

LINDA LINGLE  
GOVERNOR OF HAWAII



**STATE OF HAWAII  
DEPARTMENT OF LAND AND NATURAL RESOURCES**

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## **LANGUAGE ACCESS PLAN**

### **INTRODUCTION**

Under Executive Order 13166, titled, “Improving Access to Services for Persons with Limited English proficiency,” recipients of federal financial assistance have a responsibility to take reasonable steps to provide limited English proficient (LEP) individuals with meaningful access to their programs and activities. Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d serves as the basis for Executive Order 13166.

Title VI mandates that no person 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.” Divisions within the State of Hawai‘i Department of Land and Natural Resources (DLNR) are recipients of financial assistance from seven different Federal agencies.

As a result of this financial assistance, Title VI applies to all nine operating divisions and three staff offices within DLNR. To meet its obligations under Title VI, DLNR seeks to implement the initiatives established in this Language Access Plan (LAP) and take reasonable steps to ensure no discrimination toward LEP individuals regarding benefits, services, information, or rights that DLNR provides.

The U.S. Census Bureau 2005 Census reports that of the 1.2 million people in Hawai‘i, more than 275,000 (24%) people speak a language other than English at home of which more than 132,000 (12%) speak English less than “very well.” For this large percentage of Hawai‘i’s population, English is not their primary language. More than 238,000 (21%) persons speak an Asian or Pacific Island language at home.

Many have only a limited ability to read, write, speak or understand English. Language barriers may prohibit these residents from fully participating or understanding our policies and regulations in protecting the numerous natural resources that DLNR manages. This LAP represents DLNR’s commitment to provide essential and meaningful communication and language access to LEP individuals.

**Definition of Limited English Proficient Individuals**

For purposes of this LAP, LEP individuals are defined as individuals who do not speak English as their primary language and who have a limited ability to read, write, speak, or understand English. Such persons may be eligible to receive language assistance with respect to a particular service, benefit, or encounter.

**Relevant Factors**

Each DLNR division that is a recipient of Federal funds will conform to the guidelines from the respective Federal agencies’ to determine how to provide effective and meaningful access to LEP individuals. Federal agencies that provide financial assistance to our divisions are as follows:

- Corporation for National & Community Service.....(Appendix 1)
- Department of Agriculture.....(Appendix 2)
- Department of Commerce.....(Appendix 3)
- Department of Defense .....(Appendix 4)
- Department of Homeland Security .....(Appendix 5)
- Department of the Interior .....(Appendix 6)
- Department of Justice .....(Appendix 7)
- Department of Transportation.....(Appendix 8)
- Environment Protection Agency.....(Appendix 9)

All DLNR divisions and offices will provide effective and meaningful access to LEP individuals based on these four minimal guidelines.

1. Determine the composition and ratio of LEP individuals eligible to be served or likely to be encountered by the program;
2. The frequency with which LEP individuals come into contact with the program;
3. The nature and importance of the program, activity, or service provided by the program to LEP individuals; and
4. The resources available to the program and the costs of providing services for interpretation/translation.

The criterion for these four guidelines is reasonableness, as measured by balancing (1) the size, needs, and the nature of assistance to the LEP population served and (2) DLNR’s capacity and available resources.

Based on these relevant factors, decisions regarding oral interpretation and written translation services under the following LAP shall be guided by the four minimal guidelines cited above.

**Summary**

DLNR's LAP is comprised of seven (7) components:

- I. Development of a reporting system designed to obtain key information about the LEP population who use DLNR services;
- II. Compilation of comprehensive multi-lingual listing of Staff;
- III. Notice of interpretation/translation services to qualified LEP individuals;
- IV. Providing interpretation/translation services for qualified LEP individuals;
- V. Designation of a LAP Coordinator;
- VI. Training DLNR staff on the implementation of this plan; and
- VII. Seeking stakeholders' input; review and revision of the LAP.

Each component is explained in greater detail below.

**LANGUAGE ACCESS PLAN****I. Development of a Reporting System to Obtain Key Information about the LEP Individuals Who Use DLNR Services.**

In order to provide meaningful access to LEP individuals, DLNR will first seek to gather information about what languages they speak, what DLNR services they access, and the frequency in which they use these services.

DLNR has been providing minimal interpretation services for LEP individuals that have requested it, free of charge. Unfortunately, due to the informal nature of these requests, DLNR has sparse statistics on the number of persons who have requested help with language interpretation. These statistics are limited to the kinds of languages requested and the collective amount of minutes used in providing interpretation services for a particular language. This data does not reflect the kinds of DLNR services provided or how frequently such services were used by LEP individuals.

While certain divisions have begun gathering detailed information about the LEP individuals they serve, DLNR will take this opportunity to develop a comprehensive approach that will standardize and share this information among all divisions and offices.

DLNR will formally gather information utilizing a questionnaire (Appendix A) to identify the needs of LEP individuals and to evaluate how to provide meaningful access to programs and services. This questionnaire seeks to collect the following information: (1) the

kinds of languages that LEP individuals need translated; (2) the kinds of DLNR services are used by LEP individuals; and (3) the frequency in which LEP individuals use certain DLNR services.

The LAP Coordinator shall be responsible for establishing a procedure for completing the questionnaire and will compile the data on a yearly basis and provide a report which will be used to update the LAP. Responsibilities of the LAP Coordinator are explained in Section (5) below.

## **II. Compilation of Comprehensive Multilingual Listing of Staff**

DLNR will ascertain what language skills and resources already exist and available through its employees (Staff) to effectively assist LEP individuals. Certain divisions may have already informally begun that process by maintaining a listing of its staff and the languages that he or she can read and/or speak.

DLNR will consolidate and expand these listings to include the entire Department. This list consists of information volunteered by Staff identifying the language or languages that they can speak and/or read, the degree of fluency in those identified languages, and their contact information. A complete listing of all Staff who has multilingual abilities is available upon request from the LAP Coordinator.

All Staff on this list may be contacted when a LEP individual wants to access a program or service and requests language assistance. The procedure to be followed when Staff is contacted to provide language assistance is contained in Section IV-A below.

Should additional personnel be required to provide language access to LEP individuals, as determined by the relevant factors, the DLNR shall include bilingual language preference during the selection process of applicants for a budgeted vacant position that involves contact with the public.

Although Staff may not be fluent in a particular language, depending on the circumstances, that employee's language skills may facilitate a certain comfort level that may contribute significantly to meeting a LEP individual's needs.

## **III. Notification of Interpretation/Translation Services to LEP Individuals**

### **A. Office Notice**

To provide notice to LEP population who may access DLNR services, we have taken the following steps. Based on (1) the existing data compiled by DLNR in providing interpretation services to LEP individuals; (2) information gathered from the U.S. Census Bureau and from the State of Hawai'i Data Book 2004; (3) discussions with the State Department of Labor and Industrial Relations (DLIR), Office of Language Access, State Department of Health (DOH) and State Department of Transportation (HDOT), a list of twenty-one (21) languages has been compiled. These are likely to be the primary languages of LEP individuals in Hawai'i who need access to DLNR

services. These languages include: Burmese, Cambodian, Cantonese, Chamorro, Chuukese, Ilocano, Japanese, Korean, Kosraean, Lao, Mandarin, Marshallese, Pohnpeian, Samoan, Spanish, Tagalog, Thai, Tongan, Vietnamese, Visayan, and Yapese.

At least one 11" x 17" LAP poster informing LEP individuals that DLNR provides free interpretation services shall be placed in a prominent place in all DLNR offices having public interaction. An 8 ½" x 11" copy of this poster developed by the Office of Community Services is attached as Appendix B.

**B. Notice For Requesting Written Translation**

DLNR will develop a written notice (Appendix C) that will be attached to vital documents that each respective division administrator believes is important and/or believes, through the experiences of his or her division, needs to be translated. The notice will be translated into the twenty-one (21) languages identified above, and invites the individual, who needs translation of a DLNR document, to contact the LAP Coordinator. The notice will include the LAP Coordinator's name and telephone number.

**IV. Providing Interpretation/Translation Services for LEP Individuals**

**A. Oral Interpretation**

In serving the public, situations may arise where LEP individuals are unable to participate in a DLNR program without the assistance of interpreters in their preferred language. To ensure that their inability to communicate in English does not deprive the individual of their rights and privileges, DLNR will continue to provide an interpreter, at no cost to LEP individual pursuant to the following procedures:

If an LEP individual approaches Staff and appears to be asking for help, but has difficulty communicating what he or she needs, what should Staff do?

**1. In-Person Interpreter**

Staff helping that individual should attempt to determine what language that person speaks. If that language cannot be readily determined, the Staff will utilize the LAP poster to help find out what language the individual speaks. The Staff will allow the individual to review the poster and encourage the person to point to the language in which he or she needs an interpreter.

As the individual points to a language on the poster, the Staff will refer to the multi-lingual Staff listing. Staff will first contact an available interpreter within the immediate office. If no one is available to interpret within that office, then the Staff will attempt to contact an interpreter in the closest proximity of Staff's own office (i.e., on the same floor). If no one in the immediate proximity of the office is available, then Staff will attempt to contact an interpreter within DLNR.

If no one is available within DLNR, then the Staff assisting the individual will utilize a telephone language interpreter service.

2. Telephone Language Interpreter Service

The LAP Coordinator will establish a contract with a language interpreter service to provide interpretation services via telephone at no cost to LEP individuals who requests assistance. This service will be available during and after normal business hours for LEP individuals.

If a Staff interpreter cannot be located, then the Staff helping the individual will call the Telephone Language Interpreter Service. Staff shall be prepared to request the appropriate name of the language.

Once an interpreter has been connected to the call, Staff will (1) brief the interpreter about the situation by summarizing what Staff wishes to accomplish, and (2) convey any special instructions to the interpreter. Staff will then allow the LEP individual to speak to the interpreter.

When the conversation between the LEP individual and the interpreter is completed, or when Staff is prompted, Staff will then speak to the interpreter to find out what the individual response or needs are.

At the end of the conversation, Staff shall complete a Service Log entry, detailing the date of the call, the start and end times, the originating phone number and the language involved. A sample page of the Service Log is attached as Appendix D. All DLNR offices/divisions shall compile the information from the Services Logs and submit an annual Service Log for the office/division to the LAP Coordinator within fifteen (15) days after the end of each year.

As a general rule, a competent, in-person interpreter is preferred over a telephone interpreter. The cost for telephone language interpretation services shall be borne by the division.

3. No Telephone Language Interpreter Service Available or Language Not Listed on Poster

If the contracted telephone language interpreter service representative indicates that the requested language does not have an available interpreter and the language is listed on the LAP poster, Staff can contact other interpreter services listed on Appendix E for assistance. Appendix E is a list of interpreter/translation services compiled by the LAP Coordinator. At the end of the transaction, Staff shall complete a Service Log entry and identify which telephone language interpreter service was utilized.

If the language that the individual speaks is not listed on the LAP poster, Staff servicing the LEP individual shall contact the LAP Coordinator and proceed as instructed. The LAP Coordinator shall contact the administrator of the division servicing the LEP individual, and the LAP Coordinator and the administrator of the division shall decide whether to grant the request, in whole or in part, by using the four-factor analysis discussed in the “Relevant Factors” section above.

4. Telephone Calls

Should a DLNR employee receive a telephone call from a LEP individual or a representative of a LEP individual needing oral translation, Staff should encourage that LEP individual to come into the Staff’s office, so that oral interpretation services may be arranged as set forth above.

B. Written Translation of Vital Documents

As discussed in Section III B above, a notice regarding a request for written translation shall be attached to important documents in order to provide meaningful access to LEP individuals and/or sent with documents that Staff have sufficient reason to believe are addressed to a LEP individual.

When a request for a written translation is received by the LAP Coordinator, the Coordinator has twenty-four (24) hours to notify the respective division administrator who sent the document that such a request was made.

The LAP Coordinator, the Deputy Director, and administrator of that particular division shall decide whether or not the request should be granted using the four-factor analysis discussed in the “Relevant Factors” section above. It is within the sound discretion of the LAP Coordinator and the administrator to select a qualified translator.

**V. Designation of LAP Coordinator**

DLNR’s Title VI Civil Rights Specialist, shall serve as the LAP Coordinator. See Appendix E. The LAP Coordinator will be primarily responsible for: (1) the overall implementation of the LAP; (2) responding to any inquiries or comments/complaints regarding the LAP and its implementation; (3) making any revisions and modifications to the LAP, as necessary; (4) training Staff by providing the proper background necessary to implement the objectives of the LAP; (5) serving as the primary contact for LEP individuals who need a written translation of important DLNR documents; and (6) coordinating efforts to implement the LAP, monitor the LAP, evaluate the LAP, and invite stakeholders’ input aimed at improving the current LAP.

**VI. Training DLNR Staff**

The LAP Coordinator will be responsible for developing and implementing training for DLNR staff. The primary purpose of the training is to impart the necessary background and understanding to implement the objectives of the LAP. The training shall address the application of the policies and procedures in the LAP to various “real-world” situations that they will likely encounter.

The LAP Coordinator shall develop reference sheets encapsulating the essential principles and procedures of the LAP and disseminate these reference sheets to the entire Department as part of the training. The training shall also address what kind of documents should be generally translated. Additionally, the training shall address competency, confidentiality, and impartiality issues regarding in-person interpreters within DLNR.

All Staff dealing with individuals on a daily basis shall be required to receive and complete their training on providing services outlined in the LAP for LEP individuals.

**VII. Seek the State Department of Labor and Industrial Relations (DLIR), Office of Language Access’ Input, Review, and Revision of the LAP**

Hawaii Revised Statutes (HRS) Chapter 371, Part II, Section 371-36, orders DLNR’s LAP shall be submitted to the DLIR, Office of Language Access which will provide technical assistance to review and monitor implementation of DLNR’s LAP to ensure that it complies with the intent of the law.

This LAP shall be reviewed and revised subject to comments from the DLIR, Office of Language Access and DLNR Staff. The provisions of this LAP shall remain in place until a revised LAP is adopted.

**Conclusion**

Through the enactment of this LAP, DLNR, in compliance with the mandate of Title VI, has memorialized the initial steps in providing reasonable and meaningful access to LEP individuals that seek DLNR programs and services.

All DLNR divisions and administrative offices shall immediately comply with this Language Access Plan.

\_\_\_\_\_  
LAURA H. THIELEN  
Interim Chairperson

\_\_\_\_\_  
Date

## **Appendix 1**

### **UNITED STATES CORPORATION FOR NATIONAL AND COMMUNITY SERVICES**

#### **Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons**

See web site: <http://www.lep.gov/agencyguide.html#cncs> for document.

## **Appendix 2**

### **UNITED STATES DEPARTMENT OF AGRICULTURE**

#### **Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons**

See web site: <http://www.lep.gov/agencyguide.html#ag> for document.

## **Appendix 3**

### **UNITED STATES DEPARTMENT OF COMMERCE**

#### **Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons**

See web site: <http://www.lep.gov/agencyguide.html#commerce> for document.

## **Appendix 4**

### **UNITED STATES DEPARTMENT OF DEFENSE**

#### **Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons**

See web site: <http://www.lep.gov/agencyguide.html#defense> for document.

## **Appendix 5**

### **UNITED STATES DEPARTMENT OF HOMELAND SECURITY**

#### **Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons**

See web site: <http://www.lep.gov/agencyguide.html#dhs> for document.

## **Appendix 6**

### **UNITED STATES DEPARTMENT of the INTERIOR**

#### **Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons**

See web site: <http://www.lep.gov/agencyguide.html#interior> for document.

## **Appendix 7**

### **UNITED STATES DEPARTMENT OF JUSTICE**

#### **Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons**

See web site: <http://www.lep.gov/agencyguide.html#doj> for document.

## **Appendix 8**

### **UNITED STATES DEPARTMENT OF TRANSPORTATION**

#### **Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons**

See web site: <http://www.lep.gov/agencyguide.html#trans> for document.

## **Appendix 9**

### **UNITED STATES ENVIRONMENT PROTECTION AGENCY**

#### **Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons**

See web site: <http://www.lep.gov/agencyguide.html#epa> for document.

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## Appendix A

### LIMITED ENGLISH PROFICIENCY (LEP) QUESTIONNAIRE

This questionnaire is to be completed by DLNR Staff providing services to an individual with Limited English Proficiency. Please complete the questionnaire for each LEP individual served.

Staff Name: \_\_\_\_\_ Date: \_\_\_\_\_

Division: \_\_\_\_\_ Office: \_\_\_\_\_

Name of LEP Individual (if known): \_\_\_\_\_

1. What is the primary language spoken by the LEP person?  
(e.g., Tagalog, Ilocano, Mandarin, Japanese, Korean, Samoan, etc.)
  
2. List the type of service provided this person.  
(e.g., permits, license, services, application, job information, project or construction information, etc.)
  
3. Was the program service provided within the timeframe as services provided to non-LEP individuals?  
(Yes or No; if No, please indicate if service was due to need for LEP service)
  
4. What type of LEP services did you provide this person?  
(e.g., oral interpretation in person or phone, written translation, none)
  
5. Who provided the interpreter services?  
(e.g., bilingual staff, contracted interpreter, Telephone Interpreters Services, community volunteer, LEP person's family member, friend, own interpreter, etc.)
  
6. Was this person satisfied with the interpreter services provided?  
(e.g., Yes or No; if No, please explain)

## **Appendix B**

### **“If You Need an Interpreter” Poster**

(Pending)

Attached example from  
State of Hawaii  
Department of Labor and Industrial Relations

Appendix B : “If You Need an Interpreter Poster”

## IF YOU NEED AN INTERPRETER . . .

We provide free interpreter services on request to conduct your business with the State of Hawai'i Department of Labor and Industrial Relations. If you need an interpreter in a particular language, point to that language below:

	မြန်မာဘာသာနှင့်စကားပြန်လိုလျှင် ဤစံနံ့ရာကိုလက်ညှိုးဖြင့်ညွှန်ပြပါ။	Burmese
	ចូលចំណេះបើអ្នកត្រូវការអ្នកបកប្រែភាសានេះ	Cambodian
	E punto guene unnesesita intepete ni esta na lenguahe	Chamorro
	Ei ekiek ikei, are pwe en mi tongeni apasa me weweiti ei fos, Iwe cfion aweve repwe kawor	Chuukese
	Itudom ditoy no makaso ken maka awat iti daytoy a sarita. Maitdanka iti mangi-patarus.	Ilocano
	お話しになる言語を指して下さい。	Japanese
	여러분이 언어어를 이해하시고 사용하시면 이곳을 가르키십시오 저희가 통역을 제공하겠습니다	Korean
	Kom fin nikin, kom enenu in oase mei leng kaks lom.	Kosraen
	ຖ້າທ່ານເວົ້າແລະເຂົ້າໃຈພາສານີ້, ໃຫ້ຊີ້ໄສທີ່ນີ້. ມາຍພາສາຈະຊ່ວຍທ່ານ	Lao
	如果您明白此種語言，請指向本文。我們會提供該種語言翻譯員。	Mandarin or Cantonese
	Jitoñe ñe elon amñofñ rikook kapin.	Marshallese
	Idih wasabl ma ke anahne soun kawehwe ni lokaia wet	Pohnpeian
	Afai e te mana'omia le faaliliu upu le gagana Samoa faailoa mai faamolemole.	Samoan
	Apunte aqui si necesita un traductor en: Español	Spanish
	Ituro dito kung ikaw ay nanganga-ilangan ng ganitong salita.	Tagalog
	กรุณาชี้ตรงนี้ถ้าต้องการผู้ช่วยแปลภาษา	Thai
	Tuhu ki he tohi ni Kapau'oku Fic-ma'u ha Tokoni ke Fakamatala atu 'ae 'uhinga 'oe ton.	Tongan
	Chù' vao dây nê'u ba cân mô t thông đi ch viên cho ngôn ngữ Vietnam.	Vietnamese
	Itudlo dire kung nanginahanglan ka ug interpreter nianing pinulongan.	Visayan
	Mu guchum ngarag ni faamra gabadag ninge thilyeg bee e thin rom.	Yapese



**DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS**  
 State of Hawai'i  
 Linda Lingle, Governor

## **Appendix C**

### **“If You Need a Document Translated”**

(Pending)

Attached example from  
State of Hawaii  
Department of Labor and Industrial Relations

### Appendix C : “If You Need a Document Translated”

**If you need this document translated, please call the State Department of Labor and Industrial Relations' Limited English Proficiency Plan Coordinator at 586-8865.**

**Burmese**

အကယ်၍ စာရွက်စာတမ်းများကို သာသာပြန်ဖို့ လိုအပ်လျှင် အလုပ်သမားနှင့်စက်မှုဝန်ကြီးဌာနမှ အကူအညီပေးသူကို အောက်ပါဖုန်းနံပါတ်ကို ခေါ်ယူ၍ အကူအညီတောင်းဆိုနိုင်ပါသည်။  
ဆက်သွယ်ရန်။ ။ ၈၀၈ ၅၈၆ ၈၈၆၅

**Cambodian**

បើអ្នកត្រូវការបកស្រាយនេះមកប្រើនៅជាភាសាខ្មែរ សូមអ្នកទាក់ទងទៅ ក្រសួងកិច្ចការនិងទំនាក់ទំនង បេសរដ្ឋប្រឹក្សាភាសា តាមលេខ ៥៨៦-៨៨៦៥

**Chamorro**

Yanggen un nisisita na u ma translada este na-dokumento, pot fabot agang i State Department of Labor and Industrial Relations' Limited English Proficiency Plan Coordinator gi 586-8865.

**Chinese**

假如你需要翻譯這份文件, 請致電586-8865  
尚州政府勞工與工業關係部"英語有限協助計劃"協調員聯絡

**Chuukese**

Are kopwe mochen eman epwe awewei novin taropwe mei aueha, kopwe kan kori Department of Labor and Industrial Relations Limited English Proficiency Plan Coordinator at 586-8865.

**Ilocano**

No agkasapulan iti mangipatarus iti daytoy a-dokumento, pangnga-asiyo ta tumawag iti State Department of Labor and Industrial Relations' Limited English Proficiency Plan Coordinator iti numero 586-8865.

## Appendix C : “If You Need a Document Translated”(continue)

### Japanese

この書類の翻訳をご希望の方は、州労働・労使関係省、英語能力の限られた方を支援するプログラムのコーディネータ、586-8865までご連絡ください。

### Kosraen

Kom fin enenu pepu se inge in lengla nu ke kas inglis, nunakmunas pangon Office lun Labor ac Industrial Relations ke numbu 586-8865.

### Lao

ຖ້າທ່ານຕ້ອງການແປເອກກະສານນີ້, ກະລຸນາໂທໄປກົມພົວພັນແຮງງານ ແລະ ອຸສາຫະກຳຮັດຮາວາຍຜູ້ຕິດແຜນການດ້ອຍພາສາອັງກິດ ທີ່ 586-8865.

### Marshallese

Ne kwoj aikuij jiban joi pok nomba in State Department of Labor and Industrial Relations Limited English Proficiency Plan Coordinator at 586-8865.

### Pohnpeian

Ma ke anahne daropwe wet en kaweweda, a ke menlau doko delepwohn 586-8865 oh kosoiteng ohpis me kin sewese anahn en lokaiian wai na ohpis lap en apwali kosoandi en doadoake en aramas akan de State Department en Labor oh Industrial Relations.

### Samoaan

Mo se fa'amalamalamaga i lau gagana, fa'afeso'ota'i mai le ofisa o Labor ma Industrial Relations i le 586-8865.

### Spanish

Si necesita una traducción de este documento, favor de llamar el Departamento de Labor y Relaciones Industriales, el Coordinador del Plan de Proficiencia de Ingles Limitada, 586-8865.

### Tagalog

Kung kailangan mong isalin ang mga dokumentong ito, pakitawagan ang koordinaytor ng Department of Labor and Industrial Relations' Limited English Proficiency Plan sa 586-8865.

## Appendix C : “If You Need a Document Translated” (continue)

### Thai

ถ้าคุณต้องการให้แปลข้อความต่อไปนี้ กรุณาโทรศัพท์แจ้งไปที่กรมแรงงานและอุตสาหกรรมสัมพันธ์  
หน่วยงานช่วยเหลือผู้ต้องการความช่วยเหลือทางด้านภาษาอังกฤษ เบอร์โทร 586-8865.

### Tongan

Kapau 'oku ke fie ma'u ha taha ke liliu ae ngaahi fakamatala ni ki he 'etau lea faka-  
Tongan pea ke fakamolemole 'o telefoni mai ki he Kautaha Tokoni 'ae Siteiti 'o Hawaii,  
moe Tokotaha oku ne toknoi kihe lea faka papalangi, Fakamolemole o telefoni mai kihe  
fika telefoni koe 586-8865. Malo Aupito.

### Vietnamese

Nếu bạn cần văn kiện này thông dịch, xin vui lòng gọi Bộ Lao Động và Nhân viên Ban  
Giao Dịch Kế Hoạch tại số điện thoại 586-8865.

### Visayan

Kung imong gukinahanglan nga kining mga dokumento hubaron, palihug tawagi ang  
koordinaytor sa State Department of Labor and Industrial Relations Limited English  
Proficiency Plan sa 586-8865.

### Yapese

Fa'anra gabadag ni ngani translate nag ere babyor ney, wenig ngom mu kol nag e State  
Department of Labor and Industrial Relations Limited English Proficiency Plan  
Coordinator kore telephone number ni ba'ara, 586-8865.



## Appendix D - continued

### LIMITED ENGLISH PROFICIENCY Annual Division/Office Report

For Calendar Year: \_\_\_\_\_

Form to be completed for each calendar year and submitted to the LAP Coordinator no later than January 15 of the following year. The information will be used to determine (among other things) the number of LEP Individuals requiring translation services and types of languages translated. LAP Coordinator will utilize the questionnaire to gather more detailed information necessary to enable DLNR to provide meaningful access to LEP Individuals.

Division/Office: \_\_\_\_\_ Contact Person: \_\_\_\_\_

<b>Total LEP Individuals:</b>	<i>Number Served</i>

<b>Methods used to Inform LEP Individuals of LEP Information</b>	<i>Yes or No</i>
Language identification flashcard	
Posters informing LEP Individuals of language services	
Outreach documents in other languages	
TeleInterpreters Services	
Multilanguage mailer inserts	
LEP information on website	
Other:	

<b>Types of Documents Translated:</b>	<i>Yes or No</i>
Applications	
Agendas/Minutes	
Letters or notices regarding public meetings	
Complaint forms	
Other:	

<b>Number of complaints filed due to language access issues:</b>	<i>Number of Grievances or Complaints</i>
<small>Please indicate number of grievances and/or complaints your division or office handled during the report year due to language access issues. Please also provide below the date filed and a short description of the issue.</small>	

## **Appendix E**

### **State of Hawai`i Department of Land and Natural Resources**

#### **Language Access Plan Coordinator**

**Dean T. Aoki**  
Title II Civil Rights Specialist  
Interim Title VI Civil Rights Specialist

**P.O. Box 621  
Honolulu, Hawaii 96809**

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**(808) 587-0393**

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