

Compliance

Civil Rights Knowledge and Review

Program Reviews of Parity

Federal Civil Rights laws require research faculty and staff to make all reasonable efforts to ensure that all people have equal opportunities for program participation. Compliance is measured by using parity. A research program is in parity when program participation by under-represented groups reflects their proportionate representation in the population of potential recipients. You may use the US Census Data or other reputable sources as your population comparator. For agriculture programs, the Census of Agriculture may be appropriate. **A program is considered "in compliance" when its participation has reached 80% of parity in each group.**

The Director of 1890 Research Programs is responsible for providing leadership, direction, and policy to ensure compliance with Title VI of the 1964 Civil Rights Act for the CALNS' research and education programs. Any person(s) or firm(s) who feels that they have been discriminated against is encouraged to report such violations.



AAMU Office of Research Compliance

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Language Access for Limited English Proficiency Persons

On August 11, 2000, the President signed Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency." The Executive Order requires Federal agencies to examine the services they provide, identify any need for services to those with limited English proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them. It is expected that agency plans will provide for such meaningful access consistent with, and without unduly burdening, the fundamental mission of the agency.

Alabama A&M University's College of Agricultural, Life and Natural Sciences is a recipient of USDA federal funding and therefore is obligated to take reasonable steps to ensure that those with Limited English Proficiency have meaningful access to the programs, services and information provided by our programs. The U.S. Census estimates that Foreign-Born Population in Alabama is 162,248 (3.6%) with an estimated LEP share of 45.6%, while the U.S. Born Population in Alabama is 4,414,409 with an LEP share of 0.5%. According to this data, approximately 96,057 individuals or 2% of the Alabama population, both foreign and U.S. born, are considered Limited English Proficient. 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 may be entitled to language assistance under Title VI to receive a particular service, benefit, or encounter.

AAMU CALNS Guidelines

Limited English proficiency may limit participation in AAMU CALNS' research programs. Reasonable efforts will be made in identifying LEP persons who require language assistance. The following four-factor analysis will serve as the guide for determining which language assistance measures CALNS will undertake to guarantee access to its research programs by LEP persons:

- The number or proportion of LEP persons eligible to be served or likely to be encountered by the program or grantee/recipient,
- The frequency with which LEP individuals come into contact with the program,
- The nature and importance of the program, activity, or service provided by the program to people's lives,
- The resources available to the recipient and costs.

AAMU CALNS LEP Policy

Alabama A&M University's College of Agricultural, Life and Natural Sciences (CALNS) will take reasonable steps to ensure that persons with LEP have meaningful access and an equal opportunity to participate in our services, activities, programs and other benefits. The policy of Alabama A&M University is to ensure meaningful communication with persons who experience LEP and their authorized representatives, as well as providing for communication of information contained in vital documents. CALNS will provide all interpreters, translators, and other aids needed to comply with this policy without cost to persons accessing services.

CALNS will provide language assistance with competent bilingual staff, contracts or formal arrangements with organizations providing interpretation or translation services, or technology and telephonic interpretation services.

- For Language Interpretive and Document Translation Services CALNS has contracted with ALAMEX Translation Services, LLC to provide oral and written translation services.

If not immediately identifiable, a language identification card will be used to identify the language for interpretation. For assistance, call the contracted service provider, Alamex LLC.



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Detailed LEP guidance can be found at:

<https://nifa.usda.gov/resource/limited-english-proficiency> and
https://www.lep.gov/guidance/guidance_Fed_Guidance.html#USDA