luqad/luqado badan sida uu dagsan Xafiiska Ilaaha Aadanaha (Office of Human Resources, OHR).
8. **Tarjamada:** Dhageysiga fariinta lagu soo gudbiyo hal luqad kaddibna afka lagu baddalo luqad kale hab xafida ujeedada iyo macnaha fariinta asalka.
9. **Adeegyada xariirka luqadda:** Baaxadda buuxda adeegyada afka iyo qoraalka la heli karo kaddibna si dhab ah loo gaarsiiyo barnaamijyada iyo adeegyada L&I ee loogu talagalay macaamiisha LEP, sida, balse ku ekeen, adeegyada turjubaanka qof ahaan u yimaada, adeegyada turjubaanka telefoonka iyo fiidiyowga, tarjamada qoraalka, iyo adeegyada ay bixyaan shaqaalaha labada luqad.
10. **Guddiga Hoggaaminta Helitaanka Luqadda:** Guddiga L&I oo ka kooban wakiilada ka socda dhamaan qeybaha iskuduwa iyo kormeera fullinta Siyaasadda Adeegga Helitaanka Luqadda iyo bixiya kormeer kale iyo hawlaha la-tallinta lana xariira helitaanka luqadda hadba sida loogu baahdo.
11. **Aqoonta Ingiriisiga Kooban (Limited English proficient) (LEP):** Macaamiisha aan Ingiriisiga ugu hadlin sida luqadooda aasaasiga ee qaba awood kooban ay wax ku akhriyaan, ku hadlaan, wax ku qoraan, ama fahmaan Ingiriisiga ee xaqa u yeesha kaalmada luqadda xagga nooca adeegga, manaafacaadka, ama la kullanka L&I.
12. **Tarjumada Aragga:** Tarjamada afka ee lagu sameeyo qoraalka hal luqad ilaa luqad kale, badanaa la sameeyo waqtiga la joogo.

13. **Luqadda aasaasiga:** Luqadda uu ku hadlo afhayeenka ama qoraha laga sameeyo tarjamada qoran ama tarjamada afka. Tusaale ahaan, haddii warqad Ingiriisi ah loo tarjamo Ruush, luqadda aasaasiga waa Ingiriisi.
14. **Dadka ay ku socoto:** Akhristeyaasha loogu talagalay warqadda la tarjumay in ay isticmaalaan. Erayada iyo fikradaha qaar waa adag yahiin in loo tarjamo si wanaagsan taasoo ugu wacan kala duwanaanta hiddaha ama luqadda. Kiisaska noocaan, waxaa dhici karto in ay in badan ku habboon tahay in dib loo handaso loona habeeyo luqadda Ingiriisiga ee ku qoran warqadda si loo hubsado in akhristeyaasha ku hadla luqad aan ahayn Ingiriisi u fahmaan fariinta loogu talagalay.
15. **Luqadda loo tarjamo** Tani waa luqadda lagu sameeyo tarjamada qoran ama turjumada afka - luqadda dhageystaha ama akhriyaha. Tusaale ahaan: Haddii warqad ku qoran Ingiriisi loo tarjamo Ruush, luqadda loo tarjamo waa Ruush.
16. **Tarjamada:** Tarjamada fariin qoran, hal luqad (luqadda laga tarjamo) ilaa mid kale (luqadda loo tarjamo). Tarjumada saxsan waa midda gudbisa ujeedada macnaha muhiimka ah qoraalka asalka.
17. **Warqadaha Muhiimka:** Warqado loo haysto in ay muhiim u yahiin helitaanka macaamilka adeegyada iyo hawlaha L&I sida sharciga rabo. Haddii warqadda loo haysto in ay tahay muhiim ama in kale waxay ku xeran tahay muhiimadda barnaamijka, macluumaadka, munaasabadda kullanka, ama adeegga ku lugta leh, iyo waxa ka raaca macaamilka LEP haddii macluumaadka su'aasha ka taagan tahay aan si sax ah loo bixinin ama aan la bixinin waqtiga ku habboon.

IV. Siyaasadda

A. **Bixinta Adeegyada Helitaanka Luqadda ee la siiyo Macaamiisha Aqoontooda Ingiriisiga Kooban Tahay**

Shaqalaha L&I waxay macaamiisha LEP siin doonaan helitaan dhab ah ay ku galaan barnaamijyada iyo adeegyada L&I iyaga oo kharash la'aan bixiya adeegyada helitaanka luqadda lana adeegsado mid ka mid ah ama ka badan hababka soo socda:

1. Adeegyada ay tooska u bixiyaan shaqaalaha labada luqad ama luqadaha badan;
2. Adeegyada turjubaanka ay bixiyaan turjubaanada shahaadada haysta ee heshiiska lala gaaray (qof ahaan ama telefoonka adeegsada);
3. Adeegyada turjubaanka taasoo laga helo turjubaano u qalma luqadaha aan loo heli karin shahaado; iyo
4. Tarjamada warqadaha qoran ay bixiyaan turjubaanada shahaadada haysta ama kuwa loo fasaxay.
5. Marka la ogeysiiyo L&I in uu jiro qareen mattala LEP, L&I waxay qareenka u diri doontaa fariimo ku qoran Ingiriisi keliya sida waafaqsan ujeedada mattalaadda.

Shaqaalaha L&I ma isticmaali karaan arjiyada ku saleysan internetka ama "softwareka" si ay uga shaqeyaan ama tarjamada u siiyaan macaamiisha LEP.

B. Ogeysiiska Adeegyada Helitaanka Luqadda (Notice of Language Access Services)

Shaqaalaha L&I waxay macaamiisha LEP ogeysiin doonaan helitaanka kaalmada luqadda, oo lacag la'aan ah, kaddib marka la helo ogeysiis qoran oo ku soo baxa luqadaha aan Ingiriisiga ahayn uu maamulka LEP fahmi doono. Ugu yaraan, ogeysiisyada adeegyada helitaanka luqadda iyo calaamadaha waxaa lagu soo dhajin doonaa goobo laga arki karo iyo waxaa la siin doonaa macaamiisha LEP ee ku sugan dhamaan xafiisyada laamaha L&I. Ogeysiinta adeegyada helitaanka luqadda waxaa kaloo lagu gaarsiin doonaa mid ama ka badan hababka soo socda: warqadaha xariirinta, menuuyada telefoonka, wargeysyada deegaanka, raadiyaha iyo telefishanka, iyo/ama xariirinta ururada ku saleysan bulshada.

C. Mas'uuliyadda Saaran Shaqaalaha L&I

1. In ay aqoonsadaan macaamiisha LEP horaanta sida suurtoogalka ah inta uu socdo xariirka hore.
2. In ay qoraan luqadda ay jecel yahiin macaamiisha LEP sida waafaqsan sharuudaha barnaamijka diiwaanka. In ay isticmaalaan siistemyada xogta munaasabka ah ee haysta callanka luqadda shisheeyaha ama nidaam kale ama hab kale oo la tilmaamay si loo helo macluumaadkaan luqadda la jecel yahay.
3. In ay ogeysiyaan macaamiisha LEP xaqa ay u leeyahiin adeegyada luqadda ay ku heli karaan lacag la'aan.
4. In ay qorsheyaan iyo in ay dhamaan macaamiisha LEP siiyaan adeegyada helitaanka luqadda.

D. Mas'uuliyadda Saaran Qeybta L&I

1. In ay magacaawdo wakiilka Guddiga Hoggaaminta Helitaanka Luqadda;
2. In ay kala shaqeeeyso horumarinta iyo fullinta hababka loo bixiyo adeegyada turjubaanka afka iyo tarjamada qoraalka ee loogu talagalay qeybta iyada oo hubisa taakuleynta maamulka iyo maal gelinta boosaska iyo ilaha dheeraadka ah hadba sida ku habboon;
3. In ay hubsato in shaqaalaha loo tababaro Siyaasadda Adeegyada Helitaanka Luqadda, in ay ogaan karto meesha laga helo ilaha helitaanka luqadda la heli karo, iyo in ay helaan tababarka shaqaalaha u baahan yahiin si ay u fulliyaan waajibaadkooda shaqada ee la xariira LEP.
4. Qeybaha meelaha ay jiraan isdhexgalka wiji ka wiji ee lala yeesho dadweynaha, in ay hubsato in calaamadaha luqadaha badan la soo geliyo dhamaan meelaha macaamiisha L&I ku sugaan iyo sharaxdo helitaanka adeegyada luqadda, taasoo aan kharashna lagu soo dallicin macaamilka.
5. In ay aqoonsato warqadaha muhiimka ah ee loo baahan yahay in la tarjamo. Tilmaamaha federaalka waxay waxtar u leeyahiin sida loo ogaado warqadaha muhiimka ah ee u baahan in loo horumariyo tarjamada lagana yaabo in aysan diyaar u ahayn adeegyada afka ee shaqaalaha labada luqad ama adeegyada tarjumada. Warqadaha muhiimka ah waxaa ka mid ah, balse kuma eka:
 - a. Warqadaha loo baahan yahay in la keeno sida sharciga rabo;
 - b. Foomamka ashtakada, ogolaashada, sii deynta ama ka dhaafidda;
 - c. Sheegashada ama foomamka arjiga;
 - d. Sharuudaha waanwaanta ama heshiisyada xalka;
 - e. Warqadaha ama ogeysiisyada la xariira yareynta, diidmada, ama soo afjaridda adeegyada ama barnaamijyada ama u baahan in jawaab laga helo macaamilka LEP;
 - f. Ogeysiisyada ku xeran waqtiga, sida ogeysiiska dhageysiga, imaashada maragfurka soo socda, ama taariikhda ugu dambayso ee la fulliyo baaritaan ama la xariira-dacwad;
 - g. Foomamka ama qoraalada la xariira xuquuqda qofka;
 - h. Ogeysiisyada xuquuqda, sharuudaha, ama mas'uuliyadda;
 - i. Ogeysiisyada ku saabsan helitaanka adeegyada kaalmada luqadda ee lacag la'aanta ah lana siiyo shakhsiyaadka LEP; sida
 - j. Qoraalka gaarsiinta ama macluumaadka, marka aan lala soconin jiritaanka barnaamij gaar ah, taasi waxay la mid tahay in dhab ahaan dadka LEP loo diiday in ay helaan kana fa'iideystaan.

6. In ay luqadda ku daraan heshiisyada adeegga lana ogeysiyo bixiyeyaasha mas'uuliyadda saaran sida hoos timaado sharciga federaalka ama si loo bixiyo ama loo qorsheeyo adeegyada luqadda.
 - a. Xasuuso in bixiyeyaasha adeegga ee qandaraaska la galay L&I waxaa laga rabaa in ay u hoggaansamaan dhamaan federaalka (tusaale ahaan, [Cutubka VI ee Sharciga Xuquuqda Madaniga Mareykanka ee 1964](#), Ingiriisi keliya) iyo sharciyada u dagan gobolka, iyo sidoo kale sharuudaha heshiiska ee la xariira bixinta adeegyada luqadda;
7. In ay hubsato in la aruuriyo xogta lana fiiriyo sannad kasta si loo ogaado sida habboon ee loo habeyn karo adeegyada helitaanka luqadda ee la siiyo macaamiisha LEP sida waafaqsan daraasadda afarta-qodob ee looga hadlay Qeybta II.
8. In ay hubiso warbixinta iyo ashtakooyinka macaamiisha kuna saabsan fashalka ay geystaan shaqaalaha L&I si ay u bixiyaan adeegyada helitaanka luqadda, dhakhso wax looga qabto, lala socdo lana fiiriyo si loo aqoonsado horumarka laga yaabo in laga gaaray sida qeybta ay adeegyada luqadda u siiso dhamaan macaamiisha LEP.

E. Adeegyada Luqadda ee loogu talagalay Isgaarsiinta Afka iyo Midda Qoran

Sida ku xeran baahida isgaarsiinta macaamilka iyo daruufaha LEP, shaqaalaha L&I waxay ka dooran doonaan fursadaha soo socda marka ay aqoonsadaan qaabka isgaarsiinta afka iyo/ama qoraalka loo baahan yahay in loo isticmaalo xaaladda gaarka ah. Shaqaalaha waxay la tashan karaan warqadaha soo taxa hababka gaarka ah ee lagu helo turjubaan iyo adeegyada tarjamada kuna jira bogga intranetka Xafiiska Maamulaha, Adeegyada Helitaanka Luqadda.

1. Isgaarsiinta Afka

- a. Haddii macaamilka LEP uusan is toos ah adeeg uga helin shaqalaha labada luqad ee loo xil saaray, shaqaalaha L&I wuxuu afka uga sheegi doonaa macaamilka, wuxuuna u adeegsan doonaa turjubaan shahaadad haysta.
- b. Waxaa la ogolaan karaa tarjamada isgaarsiinta ku qoran Ingiriisi, hase ahaatee macaamilka LEP waa in la ogeysiyo in la heli karo adeegga tarjamada mana jiro kharash uu isaga/iyada bixiso.
- c. Shaqaalaha L&I waa in aysan caruurta, xubnaha qoyska, ama asxaabta macaamiisha LEP u adeegsanin sida turjubaano.

2. Isgaarsiinta Qoran

- a. Shaqaalaha waxay macaamiisha LEP siin doonaan mid ama ka badan foomamka soo socda oo ku saabsan isgaarsiin qoran oo la tarjumay:
 1. Isgaarsiin qoran oo si buuxdo loo tarjumay ama warqado ka socda L&I kuna qoran luqad uu jecel yahay macaamilka.
 2. Soo koobid qoran oo ku saabsan isgaarsin ku qoran Ingiriisi ama sharaxaad gaaban, oo muujisa mowduuca iyo macnaha iyo taariikhda ugu dambeyso, laguna soo gudbiyo luqadda uu jecel yahay macaamilka; ama
 3. Xasuus qor ama warqad ku qoran luqadda uu jecel yahay macaamilka oo isaga/iyada u sheegta in ay la xariirto L&I si ay u hesho kaalmo ku saabsan sida loo fahmo isgaarsiinta qoran ay iyaga ku helaan L&I kuna qoran Ingiriisi.
- b. Warqadaha muhiimka ah waxaa loo hor mariyaa tarjamada.
- c. Shaqaalaha waxay la tashan karaan wakiilka Helitaanka Luqadda qeybta si ay u helaan kaalmo una ogaadaan habka ku habboon oo loola xariiro macaamilka LEP.

F. Tababarka

Shaqalaha waxay qaadan doonaan tababar qeyb ka ah habka gaarsiinta shaqaalaha. Waxaa la fullin doonaa tababarka xasuusinta sida waafaqsan go'aanka Guddiga Hoggaaminta Helitaanka Luqadda.

G. Kormeerka

Guddiga Hoggaaminta Helitaanka Luqadda wuxuu sannadka kasta kormeeri doonaa iyo wuxuu qiimeyn doonaa siyaaddaan iyo hawlaha LEP ee la xariira si loo ogaado waxtarkooda iyo adeegyada luqadda la casriyeyo hadba sida loogu baahdo si loo muujiyo macluumaadka ku saabsan dadka munaasabka ah ee LEP, baahida ay u qabaan kaalmada luqadda, iyo waxa ay kala kulmeen sida hoos timaada siyaasaddaan.

H. Habka Ashtakada

Marka macaamiisha soo sheegaan in shaqaalaha L&I ku fashaleen in ay bixiyaan adeegyada helitaanka luqadda, mas'uuliyadda kowaad waxay tahay in la bixiyo adeegga kaddibna arrinta lagu xalliyo heerka ugu hooseeyo ee suurtoogalka ah.

Macaamiisha aaminsan in loo diiday in ay dhab ahaan helaan adeegyada L&I maxaa yeelay ma laha aqoonta Ingiriisiga waxaa la ogeysiin doonaa in ay xaq u leeyahiin in ay ashtako u soo gudbiyaan L&I ama Waaxda Shaqada Mareykanka, Xarunta Xuquuqda Madaniga. Ashtakooyinka loo gudbiyo L&I waxaa loo diri doonaa Xafiiska Xisaab Xerka Gudaha iyo Xuquuqda Madania si loo fiiriyo si madax banaan iyo, haddii loo baahdo, baaritaan sida hoos timaado awoodda Kaaliyaha Agaasimaha Xafiiska Xisaab Xerka Gudaha iyo Xuquuqda Madaniga.

V. Tixraacyada (Ingiriisi keliya)

1. Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d-2000d-7 , <http://www.gpo.gov/fdsys/pkg/USCODE-2008-title42/pdf/USCODE-2008-title42- chap21- subchapV.pdf>
2. Section 188 of the Workforce Investment Act of 1998 (WIA), 29 U.S.C. § 2938, <http://www.gpo.gov/fdsys/pkg/USCODE-2011-title29/pdf/USCODE-2011-title29- chap30- subchapV-sec2938.pdf>
3. Title VI regulations, 28 C.F.R. 42.405(d)(1), <http://www.gpo.gov/fdsys/pkg/CFR-2014- title28- vol1/xml/CFR-2014-title28-vol1-sec42-405.xml>
4. WIA regulations, 29 C.F.R. 37.35, <http://www.gpo.gov/fdsys/pkg/CFR-2014-title29- vol1/xml/CFR-2014-title29-vol1-sec37-35.xml>
5. U.S. Department of Labor (2003). Federal Register Vol. 68, No. 103. Policy Guidance to Federal Financial Assistance Recipients Regarding the Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons. <http://www.gpo.gov/fdsys/pkg/FR-2003-05-29/pdf/03-13125.pdf>
6. U.S. Department of Justice (2002). Federal Register Vol. 76, No. 117. Policy Guidance to Federal Financial Assistance Recipients Regarding the Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons. <http://www.gpo.gov/fdsys/pkg/FR-2002-06-18/pdf/02-15207.pdf>
7. U.S. Department of Justice (2011). Language Access Assessment and Planning Tool for Federally Conducted and Federally Assisted Program. http://www.lep.gov/resources/2011_Language_Access_Assessment_and_Planning_Tool.pdf
8. Presidential Documents. Federal Register Vol. 65, No. 159. Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency. www.gpo.gov/fdsys/pkg/FR-2000-08-16/pdf/00-20938.pdf

VI. Ilaha (Ingiriisi keliya, haddii aan si kale leysu xasuusinin)

Ilaha Tarjamada iyo Tixraaca Luqadda (Translation and Language Reference Resources)

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