

Private Leverage Language Assistance Plan

Private Leverage's service area includes Houston, San Antonio, and Dallas, Texas.. With regard to assisting program participants who may have limited English proficiency, Private Leverage has completed a Limited English Proficiency (LEP) assessment utilizing Census Bureau and American Community Survey data to identify LEP populations. LEP populations include:

- 11.9% of the state's population age five and older speaks English less than very well (LEP).
- The majority of LEP persons (37.8%) speak Spanish. An additional 20.5% speak other Indo-European languages, primarily French (3.1%); Italian (4.42%); and Portugese (3.5%). Approximately 17.2% of LEP persons speak Asian and Pacific Island languages, including Chinese (7.7%); Japanese (3.72%); and Vietnamese (3.11%). Persons speaking Arabic (included in "all other languages") comprised 1.75%.}

Private Leverage takes the following proactive measures to ensure meaningful access for LEP persons:

1. Staff have the Census Bureau "I Speak" card with which to identify the primary language of the LEP person.
2. Employers are required by law to post a notice describing the Federal laws prohibiting job discrimination based on race, color, sex (including pregnancy and related conditions, sexual orientation, or gender identity), national origin, religion, age (40 and older), equal pay, disability or genetic information (including family medical history or genetic tests or services), and retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.
3. For all LEP populations identified above, Private Leverage has Equal Opportunity brochures and non-discrimination posters in the applicable languages