

Hudson Housing Authority  
Language Access Plan



September 2022

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# Language Access Plan

## **I. Introduction**

The Hudson Housing Authority (HHA) has prepared this Four Factor Analysis and Language Access Plan (LAP) to further assist the agency to ensure meaningful access to individuals with Limited English Proficiency (LEP) in relation to its housing programs. This policy has been prepared taking into consideration both the Department of Housing and Community Development's (DHCD) "LAP Guidance to Program Administering Entities" (DHCD LAP Guidance) issued dated April 2017 and the "U.S. Department of Housing and Urban Development, Final Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons" dated January 22, 2007 (HUD LAP Guidance).

LEP persons are defined by HUD as, "persons who, as a result of national origin, do not speak English as their primary language and who have limited ability to speak, read, write or understand English." LEP persons are defined by DHCD as "someone who is not able to speak, read, write or understand the English language at a level that allows him/her to interact effectively with HHA services, programs, or activities."

## **II. Purpose**

The purpose of this plan is to ensure that applicants, tenants and participants have meaningful access to services, programs and activities although they may be limited in their English language proficiency. The Language Access Plan (LAP) is a management tool that provides an administrative blueprint for ensuring compliance with language access requirements.

This document was created to further identify and assess LEP communities, describe objectives for work to be performed, address funding and resource issues, provide notice of language assistance services, address the training of staff as to policies and procedures, and to provide a vehicle for steps to monitoring and updating the plan, policies, and procedures.

The HHA's Language Access Plan is intended as guidance and does not create individual rights or entitlements or establish HHA duties or process beyond what is required under applicable law. Further the documents referenced within the plan or attached as exhibits may be modified from time to time as additional resources become available or are deemed more appropriate for use by the HHA. The documents referenced in exhibits B-F are illustrative and may be substituted without board approval.

### **III. The Hudson Housing Authority**

The HHA provides decent safe and affordable housing to low-income families in the Hudson area. The HHA administers State and federal housing assistance, and this Plan applies to both housing programs.

### **IV. Language Access Plan**

This Language Access Plan represents the HHA's administrative blueprint to provide meaningful access to its services, programs and activities on the part of LEP individuals. It outlines the tasks the HHA will undertake to meet this objective. The HHA's Language Access Plan will be implemented subject to the availability of resources.

This LAP seeks to ensure reasonable, meaningful access to HHA services, programs and activities for persons with LEP consistent with fiscal limitations.

#### **1. HHA Language Access Coordinator**

The HHA will assign a Language Access Coordinator (LAC) to oversee activities stated within this LAP. The HHA may reassign the LAC on an as needed basis without modifying this Plan. Currently, the Executive Director is the assigned LAC for the HHA.

#### **2. Agency Language Access Needs Assessment**

The HHA will evaluate the totality of circumstances and language access needs, including the four factors set forth in DHCD guidance and HUD guidance referenced above to determine the tasks

the HHA will undertake to meet the objective of providing meaningful access to HHA services, programs and activities.

The four factors under consideration for this analysis are:

- Number or Proportion of Limited English Proficient (LEP) Persons Served or Encountered in the Eligible Service Population;
- The frequency with which persons with LEP come into contact with HHA programs;
- Nature and Importance of the program, activity or service provided by the HHA; and
- Available Resources and Costs.

**a. The steps the agency will take to ensure such services, programs and activities provide meaningful access to LEP populations**

The HHA will perform the four-factor analysis set forth above and with the conclusions of this analysis will make a determination of the manner to provide meaningful access to its services and programs.

**(i) The number and proportion of non-English speakers and LEP persons served by the agency in its services, programs and activities**

The HHA uses information collected from the American Community Survey (ACS) to estimate the number of LEP households.

If and when the HHA has compiled reliable individual program data relating to the languages spoken by tenants and participants with LEP that data may be used to further supplement an analysis.

Presently HHA uses information collected from the American Community Survey (ACS) to estimate the number of LEP households. It should be noted that this survey likely over represents the number of LEP households. The census table collects data for families that speak English “less than very well” and they could still possibly communicate effectively in English. Further the census table counts all individuals over the age of 5 in the household. The minors which our counted generally would not be the individual conducting business with the HHA.

**(ii) The frequency with which non-English speakers and LEP individuals come in contact with the service, program or activity**

This information will be obtained not only using these statistics but also through collection of internal data with regard to self-identification by LEP individuals. Emphasis will be placed upon translation of documents where the population meets or exceeds 5% or 1000 consistent with HUD LEP guidance. Interpretation will always be made available on an as needed basis.

**(iii) The nature and importance of the service, program or activity**

The greater the possible consequences of the contact, the more important it is for the HHA to provide language services. The HHA will focus its efforts on providing language services in:

- (1) Important matters concerning initial eligibility for public housing, project-based assistance (if and where applicable) and tenant-based assistance;
- (2) Important matters which impact continuing eligibility in the above referenced housing programs; and
- (3) Denials, Termination of housing assistance or Eviction.

**(iv) The resources available to the agency and/or costs incurred by the agency**

The HHA's Language Access Plan will be implemented subject to the availability of resources. The HHA has an extremely limited budget to cover the cost of translating documents, providing oral interpretation and otherwise implementing a Language Access Plan. The HHA does not anticipate additional funds would be made available specifically for implementing this Language Access Plan in the near future. The HHA will continue to identify resources that may be available to support the cost of implementing this Plan.

The HHA will focus efforts and making certain that documents that have been translated by HUD and DHCD are available to staff and used on a regular basis and that free or low-cost translation and interpretation services are made available on an as needed basis.

- Translated HUD forms are available on the HUD portal under HUDclips forms at [https://portal.hud.gov/hudportal/HUD?src=/program\\_offices/administration/hudclips/forms](https://portal.hud.gov/hudportal/HUD?src=/program_offices/administration/hudclips/forms)

- The HUD office of Fair Housing and Equal Opportunity provides a directory of translated HUD forms at [https://www.hud.gov/program\\_offices/fair\\_housing\\_equal\\_opp/17lepeexamples](https://www.hud.gov/program_offices/fair_housing_equal_opp/17lepeexamples) include FHEO Brochures Section - Fair Housing for All, Are You A Victim of Housing Discrimination, Equal Opportunity for All, Domestic Violence Guide, PIH Brochure - A good place to Live all translated into a minimum of 8 languages. The following are also translated into many languages : PIH Fact Sheets, How Your Rent is Determined for Public Housing and Housing Choice Voucher Programs, Authorization for the Release of Information/Privacy Act Notice, Certification of Domestic Violence, Dating Violence or Stalking, Request for Tenancy Approval, Request for Tenancy Approval, Request for Tenancy Approval, Request for Tenancy Approval, Statement of Homeowner Obligation, Family Self-Sufficiency (FSS) Program Contract of Participation, Family Self-Sufficiency Program FSS Escrow Account Credit Worksheet Housing Assistance Payments Contract and Debts Owed to Public Housing Agencies. There are also a number of translated fair housing posters available in this web site.
- Translated universal standard and emergency applications for State –Aided Public Housing are located at <https://publichousingapplication.ocd.state.ma.us/> and are available in Spanish Portuguese Haitian Creole Russian Vietnamese and Chinese.
- Translated Housing Choice Voucher Preliminary Applications are located at [http://www.section8listmass.org/How\\_to\\_Apply.php](http://www.section8listmass.org/How_to_Apply.php) and are available in Spanish Portuguese Haitian Creole Russian Vietnamese and Chinese.
- Other documents translated by DHCD are available through the PHA’s online access system for that agency. Examples include the following Common Housing Application for Massachusetts Public-Housing (CHAMP) documents which have been translated into in Spanish, Portuguese, Haitian Creole, Russian, Vietnamese and Chinese: Application Forms (A forms), Notice Screening and Required Documents (B forms), Notice of LHA Determinations and Required Documents (C forms) and Unit Offers (D forms).

Babel Notices may be used where determined necessary and when translation of a document is unaffordable.

The HHA will attempt to work with other HAs in a cooperative effort to provide services at lower costs.

## **b. Language Makeup of Client Population**

### **(i) Commonwealth of Massachusetts**

Available 2015-2019 ACS estimates for numerous specified languages pertaining to populations 5 years and over who speak English “less than very well” are included in Exhibit A1. The most common LEP languages in Massachusetts are Spanish, Portuguese, Chinese, Haitian, Vietnamese, and Russian.

To the extent it is applicable, the HHA will utilize the statistics set forth in Exhibit A1 to this document to ascertain the number and proportion of non-English speakers and LEP persons served by the HHA for any statewide outreach services.

### **(ii) County of Middlesex**

The table attached as Exhibit A2 sets forth the statistics from the 2015-2019 American Community Survey for individuals that speak English less than very well residing in Middlesex County. The most listed LEP languages are Spanish 30,153 (2.10%) and Portuguese with 24,402 (1.7%). The HHA will not service the entire County as each city or town has its own PHA. However, the HHA is mindful of the statistics for the County in relation to those represented within the Town.

### **(iii) Town of Hudson**

The table attached as Exhibit A3 sets forth the statistics from the 2015-2019 American Community Survey for individuals that speak English less than very well residing in Hudson. The most listed language is Portuguese with 1126 individuals over the age of 5 that speak English less than very well which is a little over 6% of the Town’s population.



**(iv) Wait List Statistics**

The table attached as Exhibit A4 sets forth the statistics from the CHAMP applications for state aided housing in Hudson MA. The most commonly listed languages is Spanish: at 2%.

**(v) Encounters**

Over the past two years the HHA has had request for interpretation in the following languages Portuguese and Spanish.

The HHA will utilize the statistics set forth in Exhibit A to this document to ascertain the number and proportion of non-English speakers and LEP persons currently served by the HHA in its services, programs and activities.

To the extent that the budget exists for translations of vital documents related to outreach and ongoing program administration for participants and tenants they will be provided in the following order of priority: Portuguese and Spanish.

**c. Points of Contact between the HHA and Applicants/Participants or Tenants**

The HHA's main office is located at 8 Brigham Cir, Hudson, MA 01749, and its main telephone number (978) 562-9268, Mass Relay 711, MassRelay TTY and ASCII, English (800) 720-3480, MassRelay TTY and ASCII, Spanish (866) 930-9252. The general HHA website is <http://www.hudsonhousing.org>.

**3. Language Service Protocols**

**a. For the main office**

Reception staff and others are trained and will continue to be trained on how to provide language services to persons with LEP who appear at HHA offices needing language assistance.

When staff are not available to interpret in the language of a person with LEP, the HHA main office has contracted with a telephone interpretation service.

Translations available from HUD and DHCD will be utilized at this location.

**b. Use of I Speak cards and Notice of Availability of Language Assistance.**

To help identify LEP individuals and determine the appropriate language assistance, the HHA will post and make available “I Speak Cards” also known as “Language Identification Flashcards” at their offices. An example of one such card is attached to this document as **Exhibit B**. However, the HHA may elect to utilize a different format. These cards will be prominently displayed in the reception area.

In addition, the HHA will post an explanatory sign in easily understood terminology (such as “Interpretation services available”) translated at least into the languages most frequently encountered. Applicants, tenants and program participants can use these cards to indicate their primary language. An example of one such sign is attached as **Exhibit C**.

Staff and points of entry with the public such as receptionists will also be provided with a document which states, “One Moment Please” in 18 different languages attached as **Exhibit D**.

HHA staff will then make appropriate arrangements for interpretation services, using a qualified third-party interpreter identified by the applicant/participant or administering entity, or a telephone interpretation service.

**c. Provision of Services**

The HHA will then request services as outlined in this policy based upon the nature and importance of the interaction and availability of resources. Services could be provided by telephone or in person interpreters, or another interpreter provided by client upon client request or other community based, for profit or non-profit entity providing competent language assistance services as outlined in this Plan.

#### 4. Vital Document Translation

Vital Documents are documents that are critical for ensuring meaningful access by beneficiaries or potential beneficiaries generally and LEP persons specifically. The HHA considers importance of the program, information, encounter, or service involved and the consequence to the LEP person if the information in question is not provided accurately or in a timely manner in determining if a document should be considered a vital document.

The following are considered vital documents by the HHA

- Notice of Free Language Services
- Applications
- Notice of Denial of Assistance
- Notice of Eviction;
- Notices of Termination
- Notice of Annual Recertification

The HA may utilize documents translated by HUD and DHCD as made available by said agencies. Other vital documents will contain the following advisory, “this is an important document, please contact the HHA at (\_\_\_\_\_) for free language assistance” or a similar such notice which will be translated into the commonly spoken languages as identified appropriate for outreach or ongoing administration activities. See **Exhibit E** for an example. This language advisory will also be provided to applicants and participants who are known not to speak English. (760 CMR 402 (1) (f)).

To the extent that funding does become available to the HHA for translation of vital documents, the HHA may elect to translate only some of the document or translate babel notices for insertion into the document.

Translated documents will contain the attachment at **Exhibit F** explaining that the English Document is the controlling legally binding document.

## **5. Language Resources Assessment**

### **a. Delivery services in a language other than English and/or to serve as interpreters**

#### **(i) Bilingual Staff**

Where feasible, the HHA will use bilingual staff to communicate with LEP individuals in their primary languages, including assisting such individuals with understanding program materials and filling out forms, answering questions about the program, and responding to submission of materials and information requests.

Currently, the HHA has one staff member that is fluent in Spanish. This staff member is available to conduct business in Spanish and interpret where appropriate on an as needed basis.

#### **(ii) Oral Interpretation – In Person Assistance**

Oral interpretation is available from a variety of resources both telephonic and in person. The HA provides notice of the availability of such free language assistance. Clients are permitted to utilize their own interpreters upon request. However, the HHA reserves the right to require an independent interpreter at cost to the HHA at any time.

The HHA may use contractors with pre-negotiated rates for the commonwealth as well as other competent local resources.

#### **(iii) Oral Interpretation – Telephone Support**

Subject to budgetary constraints and service availability the HHA may utilize the services of a professional telephone interpretation service. The HHA will only consider interpretation services which demonstrate a high degree of training and professionalism. The HHA will instruct staff as to how to access this service, and the service will be made available as needed for any LEP applicant, tenant or participant, subject to funding constraints.

The HHA currently has a contract with Telelanguage, Inc. which provides services as requested by the HHA. The HHA reserves the right to renegotiate a contract with a different agency providing similar services if it determines it is in the best interest of the HHA.

**b. Community-based resources available to be deployed to assist agency in meeting language access needs**

The following community-based resources may assist the HHA with the delivery of language services on an as needed basis:

**(i) Non-Profit Assistance**

Where feasible and as necessary, the HHA will make an effort to partner with non-profits and community groups which can provide competent oral interpretation services to community members. Examples of such agencies are as follows: International Institute of New England in Lowell, JFS of MetroWest, Catholic Charities of Worcester County, the Southeast Asian Coalition of Central MA, and the Refugee and Immigrant Assistance Center in Worcester. The Massachusetts Department of Mental Health (DMH) has created a *Multicultural Populations Mental Health Resource Directory* (updated as of 2019), which provides information on many organizations across the state that serve populations in other languages.

**(ii) LEP Individual Requests own Interpreter**

The HHA does provide notice of availability of free language services. A multilingual notice offering interpretation free of charge is posted at the HHA. However, some LEP persons prefer or request to use a family member, friend or advocate as an interpreter. This will be allowed by the HHA.

The use of minor children is discouraged by the HHA. Exceptions may be made in rare instances.

Staff is advised to be alert to the potential for any conflict of interest or competency issues that may arise from the involvement of family or friends, such as in domestic violence situations. If HHA staff persons have questions about the appropriateness of allowing family and friends as interpreters, they should consult with the LEP coordinator for guidance. The HHA reserves the right to also have an additional qualified interpreter present if it is deemed necessary by the HHA.

## **6. Staff Training**

### **a. Dissemination of the LAP**

The HHA will disseminate the LAP to relevant program staff.

### **b. Staff Training**

The HHA will train relevant staff on their responsibilities regarding the LAP. Specifically, staff who are likely to have contact with LEP populations and who will be responsible for implementing the protocols described above will be trained to appropriately respond to LEP applicants, participants or tenants.

## **7. Notice to Public**

The HHA will incorporate multi-lingual messages into program outreach documents which will state how a LEP person may request interpreter services. An example of one such message is (for example, “This is an important document. Please contact\_\_\_\_\_ for free language assistance.” These messages will be in the most spoken languages.

The HHA will prominently post at its office and on its website multi-lingual notices of the right to request free interpretation services.

The HHA will attempt to partner with community agencies who work with LEP persons to solicit their assistance and cooperation in providing the necessary notification and assistance to LEP persons.

## **8. Agency Monitoring**

The LAP coordinator will conduct periodic quality control reviews to ensure that staff persons are implementing the LAP appropriately.

At least every two years, the HHA will review this LAP and on an as needed basis update the LAP.

## **9. Complaints**

A complaint<sup>1</sup> may be filed with the HHA Language Access Coordinator if an individual believes they have not received the services set out in this Plan. Complaints should be filed within 6 months of the alleged denial. To file a complaint with the Language Access Coordinator please submit the written complaint to:

Jaclyn A. Beaulieu  
Language Access Coordinator  
8 Brigham Circle  
Hudson, MA 01749

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<sup>1</sup> This is not an exclusive list in which to make complaints against the HHA. This is the HHA internal appeal procedure.

## Exhibit A LEP Statistics

### A1 MASSACHUSETTS

#### LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER

**Survey/Program:**  
American Community Survey  
**Universe:**  
Population 5 years and over  
**Year:**  
2019  
**Estimates:**  
5-Year  
**Table ID:**  
B16001

##### Massachusetts

Total:	6,489, 537
Speak only English	4,942,231
Spanish:	592,436
Speak English "very well"	349,239
Speak English less than "very well"	243.197
French (incl. Cajun):	53,403
Speak English "very well"	43,389
Speak English less than "very well"	9,915
Haitian:	86,271
Speak English "very well"	49,463
Speak English less than "very well"	36,808
Italian:	30,091
Speak English "very well"	22,198
Speak English less than "very well"	7,992
Portuguese:	194,006
Speak English "very well"	110,846
Speak English less than "very well"	93.160
German:	15,900
Speak English "very well"	14,392
Speak English less than "very well"	1,518



Yiddish, Pennsylvania Dutch or other West Germanic languages:	3,957
Speak English "very well"	3,491
Speak English less than "very well"	376
Greek:	21,426
Speak English "very well"	15,149
Speak English less than "very well"	6,277
Russian:	40,744
Speak English "very well"	24,777
Speak English less than "very well"	15,967
Polish:	16,406
Speak English "very well"	11,425
Speak English less than "very well"	4,981
Serbo-Croatian:	4,646
Speak English "very well"	3,159
Speak English less than "very well"	1,487
Ukrainian or other Slavic languages:	8,654
Speak English "very well"	6,268
Speak English less than "very well"	2,396
Armenian:	6,215
Speak English "very well"	4,991
Speak English less than "very well"	1,334
Persian (incl. Farsi, Dari):	6,211
Speak English "very well"	4,429
Speak English less than "very well"	1,792
Gujarati:	12,223
Speak English "very well"	8,028
Speak English less than "very well"	4,195

Hindi:	26,051
Speak English "very well"	21,691
Speak English less than "very well"	4,360
Urdu:	7,626
Speak English "very well"	5,628
Speak English less than "very well"	1,998
Punjabi:	4,274
Speak English "very well"	2,556
Speak English less than "very well"	1,719
Bengali:	7,642
Speak English "very well"	5,899
Speak English less than "very well"	1,743
Nepali, Marathi, or other Indic languages:	14,225
Speak English "very well"	9,152
Speak English less than "very well"	5,073
Other Indo-European languages:	24,675
Speak English "very well"	16,436
Speak English less than "very well"	8,239
Telugu:	9,521
Speak English "very well"	7,749
Speak English less than "very well"	1,773
Tamil:	10,427
Speak English "very well"	8,932
Speak English less than "very well"	1,495
Malayalam, Kannada, or other Dravidian languages:	5,721
Speak English "very well"	4,809
Speak English less than "very well"	912

Chinese (incl. Mandarin, Cantonese):	135,121
Speak English "very well"	67,135
Speak English less than "very well"	67,986
Japanese:	8,859
Speak English "very well"	5,235
Speak English less than "very well"	3,624
Korean:	16,774
Speak English "very well"	10,416
Speak English less than "very well"	6,358
Hmong:	596
Speak English "very well"	493
Speak English less than "very well"	103
Vietnamese:	43,102
Speak English "very well"	16,660
Speak English less than "very well"	26,442
Khmer:	22,048
Speak English "very well"	11,137
Speak English less than "very well"	10,911
Thai, Lao, or other Tai-Kadai languages:	6,344
Speak English "very well"	3,277
Speak English less than "very well"	3,067
Other languages of Asia:	9,222
Speak English "very well"	5,542
Speak English less than "very well"	3,680
Tagalog (incl. Filipino):	9,072
Speak English "very well"	7,098
Speak English less than "very well"	1,974

Ilocano, Samoan, Hawaiian, or other Austronesian languages:	2,895
Speak English "very well"	2,057
Speak English less than "very well"	939
Arabic:	33,534
Speak English "very well"	22,662
Speak English less than "very well"	10,872
Hebrew:	7,121
Speak English "very well"	6,393
Speak English less than "very well"	739
Amharic, Somali, or other Afro-Asiatic languages:	10,252
Speak English "very well"	5,984
Speak English less than "very well"	4,268
Yoruba, Twi, Igbo, or other languages of Western Africa:	17,008
Speak English "very well"	12,034
Speak English less than "very well"	4,974
Swahili or other languages of Central, Eastern, and Southern Africa:	14,721
Speak English "very well"	11,610
Speak English less than "very well"	3,111
Navajo:	64
Speak English "very well"	64
Speak English less than "very well"	0
Other Native languages of North America:	656
Speak English "very well"	598
Speak English less than "very well"	69
Other and unspecified languages:	7,276
Speak English "very well"	5,620
Speak English less than "very well"	1,656

## A2 MIDDLESEX COUNTY

		Total Number	Percent of Total Population (age 5+)
Languages spoken at home among individuals age 5+ with limited English proficiency:	)		
	}	30,153	2.10
Spanish	)	2,670	0.19
French	)	6,279	0.44
Creole	}	4,094	0.29
Italian	†	24,402	1.70
Portuguese	)	580	0.04
German	)	16	0.00
Yiddish	)	2,113	0.15
Greek	)	4,850	0.34
Russian	)	526	0.04
Polish	)	495	0.03
Croatian	)	1,557	0.11
Armenian	)	585	0.04
Persian		1,909	0.13
Gujarati	)	1,787	0.12
Hindi	)	361	0.03
Urdu	}	19,706	1.37
Chinese		1,446	0.10
Japanese	}	3,431	0.24
Korean	)	6,427	0.45
Cambodian	)	75	0.01
Hmong	)	569	0.04
Thai	)	820	0.06
Laotian	)	3,947	0.27
Vietnamese	)	651	0.05
Tagalog	)	145	0.01
Hungarian	)	3,893	0.27
Arabic	)	327	0.02
Hebrew	)		

## A3 HUDSON, TOWN

CENSUS DATA

Census Name:

Hudson town, Middlesex County, Massachusetts

City/Town Data

Languages spoken at home among individuals age 5+ with limited English proficiency:

Total Number Percent of Total Population (age 5+)

Spanish	275	1.48
French	0	0.00
Creole	0	0.00
Italian	25	0.13
Portuguese	1,126	6.04
German	0	0.00
Yiddish	0	0.00
Greek	0	0.00
Russian	0	0.00
Polish	0	0.00
Croatian	0	0.00
Armenian	0	0.00
Persian	0	0.00
Gujarati	21	0.11
Hindi	0	0.00
Urdu	12	0.06
Chinese	35	0.19
Japanese	57	0.31
Korean	43	0.23
Cambodian	0	0.00
Hmong	0	0.00
Thai	0	0.00
Laotian	0	0.00
Vietnamese	30	0.16
Tagalog	0	0.00
Hungarian	0	0.00
Arabic	0	0.00
Hebrew	0	0.00

Source: American Community Survey (U.S. Census Bureau), 2014-2019.

Note: Data on languages spoken at home are among individuals aged 5 years or older who have limited proficiency in English. "Total Number" represents the total number of people in the town. "Percent of Total Population" represents the number of people aged 5 years or older who speak a given language and who also have limited proficiency in English, divided by the total population. The U.S. Census Bureau defines "limited English proficiency" as those who report speaking English less than "very well".

## A4 CHAMP WAIT LIST

Below is DHCD provided data on all applicants who have an active application at the MHA and an attached user account in CHAMP. The data measures what language an applicant selected when using CHAMP online.

<b>Language</b>	<b>Number</b>	<b>Percent</b>
<b>English</b>	<b>1408</b>	<b>97</b>
<b>Spanish</b>	<b>34</b>	<b>2</b>
<b>Haitian Creole</b>	<b>0</b>	<b>0</b>
<b>Khmer</b>	<b>0</b>	<b>0</b>
<b>Portuguese</b>	<b>2</b>	<b>0</b>
<b>Russian</b>	<b>2</b>	<b>0</b>
<b>Vietnamese</b>	<b>0</b>	<b>0</b>
<b>Chinese</b>	<b>0</b>	<b>0</b>

## Exhibit B “I Speak Card” also known as “Language Identification Flashcards”

2004 Census Test		United States Census 2010
LANGUAGE IDENTIFICATION FLASHCARD		
<input type="checkbox"/>	ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.	1. Arabic
<input type="checkbox"/>	Խոսողո՞ւմ ե՞սք նշողո՞ւմ կատարե՞ք այս քառակուսուն, եթե խոսողո՞ւմ կամ կարդողո՞ւմ եք հայերեն:	2. Armenian
<input type="checkbox"/>	যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাক্সে দাগ দিন।	3. Bengali
<input type="checkbox"/>	ឈ្លឹមបញ្ជាក់ក្នុងប្រអប់នេះ បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។	4. Cambodian
<input type="checkbox"/>	Motka i kahhon ya yangin ûntûngnu' manaitai pat ûntûngnu' kumentos Chamorro.	5. Chamorro
<input type="checkbox"/>	如果你能读中文或讲中文，请选择此框。	6. Simplified Chinese
<input type="checkbox"/>	如果你能讀中文或講中文，請選擇此框。	7. Traditional Chinese
<input type="checkbox"/>	Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.	8. Croatian
<input type="checkbox"/>	Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.	9. Czech
<input type="checkbox"/>	Kruis dit vakje aan als u Nederlands kunt lezen of spreken.	10. Dutch
<input type="checkbox"/>	Mark this box if you read or speak English.	11. English
<input type="checkbox"/>	اگر خواندن و نوشتن فارسی بلد هستید، این مربع را علامت بزنید.	12. Farsi

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<input type="checkbox"/> Cocher ici si vous lisez ou parlez le français.	13. French
<input type="checkbox"/> Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.	14. German
<input type="checkbox"/> Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.	15. Greek
<input type="checkbox"/> Make kazyè sa a si ou li oswa ou pale kreyòl ayisyen.	16. Haitian Creole
<input type="checkbox"/> अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस बक्स पर चिह्न लगाएँ।	17. Hindi
<input type="checkbox"/> Kos lub voj no yog koj paub twm thiab hais lus Hmoob.	18. Hmong
<input type="checkbox"/> Jelölje meg ezt a kockát, ha megérti vagy beszél a magyar nyelvet.	19. Hungarian
<input type="checkbox"/> Markaam daytoy nga kahon no makabasa wenno makasaoka iti Ilocano.	20. Ilocano
<input type="checkbox"/> Marchi questa casella se legge o parla italiano.	21. Italian
<input type="checkbox"/> 日本語を読んだり、話せる場合はここに印を付けてください。	22. Japanese
<input type="checkbox"/> 한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	23. Korean
<input type="checkbox"/> ໃຫ້ໝາຍໃສ່ຊ່ອງນີ້ ຖ້າທ່ານອ່ານຫຼືປາກພາສາລາວ.	24. Laotian
<input type="checkbox"/> Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	25. Polish

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<input type="checkbox"/>	Assinale este quadrado se você lê ou fala português.	26. Portuguese
<input type="checkbox"/>	Însemnați această căsuță dacă citiți sau vorbiți românește.	27. Romanian
<input type="checkbox"/>	Пометьте этот квадратик, если вы читаете или говорите по-русски.	28. Russian
<input type="checkbox"/>	Обележите овај квадратикъ уколико читате или говорите српски језик.	29. Serbian
<input type="checkbox"/>	Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky.	30. Slovak
<input type="checkbox"/>	Marque esta casilla si lee o habla español.	31. Spanish
<input type="checkbox"/>	Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	32. Tagalog
<input type="checkbox"/>	ให้กาเครื่องหมายลงในช่องถ้าท่านอ่านหรือพูดภาษาไทย.	33. Thai
<input type="checkbox"/>	Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga.	34. Tongan
<input type="checkbox"/>	Відмітьте цю клітинку, якщо ви читаете або говорите українською мовою.	35. Ukranian
<input type="checkbox"/>	اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔	36. Urdu
<input type="checkbox"/>	Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.	37. Vietnamese
<input type="checkbox"/>	באצייכנט דעם קעסטל אויב איר לייענט אדער רעדט אידיש.	38. Yiddish

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# Exhibit C Notice of Availability of Language Assistance

## Interpreter Services

You have the right to an interpreter at no cost to you. Please point to your language. An interpreter will be called. Please wait.

<p><i>Albanian</i></p> <p><b>Shqip</b></p> <p>Këni të drejtën për përkthyes falas gjatë vizitës mjekësore. Ju lutem tregoni me gisht gjuhën që flisni. Ju lutem prisni, do t'ju çojmë një përkthyes për vizitën mjekësore.</p> <p><i>Amharic</i></p> <p><b>አማርኛ</b></p> <p>የለሽ ጽሑፍ አስተርጓሚ የማግኘት ሙቀት አለዎት። የሚናገሩትን የሚረዱበትን ቋንቋ በመጠቀም ያመልክቱ። አስተርጓሚ እነዚህን፡- ፍሪስ እነዚህም ይታያሉ።</p> <p><i>Arabic</i></p> <p><b>عربي</b></p> <p>يحق لك الحصول على خدمات ترجمة فورية دون أي مقابل. يرجى منك أن تشير بإصبعك إلى لغتك كي نستدعي المترجم اللغوي. يرجى منك الانتظار لحين استدعاء المترجم.</p> <p><i>Armenian</i></p> <p><b>Հայերեն</b></p> <p>Ձեր անկրթ թարգմանիչ անվճար խոսվածք առանց ցուրտ դժգոհել խնայում ենք ծառայությունը ձեր լեզուն և թարգմանիչը կհասնեն: Խնայում ենք սպասել:</p> <p><i>Bengali</i></p> <p><b>বাংলা</b></p> <p>আপনার অবিকার বরাদ্দে বিনামূল্যে একজন পোষাকী পাওয়ে। অনুগ্রহ করে আপনার স্বাভাবিক ভাষা (কোনটি তা দেখিয়ে দিন)। একজন পোষাকীকে ডাকা হবেন। অনুগ্রহ করে অপেক্ষা করুন।</p> <p><i>Cape Verdean Creole</i></p> <p><b>Criolu di Cabu Verdi</b></p> <p>Nhós tem direito a um intérprete gratuito de nhós línguas. Mostra qual que nhós língua pa nó podí tohoma intérprete. Nhós aguarda um momento, por favor.</p> <p><i>Chinese</i></p> <p><b>中文</b></p> <p>Cantonese   Mandarin   Taiwanese   Taiwanese/Fukienese   Min 广东话   国语   台语   台湾话/福建话   闽语</p> <p>你有权利要求一位免费的传译员。 请指出你的语言。传译员将为你服务，请稍候。</p> <p><i>French</i></p> <p><b>Français</b></p> <p>Vous avez droit gratuitement aux services d'un interprète. Veuillez indiquer votre langue. Nous allons contacter un interprète. Veuillez patienter si'il vous plait!</p> <p><i>German</i></p> <p><b>Deutsch</b></p> <p>Sie haben kostenlos Anspruch auf eine/n Dolmetscher/in. Bitte deuten Sie auf Ihre Sprache. Ein/e Dolmetscher/ in wird gerufen. Bitte warten Sie.</p> <p><i>Greek</i></p> <p><b>Ελληνικά</b></p> <p>Είστε δικαιωμένοι στις να χρησιμοποιήσετε δωρεάν τις υπηρεσίες χρηρηματογ επιβίβωνσης. Σας παρακαλούμε, υποδείξτε τη γλώσσα που μιλάτε. Θα ειδοποιησουμε ένα διαμενητή. Παρακαλώ περιμένετε.</p> <p><i>Haitian Creole</i></p> <p><b>Kreyòl Ayisyen</b></p> <p>Ou gen dwa a yon entèprèt gratis. Tanpri montre nou lang pa w la. N ap rée yon entèprèt pou ou. Tanpri ret tann.</p> <p><i>Hebrew</i></p> <p><b>עברית</b></p> <p>יש לך זכות להשתמש בשירותיו של מתורגמן ללא תשלום. אנא הצבע על השפה שלך. מיד ניצור לך עם מתורגמן. אנא המתן.</p> <p><i>Hindi</i></p> <p><b>हिन्दी</b></p> <p>आपको नि:शुल्क दुभाषिया (अनुवादक) प्राप्त करने का अधिकार है। कृपया अपनी भाषा की ओर इशारा करें। एक दुभाषिया (अनुवादक) को बुलाया जायेगा। कृपया प्रतीक्षा करें।</p> <p><i>Hmong</i></p> <p><b>Hmoob</b></p> <p>Koj muaj cai txais kev pab txhais lus dawb tsis them nyiaj. Thov tau tsis tau koj hom lus nov. Mam hu lus txhais lus. Thov nyob tos.</p> <p><i>Italian</i></p> <p><b>Italiano</b></p> <p>Avete diritto ad un interprete. Il servizio è gratuito. Indicate la vostra lingua e attendete; un interprete sarà chiamato al più presto.</p> <p><i>Japanese</i></p> <p><b>日本語</b></p> <p>通訳を無料でご利用になれます。該当する言語を指示し、下下さい。通訳を手配いたしますのでお待ち下さい。</p> <p><i>Khmer</i></p> <p><b>ខ្មែរ</b></p> <p>លោក-អ្នកមានសិទ្ធិទទួលបានការបកប្រែឥតគិតថ្លៃ។ តាមរយៈការបកប្រែ វាជាការធម្មតាដែលលោក-អ្នក បានទទួលបានការបកប្រែឥតគិតថ្លៃ។ តាមរយៈការបកប្រែ។ តាមរយៈការបកប្រែ។</p> <p><i>Korean</i></p> <p><b>언어</b></p> <p>아래표준 주표준 전문 통역자의 도움을 받을 권리가 있습니다. 원하시는 언어를 “한국어”를 순가적으로 기록하여 주십시오. 전문 통역자에게 연결 될 것입니다. 잠시만 기다려 주십시오.</p> <p><i>Laotian</i></p> <p><b>ລາວ</b></p> <p>ທ່ານມີສິດຂໍບ່າຍເຂົ້າສູ່ບໍລິເວນໂຄງຄ່າ. ກະລຸນາຊີ້ໃຫ້ເຂົ້າສູ່ບ່າຍຂອງທ່ານ. ມາຍເຂົ້າສູ່ບ່າຍເຢັນມາ. ກະລຸນາລໍຖ້າ.</p> <p><i>Polish</i></p> <p><b>Język polski</b></p> <p>Maaz prawo do korzystania z usług polskiego tłumacza. Usługa ta jest na nasz koszt. Proszę wskazać swój język. Proszę czekać. Łączymy z tłumaczem.</p> <p><i>Portuguese</i></p> <p><b>Português</b></p> <p>Você tem o direito a um intérprete de graça. Por favor sponte para a língua que você fala. Um intérprete será chamado. Por favor espere.</p> <p><i>Russian</i></p> <p><b>Русский</b></p> <p>Вы имеете право на услуги бесплатного переводчика. Назовите, пожалуйста, свой язык. Медицинский переводчик будет вызван. Пожалуйста, подождите.</p> <p><i>Serbo-Croatian</i></p> <p><b>Srpsko-Hrvatski jezik</b></p> <p>Vi imate pravo na besplatnog prevodoca. Molimo vas da pokazete na vas govorni jezik. Laganal prevodilac ce biti pozvan. Hvala i molimo vas da sacekate.</p> <p><i>Somali</i></p> <p><b>Soomaali</b></p> <p>Waxaad xaq u leedahay in tarjumaan lacag la'aan ah laguugu yeero. Fadlan farta ku fiq luqaddaada. Tarjumaan ayaa laguugu wacayaa. Ee fadlan sugi!</p> <p><i>Spanish</i></p> <p><b>Español</b></p> <p>Usted tiene derecho a un intérprete gratis. Por favor, señale su idioma y llamaremos a un intérprete. Por favor, espere.</p> <p><i>Swahili</i></p> <p><b>Swahili</b></p> <p>Ni haki yako kuwa na mtafari bila malipo yoyote. Tafadhali chagua lugha yako kati ya hizi. Mtafari atatawa. Tafadhali ngidhi.</p> <p><i>Tagalog</i></p> <p><b>Tagalog</b></p> <p>Ikaw ay may karapatan na magkaroon ng tagapagsalin na walang bayad. Ituro ang iyong wika. Ang tagapagsalin ay tatawagin. Maghintay.</p> <p><i>Thai</i></p> <p><b>ไทย</b></p> <p>ท่านมีสิทธิที่จะรับบริการแปลภาษาโดยไม่เสียค่าใช้จ่ายใดๆ กรุณาชี้แจงภาษาที่ท่านต้องการบริการแก่ผู้ที่เราจะให้บริการโดยท่านให้ท่าน</p> <p><i>Ukrainian</i></p> <p><b>Українська</b></p> <p>У Вас є право на безплатного перекладача. Будь ласка, вкажіть на Вашу мову, і Вам покличуть перекладача. Почекайте, будь ласка.</p> <p><i>Urdu</i></p> <p><b>اردو</b></p> <p>آپ مفت ترجمانی کی خدمات کے مستحق ہیں براہ کرم اپنی زبان کی طرف اشارہ کیجئے آپ کے لئے ایک ترجمان کا انتظام کیا جائیگا براہ کرم انتظار کیجئے</p> <p><i>Vietnamese</i></p> <p><b>Tiếng Việt</b></p> <p>Quý vị có quyền được một thống dịch viên miễn phí. Xin chỉ vào ngôn ngữ của quý vị. Chúng tôi sẽ gọi một thống dịch viên. Vui lòng chờ trong giây lát.</p>
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## Exhibit D “One Moment Please” in 18 different languages

### One Moment Please

Language:	Written in Language	Phonetic Pronunciation
<b>Albanian:</b>	Nje minutë ju lutem.	nee-yeh mee-noo-teh you loo-tem
<b>Arabic:</b>	دقيقة من فضلك	dakika meen fahdlock (masculine) dakika meen fahdlick (feminine)
<b>Chinese:</b>	请稍候	ching show hoe
<b>French:</b>	Un moment s'il vous plaît.	uhn moe-mon seal-voo-play
<b>German:</b>	Einen Moment bitte.	eye-nen moment bee-teh
<b>Gujarati:</b>	મેહરબાની કરીને એક પળ થોભશો	meherbani kariné ek pul thobso
<b>Haitian Creole:</b>	Tanpri tann yon ti moman.	tan-pree tan yaw tee moe-maw
<b>Hindi:</b>	कृपया एक पल प्रतीक्षा करें	kreepya ek pal prateeksha karen
<b>Italian:</b>	Un momento per favore.	oon moe-mento pair fah-vore-ay
<b>Japanese:</b>	少々お待ちください。	shosho omachi kudasai
<b>Korean:</b>	잠깐 기다리세요	jam-kan ki-da-ri-se-yo
<b>Polish:</b>	Moment, proszę.	moment prosheh
<b>Portuguese:</b>	Um momento, por favor.	um moe-mento, poor fah-vor
<b>Russian:</b>	Подождите, пожалуйста.	padazhdite, pazhalusta
<b>Spanish:</b>	Un momento por favor.	oon moe-mento poor fah-vor
<b>Swahili:</b>	Subiri kidogo	soo-bee-re key-dough-go
<b>Tamil:</b>	தயவு செய்து ஒரு நிமிடம்	dye-ya-vu seydu oru nimi-dom
<b>Vietnamese:</b>	Xin chờ một chút	sin char moe-chew

**Exhibit E Notice for Important Documents also known as  
“Language Advisory”**

**This is an important document. Please contact Hudson Housing Authority at 978 562 9268 for free language assistance.**

Spanish Información en Español	Este documento es muy importante. Favor de comunicarse con el Hudson Housing Authority en 978 562 9268 para ayuda gratis con el idioma.
Portuguese	Este é um documento importante. Entre em contato com o Hudson Housing Authority no número 978 562 9268 para obter assistência gratuita com o idioma.
Haitian	Dokiman sila a enpòtan. Tanpri kontakte Hudson Housing Authority la nan 978 562 9268 pou asistans gratis nan lang.
中國傳統信息	此文件為重要文件。如果您需要免費的語言翻譯幫助，請聯絡 Hudson Housing Authority 聯絡方式：978 562 9268。
简体中文信息	此文件为重要文件。如果您需要免费的语言翻译帮助，请联络 Hudson Housing Authority 联络方式：978 562 9268。
Russian	Это весьма важный документ. Свяжитесь с сотрудником Hudson Housing Authority на предмет оказания бесплатной помощи по переводу на иностранный язык. (978 562 9268)
Vietnamese Thông tin bằng tiếng Việt	Đây là một tài liệu quan trọng. Vui lòng liên hệ Hudson Housing Authority tại 978 562 9268 để được hỗ trợ ngôn ngữ miễn phí.
Somali	Kani waa dukumentiyu muhiim ah. Fadlan Hudson Housing Authority kala soo xiriir 978 562 9268 si aad u hesho gargaar xagga luqadda oo bilaash ah.
French Informations en Français	Ce document est très important. Veuillez contacter le Hudson Housing Authority au 978 562 9268 afin d'obtenir une assistance linguistique gratuite.
Italian	Il presente è un documento importante. Si prega di contattare il Hudson Housing Authority al 978 562 9268 per avere assistenza gratuita per la traduzione.
Greek	Το παρόν έγγραφο είναι σημαντικό. Παρακαλώ επικοινωνήστε με την Hudson Housing Authority στο τηλέφωνο 978 562 9268 για δωρεάν γλωσσική βοήθεια.
Polish	Jest to ważny dokument. Proszę skontaktować się z Hudson Housing Authority pod numerem 978 562 9268 aby uzyskać bezpłatną pomoc językową.
Korean	이것은 중요 문서입니다. 무료 언어 지원을 위해서는 978 562 9268 Hudson Housing Authority 에 연락하십시오.
Japanese	これは重要な文書です。無料の言語サービスについては、978 562 9268 の Hudson Housing Authority までご連絡ください。

Armenian	Սա կապերը փաստաթղթեր է: Ինդիանոն Էնթ կապվել Hudson Housing Authority 978 562 9268 լեզվական ձրի օգնություն համար:
Lao	ນີ້ແມ່ນເອກະສານທີ່ສໍາຄັນອັນໜຶ່ງ. ກະລຸນາຕິດຕໍ່ກັບ Hudson Housing Authority ທີ່ 978 562 9268 ເພື່ອຂໍຄວາມຊ່ວຍເຫຼືອ ທາງດ້ານການແປພາສາໂດຍບໍ່ໄດ້ເສຍຄ່າ.
Serbo-Croatian	Ovo je važan dokument. Za besplatnu pomoć vezanu za jezik, molimo vas kontaktirajte Hudson Housing Authority na 562 9268 [978]
Urdu	_____ میں Hudson Housing Authority 978-562-9268 سے رابطہ کریں۔ یہ ایک اہم دستاویز ہے۔ زبان سے متعلق مفت مدد کیلئے براہ کرم
Gujarati	આ એક અગત્યની દસ્તાવેજ છે. કૃપા કરીને મફત ભાષાકીય સહાય માટે 978 562 9268 Hudson Housing Authority ની સંપર્ક કરો.
Thai	เอกสารนี้ มี คิ วามสาคัญ โปรดตตติ อ่ <u>THA</u> ี่ 978 562 9268 สา หรบบริกจิ รขาย่ เหลือ ดา้ ้นภาษาไดฟ รี่
Farsi	از طریق 978 562 9268 Hudson Housing Authority این سند مهمی است. لطفا جهت دریافت خدمات رایگان زبان با تماس حاصل فرمایید.

## Exhibit F Notice for Translated Documents

This document is for informational purposes only. The English version of this document is considered the legally binding document.

Este documento es con el propósito de información solamente. La versión en Inglés de este documento es la que se considera válida legalmente. (Spanish)

Este documento é para fins informativos. Somente a versão em inglês deste documento é considerada um documento legalmente obrigatório. (Portuguese)

Dokiman sila a se pou enfòmasyon sèlman. Se vèsyon angle dokiman sila a nou konsidere antanke dokiman ki angaje devan lalwa. (Haitian Creole)

本檔僅供資訊瞭解之用。只有本檔的英文版本被看成具有法律效率的檔。  
(Chinese, Traditional)

本文件仅供信息了解之用。只有本文件的英文版本被看成具有法律效率的文件。  
(Chinese, Simplified)

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ឯកសារនេះគឺសម្រាប់ជូនជាព័ត៌មានតែប៉ុណ្ណោះ។ ឯកសារនេះជាភាសាអង់គ្លេសត្រូវបានចាត់ទុកជា  
ឯកសារចងក្រងបំភ្លឺកិច្ចការផ្លូវច្បាប់។ (Mon-Khmer, Cambodian)

Tài liệu này chỉ nhằm mục đích thông tin. Phiên bản tiếng Anh của tài liệu này được xem là một tài liệu có tính ràng buộc về mặt pháp lý. (Vietnamese)

Dukumentigan waa mid loogu tala galay mid wargelin ahaan oo kaliya. Qeybta ku qoran afka Ingiriiska ee dukumentigan ayaa u taagan dukumentiga sharciga ah. (Somali)

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(Arabic)

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Το παρόν έγγραφο είναι μόνο πληροφοριακό. Η Αγγλική εκδοχή του θεωρείται νομικά δεσμευτικό έγγραφο. (Greek)

Niniejszy dokument służy wyłącznie celom informacyjnym. Angielska wersja tego dokumentu jest prawnie obowiązująca. (Polish)

이 문서는 정보 제공용입니다. 이 문서의 영문판은 법적 구속을 받는 문서로 간주됩니다. (Korean)

この文書は情報提供のみを目的としたものです。本文書の英語版は法的効力を持つ文書となります。  
(Japanese)

Այս փաստաթուղթը տեղեկատվական նպատակներին համար է միայն: Այս փաստաթուղթի անգլերեն տարբերակն է համարվում իրավաբանորեն պարտավորեցնող փաստաթուղթ: (Armenian)

ນີ້ແມ່ນເອກະສານໃຊ້ເພື່ອໃນຈຸດປະສົງຂອງການໃຫ້ຂໍ້ໃຈຂໍ້ມູນເທົ່ານັ້ນ. ເອກະສານນີ້ທີ່ໃຊ້ເປັນສະບັບຖືກຕ້ອງຕາມກົດໝາຍຈະແມ່ນສະບັບພາສາອັງກິດເທົ່ານັ້ນ. (Lao)

Ovaj dokument služi samo u informativne svrhe. Verzija ovog dokumenta na engleskom jeziku se smatra zakonski obavezujućim dokumentom. (Serbo-Croatian)

یہ دستاویز صرف معلوماتی مقاصد کیلئے ہے۔ اس دستاویز کا انگریزی ورژن قانونی طور پر پابند کرنے والا دستاویز ہے۔  
(Urdu)

આ દસ્તાવેજ માત્ર માહિતીના હેતુઓ માટે જ છે. આ દસ્તાવેજનું અંગ્રેજી સંસ્કરણ કાનૂની રીતે બાધ્ય દસ્તાવેજ ગણવામાં આવશે. (Gujarati)

เอกสารนี้สำหรับใช้เป็นข้อมูลเท่านั้น

ฉบับภาษาอังกฤษของเอกสารนี้ถือเป็นเอกสารที่มีภาระผูกพันตามกฎหมาย

(Thai)

این سند صرفاً جهت اطلاع می باشد. تنها نسخه انگلیسی آن از لحاظ قانونی یک سند تعهدآور است.

(Farsi)