

NSF is an Equal Opportunity Employer

**KNOW YOUR RIGHTS
Limited English Proficiency
(LEP)**



**National Science Foundation
Office of Diversity and Inclusion
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**Claudia J. Postell
Director**

I. INTRODUCTION

NSF's policy guidance is consistent with a Department of Justice (DOJ) directive nothing that recipient/covered entities have an obligation pursuant to Title VI's prohibition against national origin discrimination to provide oral and written language assistance to Limited English Proficiency (LEP) persons. It is also consistent with a government-wide Title VI regulation issued by DOJ in 1976, "coordination of Enforcement of Nondiscrimination in Federally Assisted Programs," 28 C.F.R. Part 42, Subpart F, that addresses the circumstances in which recipient/covered entities must provide written language assistance to LEP persons.

II. LEGAL AUTHORITY

Section 601 of Title VI of the Civil Rights Act of 1964, 42 U.S.C Section 2000d et. Seq states: "No person in the United States shall on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. "This is further ordered by Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency," and United States Department of Justice Guidance as published in the Federal Register, Vol.65, No. 159, August 16, 2000.

EXAMPLES of Possible Discrimination:

- 1 An award is declined because a referral letter that goes with a grant proposal is submitted in a foreign language.
- 2 There is a lack of translating information/services by a recipient of NSF funds for an educational program that services a community with a large population of non-English speaking beneficiaries.
- 3 Your child's school sends important information or a notice to you in English. The school refuses to provide the information to you in Spanish and suggest instead that your child interpret the information for you.

EXAMPLES OF Good Practices:

- 1 NSF provides translation services so that fair and equitable consideration is given to the proposal.

2 Recipients of NSF funds provide oral and written translation services for beneficiaries in their respective languages.

3 Your child's school has many Spanish speaking parents. The school knows you speak Spanish. You should receive the important information or notice in Spanish.

CONTACT INFORMATION

If you believe you have experienced National Origin discrimination, or want more information, please contact:

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Together, we people can help people get the benefits and services they need, in ways they can understand.