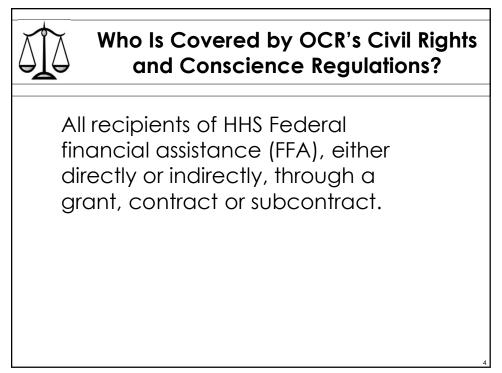
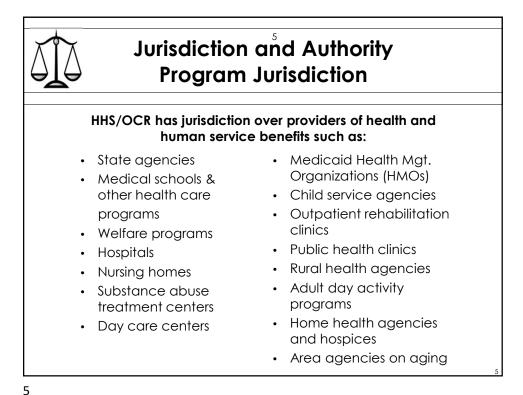
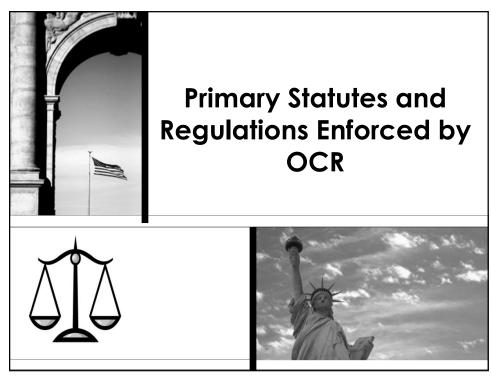


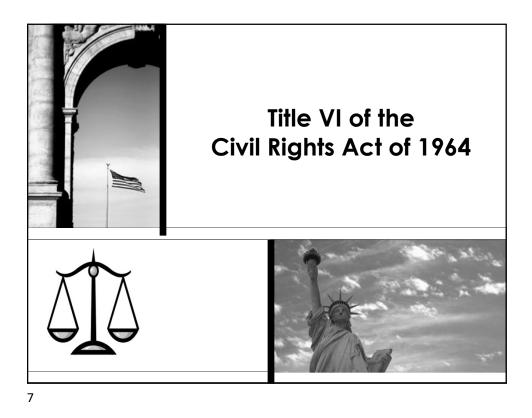
Scope of Enforcement

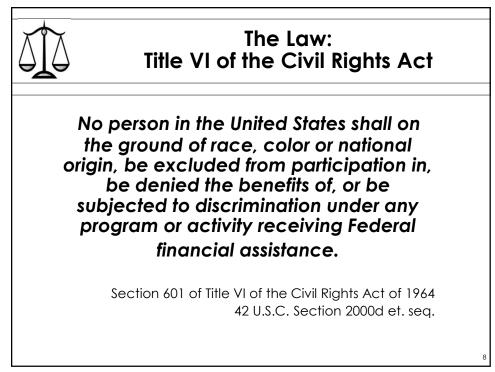
OCR enforces laws that bar discrimination on the bases of race, color, national origin, disability, age, sex, religion, and the exercise of conscience by recipients of Federal financial assistance from HHS.

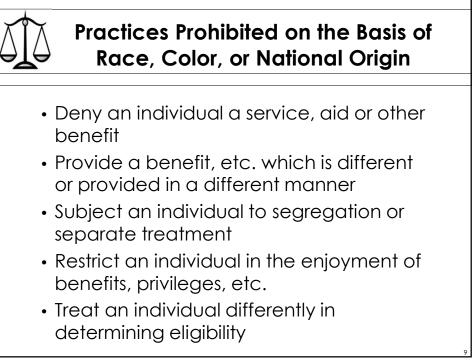




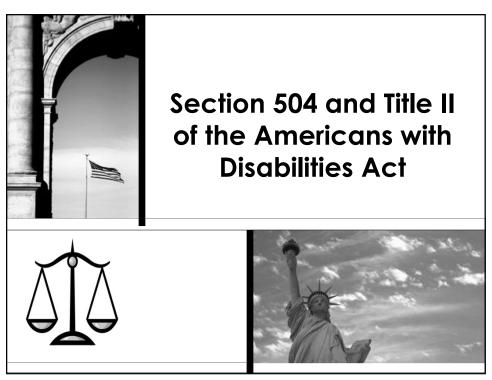


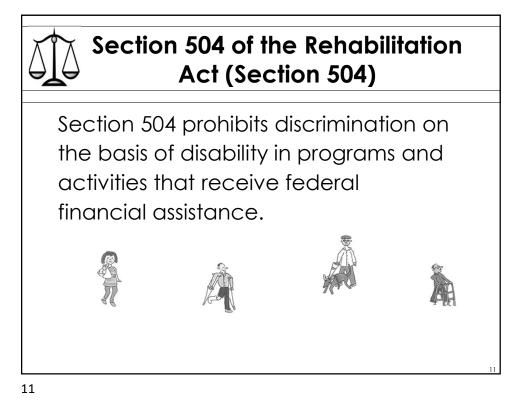


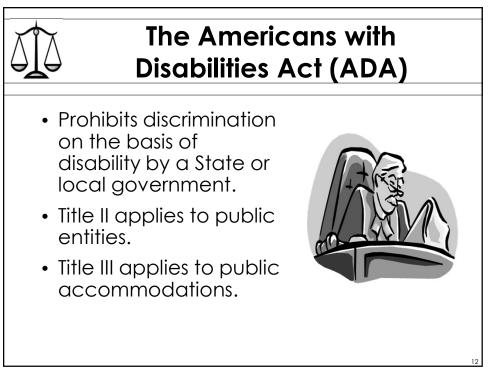


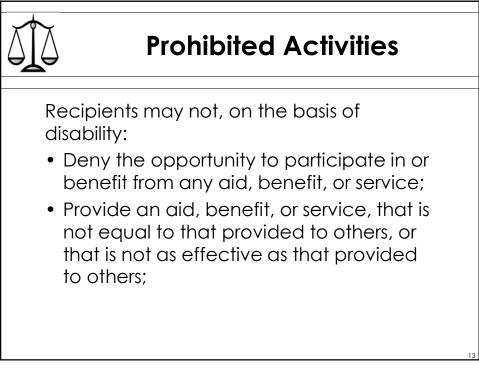




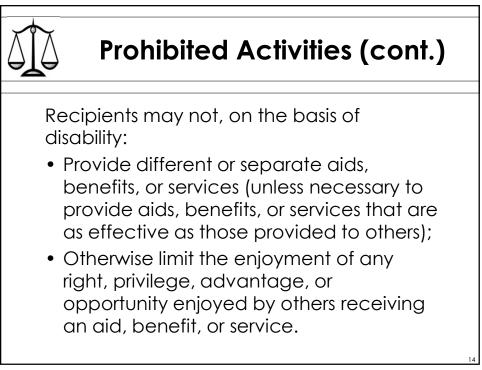


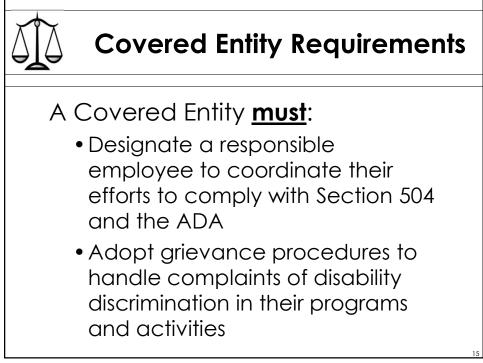


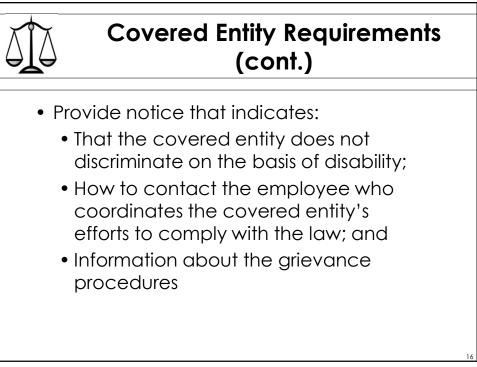


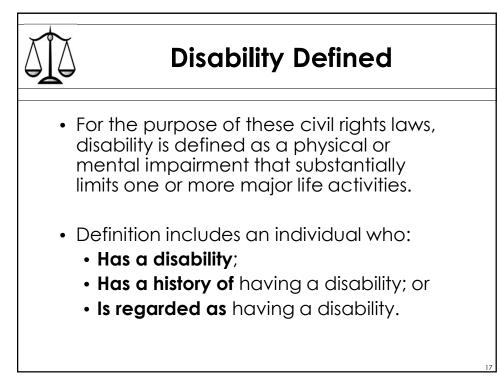


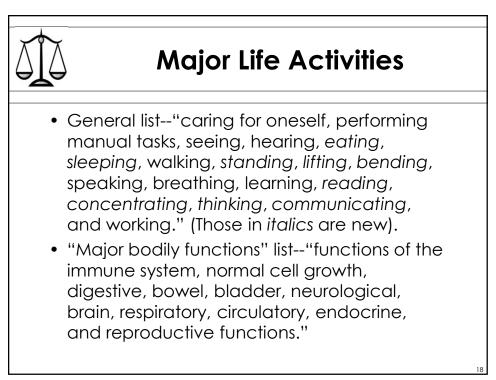


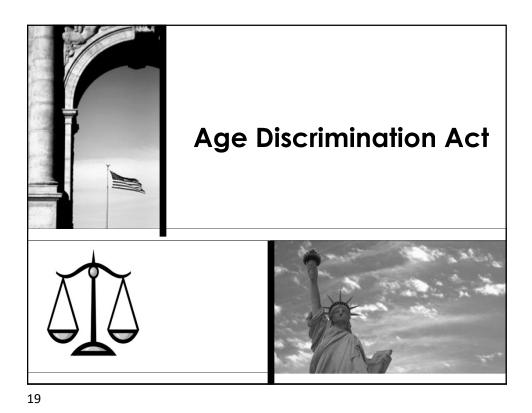


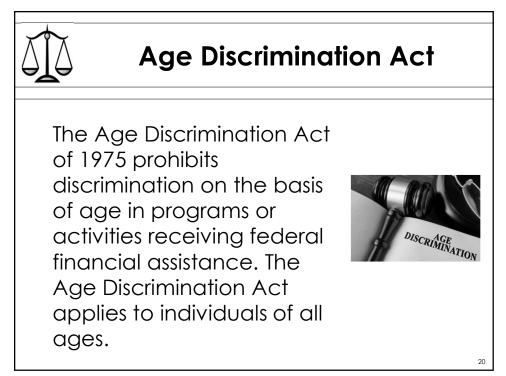


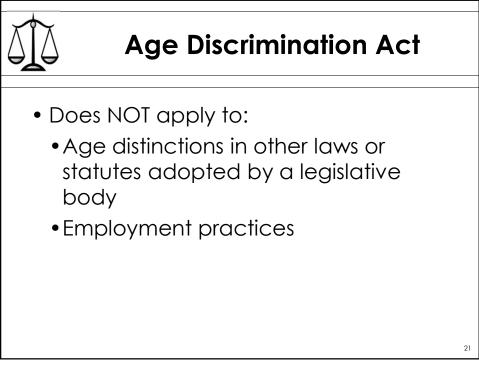


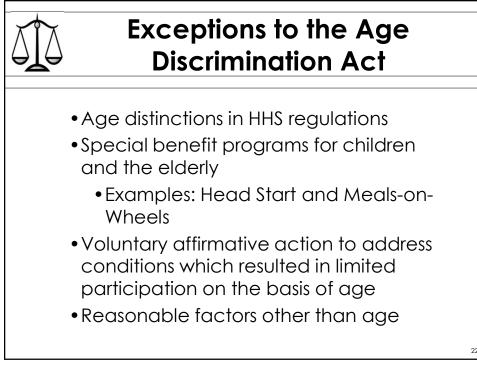








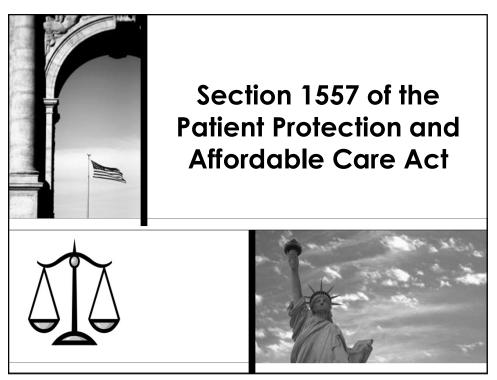


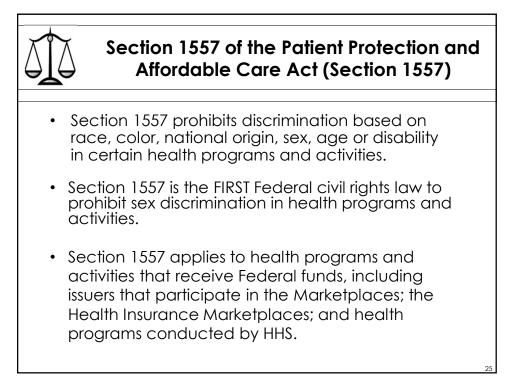


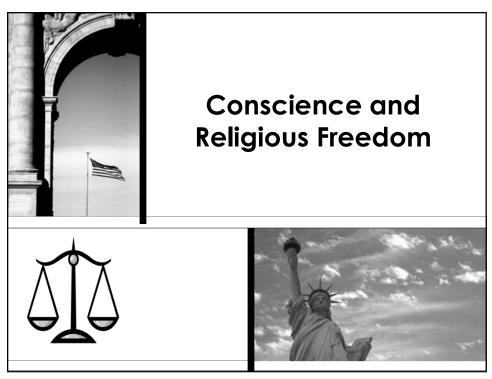
Exceptions to the Age Discrimination Act

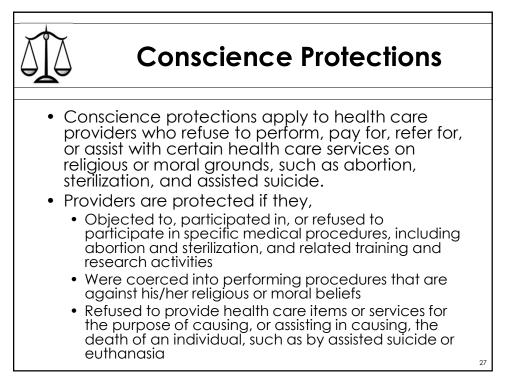
Normal Operation or Statutory Objective

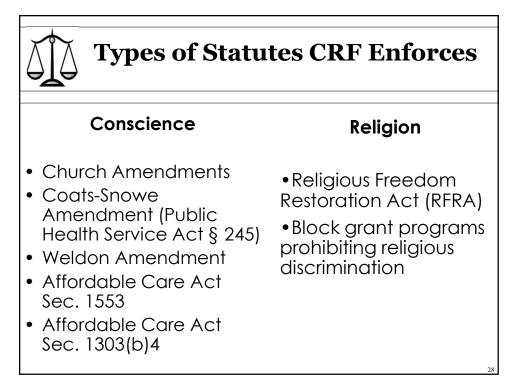
- Age is used as a measure or approximation of one or more other characteristics; and
- The other characteristic(s) must be measured or approximated in order for the normal operation of the program or activity to continue, or to achieve any statutory objective of the program or activity; and
- The other characteristic(s) can be reasonably measured or approximated by the use of age; and
- The other characteristic(s) are impractical to measure directly on an individual basis.

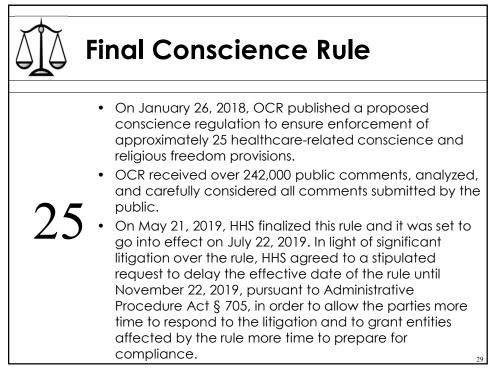


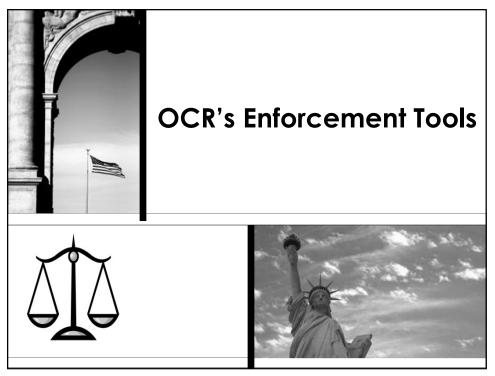


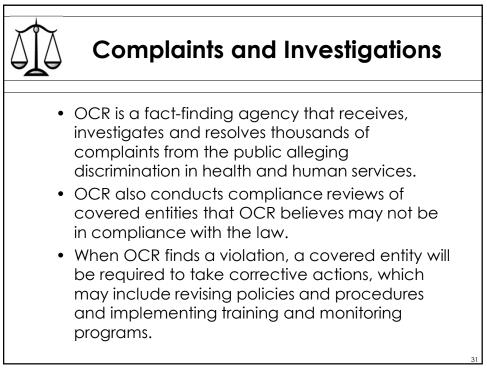


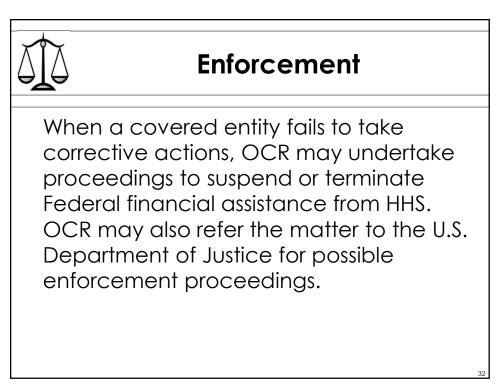


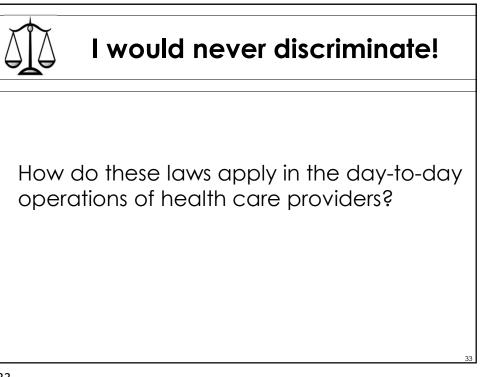


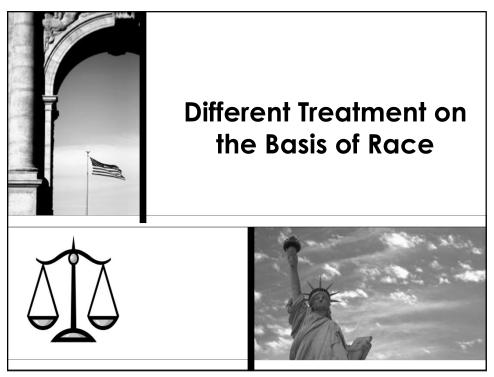


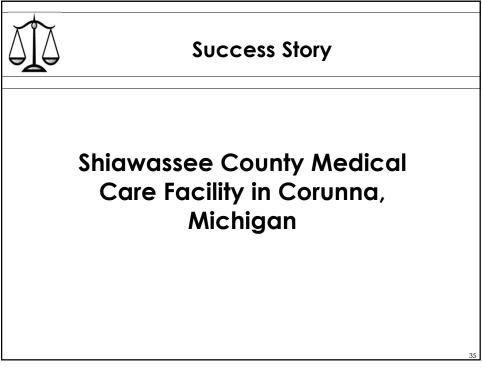


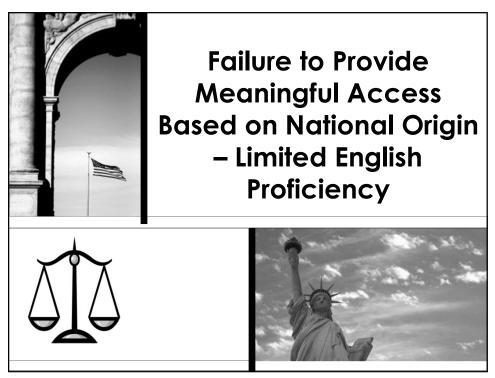






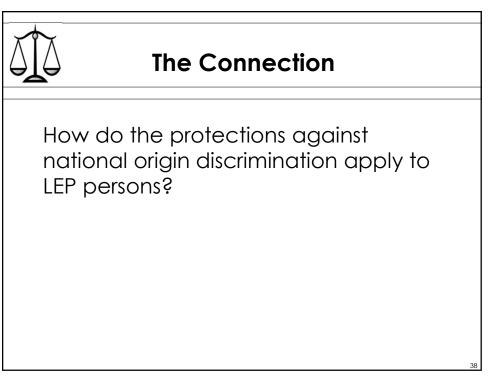






Who is a Limited English Proficient (LEP) Person?

An LEP individual is a person who does not speak English as his or her primary language and who has a limited ability to read, write, speak or understand English.





Lau v. Nichols, 414 U.S. 563 (1974) held that Title VI prohibits conduct that has a disproportionate effect on LEP persons because such conduct constitutes national origin discrimination.

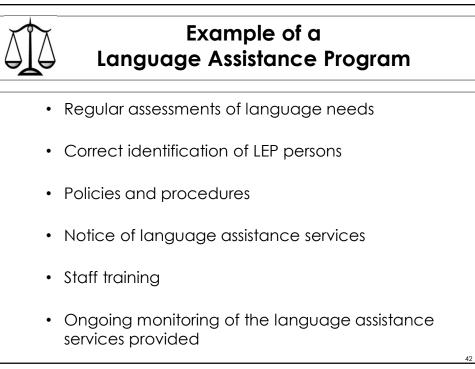
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Principles for Communicating with LEP Individuals

 A covered entity must take reasonable steps to provide meaningful access to LEP persons eligible to be served or likely to be encountered in its programs and activities. Reasonable steps may include the provision of language assistance services, such as oral language assistance or written translations.



- A covered entity is expected to offer a qualified interpreter when oral interpretation is a reasonable step to provide an individual with meaningful access.
- Where language services are required, they should be provided free of charge and in a timely manner.



Selecting Language Assistance Services

There are two major considerations to be addressed in selecting services:

- Competency
- Timeliness
 - Note: Recipients have flexibility in determining the appropriate mix of language assistance services provided, but must ensure the quality and accuracy of such services.

