

PROVINCETOWN HOUSING AUTHORITY LANGUAGE ACCESS PLAN

I. INTRODUCTION

The Provincetown Housing Authority (“PHA”) is committed to ensuring equal access to its programs and services by all residents, regardless of primary language spoken.

Pursuant to [760 CMR 4.02\(1\)\(e\)](#), Massachusetts Local Housing Authorities (LHAs) must adopt and enforce a Language Access Plan (“LAP”) regardless of whether they receive federal funds. DHCD has provided “DHCD LAP Guidance to Program Administering Entities” as an appendix to its Language Access Plan, most recently in 2017.¹

[Title VI of the Civil Rights Act of 1964](#) (“Title VI”) also requires recipients of federal financial assistance to take reasonable steps to ensure meaningful access to their programs and services by individuals with Limited English Proficiency (“LEP”). Persons who do not speak English as their primary language and who have a limited ability to read, write, or understand English may be considered LEP individuals. Such reasonable steps to ensure meaningful access include language access planning.

On January 22, 2007, the U.S. Department of Housing and Urban Development (“HUD”) issued Final Guidance to recipients of HUD funding concerning compliance with the Title VI prohibition against national origin discrimination affecting LEP individuals, including detailed guidance for language access planning.²

Furthermore, HUD’s Final Guidance defines a four-factor self-assessment method which assists agencies receiving HUD funds in determining the extent of their obligations to provide LEP services. DHCD, in its “DHCD LAP Guidance to Program Administering Entities,” has encouraged LHAs to utilize this four-factor self-assessment method regardless of whether they receive HUD funds. Based on the DHCD and HUD guidance, the PHA has completed an LEP four-factor self-assessment (“Attachment A”).

Using the LEP self-assessment as a guide, the PHA has prepared this LAP, which defines the actions to be taken by the PHA to ensure PHA compliance with Title VI and/or DHCD requirements with respect to LEP individuals. The PHA will periodically review and update this LAP in order to ensure continued responsiveness to community needs and compliance with 760 CMR 4.02(1)(e), as well as Title VI and related HUD guidance as applicable.

II. GOALS OF THE LANGUAGE ACCESS PLAN

¹ <https://www.mass.gov/files/documents/2017/10/25/lapdhcd2017.docx>

² <https://www.federalregister.gov/documents/2007/01/22/07-217/final-guidance-to-federal-financial-assistance-recipients-regarding-title-vi-prohibition-against>; see also <https://www.federalregister.gov/documents/2007/03/16/E7-4794/final-guidance-to-federal-financial-assistance-recipients-regarding-title-vi-prohibition-against> (Update of Web Site Reference)

The goals of the PHA's LAP include:

- To ensure meaningful access to the PHA's housing programs by all eligible individuals regardless of primary language spoken.
- To ensure that all LEP individuals are made aware that the PHA will provide free oral interpretation services to facilitate their contacts with and participation in programs administered by the PHA.
- To provide written translations of vital documents to LEP individuals speaking priority languages.
- To ensure that PHA staff are aware of available language access services and how these services need to be used when serving LEP individuals.
- To provide for periodic review and updating of this LAP and services in accordance with community needs.

III. LEP INDIVIDUALS WHO NEED LANGUAGE ASSISTANCE

See "Attachment A" for data analysis of LEP populations.

IV. TYPES OF ASSISTANCE NEEDED BY LEP INDIVIDUALS

Most contacts between the PHA and LEP individuals involve meetings, written communications and phone calls where information is exchanged. Examples include interactions by applicants with PHA staff during the application process leading up to and including placement in housing, as well as periodic contact between residents and PHA staff related to management, maintenance and lease compliance issues. Oral language assistance services may be needed for these contacts. Oral language assistance service may come in the form of "in-language" communication (a demonstrably qualified bilingual staff member communicating directly in an LEP person's language) or interpretation services. These services may also be necessary to communicate with LEP individuals when written materials are insufficient.

Other contacts involve the exchange and review of printed materials, some of which may be considered "vital documents". HUD's Final Guidance defines vital documents as, "any document that is critical for ensuring meaningful access to the recipients' major activities and programs by beneficiaries generally and LEP individuals specifically". The PHA will strive to provide translation services as necessary and as resources permit for any document considered vital for an applicant's, tenant's, or participant's meaningful program access as provided in section V.B below ("Written Translation").

V. LANGUAGE ASSISTANCE TO BE PROVIDED

To promote equal access to PHA programs and services by LEP individuals, the PHA will implement the following array of Language Access services:

A. Identification of LEP Individuals and Notices

Use of “I Speak... Language Identification Flashcards”: To help identify LEP individuals and determine the appropriate Language Access, the PHA will post and make available “I Speak... Language Identification Flashcards” in common areas, on its website, and by request. Applicants and residents can use these guides to indicate their primary language. During the tenant selection screening process, PHA staff will make appropriate arrangements for interpretation services generally; using either a bilingual staff person or a telephone interpretation service.³

Notices of Oral Interpretation Services: Subject to budget constraints and in consideration of the four-factor self-assessment described on Attachment A, the PHA will provide free access to language assistance for staff contact with LEP individuals. The PHA will prominently post multi-language notices in common areas and on its website which indicate that free language assistance is available upon request (see “Attachment B”). The PHA will also gather data on requests for language assistance by language to inform its four-factor self-assessment.

B. Language Access Measures

Oral Interpretation - Staff: When feasible, bilingual PHA staff will be utilized to communicate with LEP individuals in their native languages and to assist them in reviewing PHA materials, answering questions about PHA programs, and responding to PHA forms and information requests. Currently, PHA employs staff members who speak Spanish.

Oral Interpretation - Telephone Support: Subject to budget constraints and in consideration of the four-factor self-assessment described on Attachment A , if qualified bilingual PHA staff are unavailable to communicate with an LEP individual who is requesting assistance, the PHA will use the services of a professional telephone interpretation service, including when an LEP individual uses an “I Speak... Language Identification Flashcard” to signify that they speak a non-English language. When these contacts involve review of PHA forms and procedures, the PHA will schedule the call so that the telephonic interpreter has the opportunity to first review the relevant form or procedure. The PHA will only utilize interpretation services which demonstrate a high degree of training and professionalization among the interpreter staff. The PHA currently utilizes a

³ “I Speak...” Language Identification Flashcards are available in numerous languages from the U.S. Census Bureau: <https://www.lep.gov/sites/lep/files/media/document/2020-02/crcl-i-speak-booklet.pdf>

service which provides trained and certified interpreters and coverage for a multitude of languages. PHA staff will be trained in how to access this service, which will be available as needed for LEP applicants and residents. Use of other desktop/phone/tablet apps should be limited to emergency situations when the above services are not available.

Oral Interpretation - In Person Assistance: Subject to budget constraints and in consideration of the four-factor self-assessment described on Attachment A, in limited instances where telephone interpretation services or the use of bilingual PHA staff are determined insufficient to ensure meaningful access, the PHA may provide qualified in-person or virtual interpretation services at no cost to the LEP individual through the use of community resources and/or outside organizations or vendors who employ or contract with qualified and trained interpreters. Examples of contacts where in person assistance may be requested includes termination hearings and evictions. Due to the considerable expense often involved in providing in person assistance, unless in-person interpretation is available at low cost through community resources, the PHA will generally strive to use telephonic or virtual assistance, as resources permit. If the LEP individual does not wish to use the free interpretation services offered by the PHA, the LEP individual may provide their own qualified interpreters at their own expense.

Oral Interpretation - Use of Other Interpreters not provided by the PHA: As noted above, LEP individuals will be informed that the PHA will provide them with free access to oral interpretation services via bilingual PHA staff or qualified, trained contractors as needed. If the LEP individual requests their own qualified, trained interpreter this will be allowed at the individual's own expense. Use of family members and friends as interpreters is allowed. Staff will be advised to be alert to the potential for any conflict of interest or competency issue that may arise from the involvement of family or friends.

Written Translation: The PHA will strive to translate documents that are vital to meaningful program access as resources permit and in consideration of the four-factor-self-assessment referenced in Attachment A and applicable HUD guidance.⁴ Priority languages for translation are identified in Attachment A. Vital documents are those that are critical for ensuring meaningful access to the PHA's major activities and programs by beneficiaries generally and LEP persons specifically. Meaningful program access generally requires awareness of, and ability to participate in, procedures for applying to the program, for meeting the requirements of the program, and for enjoying important benefits of the program. Meaningful program access also requires awareness of rights and services; otherwise, LEP persons may effectively be denied such access.

⁴ HUD guidance indicates that written translation of vital documents for each eligible LEP language group that constitute more than 5% (if > 50) of the eligible population in the market area or among current beneficiaries, or 1,000 of such persons, whichever is less, will constitute strong evidence that reasonable steps have been taken to address written translation needs.

Written or “vital documents” include:

- Application-related documents
 - Lease-related documents
 - Rent-redetermination related documents
 - Consent and complaint forms
 - Written standard notices of rights, denial, loss, or decreases in benefits or services, and other notices relating to hearings/conferences/grievances
 - Notice to quit and eviction-related/ program termination documents
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- *Non-Vital or Non-translated Written documents:* For documents not considered “vital documents” or not immediately translated, a notice must be placed on the document which states in the most frequently encountered languages identified under the administering entity’s LAP, “This is an important document. Please contact Provincetown Housing Authority at (508) 487-0434 for free language assistance” (see “Attachment C”).
 - *Legal documents:* In the case of legally binding documents such as a lease, although a translated copy of the document should be provided, the English version of the document is the one that is legally binding and considered the official document. The translated document is to be used as a reference tool only. A brief statement will be included on these documents in the language which the document has been translated into which states “This document is for informational purposes only. The English version of this document is considered the legally binding document” (see “Attachment D”).
 - *Translation of written documents:* For PHA program documents, including those that are highly individualized (such as ineligibility, termination or appeal notices), the PHA will, to the extent feasible within administrative and fiscal limits, translate these documents based on an assessment utilizing the four-factors discussed above.
 - *Note on timing-related rights:* A person with LEP will not be penalized or denied meaningful and effective access because of an administering entity’s inability to provide timely translation or interpretation services. This would include allowing additional time for translation and/or interpretation without impacting an applicant’s position on the PHA waitlist.
 - *Review and updating:* The PHA will periodically review and update the list of vital documents to reflect those documents which are considered vital to applicants and/or residents and will also track existing translated documents that need to be updated for consistency with updated English-language documents.

C. Staff Training and Coordination

The PHA will provide training on LEP awareness and required assistance actions under the Language Access Plan for employees. This will include:

Training: The PHA will make reasonable efforts to avail its staff and employees of any available trainings on Language Access. PHA employees and staff who regularly interact with PHA clients will be encouraged to complete periodic refresher trainings on Language Access.

LEP Coordinator: The PHA has designated the Executive Director as the LEP Coordinator, responsible for ongoing updating of LEP analysis, addressing staff and public questions and issue related to LEP matters, and providing ongoing LEP training.

D. Providing Notice to LEP Individuals

To ensure that LEP individuals are aware of the language services available to them, the PHA will post LEP notices in multiple languages in the PHA's common areas, on the PHA's website, and will make LEP notices available upon request.

E. Monitoring and updating the Language Access Plan

The LAP will be reviewed and updated periodically as needed. The review will assess:

- Whether there have been any significant changes in the composition or language needs of the LEP-population in Essex County, Massachusetts and/or based on PHA data;
- A review to determine if additional vital documents require translation;
- A review of any issues or problems related to serving LEP individuals which may have emerged; and
- Identification of any recommended actions to provide more responsive and effective language services.

Adopted by the Board of the Provincetown Housing Authority on: December 15, 2022

Attachment A: PHA's Four Factor Self-Assessment Analysis Regarding LEP Individuals

Attachment B: Language Assistance Protocols

Attachment C: Important Document Notice

Attachment D: Legal Notice Translation

Attachment A: PHA’s Four-Factor Self-Assessment Analysis Regarding Limited English Proficiency (LEP) Individuals

1. Assessing the number and proportion of LEP individuals served or encountered in the eligible service population.

Data estimates are based on the following data sources:

(a). Census data at the County level (for estimating potential LEP applicants encountered by the PHA):

See data graph (attached) compiled by **U.S. Census Bureau** of citizens of **Barnstable County, MA** aged 5 years and over for which English is spoken “less than very well.”

Languages spoken by 5% or more of this population were as follows:

Spanish 6.57%

(b). Municipal Data [*For use only where the % of LEP population speaking the language in the City/Town is greater than the percentage for the County*]:

See data graph (attached) compiled by **U.S. Census Bureau** of citizens of **Provincetown, MA** City/town aged 5 years and over for which English is spoken “less than very well.”

Languages spoken by 5% or more of this population were as follows:

Portuguese 6.62%
Italian 5.03%
Spanish 3.35%

(c). Applicant data (e.g., data on CHAMP application languages for estimating applicant LEP population served *):

Spanish 5.00%

** No other languages identified speaking more than 1%*

(d). Tenant data (e.g., data on primary languages and communication preferences by language for estimating tenant LEP population served):

Spanish 1.65%

Portuguese	.55%
Arabic	.39%
Italian	.31%
French-Creole	.16%
Kinyarwanda	.16%

(e). Other (e.g., data on telephonic or in-person interpretation usage by language, data from surveying other organizations serving LEP persons in the PHA’s region)

The data from Housing Assistance Corporation and Homeless Prevention Council are similar to the PHA. Most translations requests are for Spanish, Portuguese and Italian.

Based on the above data sources, the following languages are priority languages for translation, in descending order of priority for translation [*Spanish must be included*]:

Spanish
Portuguese
Italian

2. Assessing the frequency with which LEP individuals come into contact with the program, activity, or service.

Most interactions revolve around application/eligibility, income determination, work order requests and program compliance issues. The average household has five (5) such interactions annually.

3. Assessing the nature and importance of the program, activity, or service provided by the program.

Eligibility, continued eligibility, program compliance and work order requests are the areas of greatest importance.

4. Assessing the resources (e.g., translation services, bilingual staff, community resources, etc.) available to the PHA and costs.

Bilingual staff are only available in Spanish and have limited availability. Availability of community resources is also limited, though the PHA does partner with Housing Assistance Corporation when appropriate. Translation and interpretation services are most readily available through the PHA’s provider service: Language Line Solutions. Telephonic interpretation is the most cost-effective for the PHA.

Attachment B: Language Assistance Protocols

Interpretation Service: Language Line Solutions
Telephone Number: 1-833-718-1114
Email Address (Acct. Rep): Brightwell@languageline.com
Website: www.LanguageLine.com

Identifying Need for Language Assistance:

Persons with LEP will often be able to convey, including through third parties, their need for language assistance, although in some instances one or more of the following steps may be necessary to identify the language and the nature of the assistance sought.

- 1) Utilize “*I-Speak cards*” where walk-ins occur to identify what language the person reads or speaks. I-Speak cards are available at the following website: <https://www.lep.gov/sites/lep/files/media/document/2020-02/crcl-i-speak-booklet.pdf>.
- 2) Consult available *PHA staff* who can provide initial support in identifying languages and assistance needed by persons with LEP that come into direct contact with the PHA in person, by telephone, or in writing.
- 4) Utilize PHA’s over-the-phone telephonic services account with **Language Line Solutions** (see below for further information).
- 5) Other: Consult with partner agencies assisting the person.

Note: Persons with LEP must not be turned away or told that they must secure their own interpreter or translator. Language assistance through interpreter or translator services as appropriate must be sought as soon as possible and timing related rights must be preserved while such services are being sought.

Protocols and Procedures for Providing Oral Language Assistance (Interpretation):

Select appropriate method for providing interpretation on a case-by-case basis depending on the nature and importance of the communication, including whether in-person interpretation is necessary for providing meaningful access to programs and services. The following are interpreter resources for consideration:

- a. *PHA staff*

The PHA currently has English and Spanish speaking staff. Resources may be utilized by contacting the Director – Public & Leased Housing at (508) 487-0434 – Resident & Support Services at HPC (508) 255-9667

- b. *Community/other resources* (e.g., non-profit assistance or inter-agency partnerships)

Homeless Prevention Council may be able to provide bilingual services for in-person appointments. HPC (508) 255-9667.

- c. Currently, **Language Line Solutions** is to be used for over-the-phone interpretation. Useful tips for using interpreter services and further protocols for telephonic interpretation are provided below.

In-Person Assistance: In limited instances where in-person assistance is necessary to ensure meaningful access and use of bilingual PHA staff is determined to be insufficient or inappropriate (e.g., due to a conflict of interest), the PHA may provide qualified in-person or virtual interpretation services at no cost to the LEP individual either through local community organizations Housing Assistance Corporation or Action, Inc. or through the PHA’s vendor Language Line Solutions. Virtual Interpretation is also available through Language Line’s phone/computer application. In-person Assistance may be utilized by contacting the Director – Public & Leased Housing at (508) 487-0434 or Director – Resident & Support Services at (508) 255-9667

Staff should utilize the process for identifying need for language assistance detailed above and contact the PHA’s Executive Director to determine if an in-person language assistance accommodation is required.

Protocols for Using Over-the-Phone Interpretation:

- 1) Call 1-833-718-1114 and enter 6-digit Client ID Number 549319.
- 2) At the prompt, then clearly state the language you need (for example Spanish).
- 3) You’ll be asked if you need the interpreter to dial a third-party number for you (either international or domestic). Say yes and you’ll be connected to an agent who will dial the number for you. Say no and you’ll go straight to a professional interpreter.

Additional Protocols for Administrative Staff

- 1) Utilize staff resources or the service to:
 - a. Determine the LEP caller’s question or issue.

- b. Obtain the LEP caller's name, contact information, and best times when he or she can be reached.
 - c. Inform the LEP caller that the appropriate staff person will contact the caller.
- 2) After the call ends, let the appropriate staff person that would handle the caller's type of question/issue know that the caller requires follow-up with language interpretation and specify for the staff person the information corresponding to paragraph (1) (a)-(c) above as well as whether the issue appears to be time sensitive.
- 3) Assist the staff person to utilize staff resources or over-the-phone interpretation to follow-up with the LEP caller.

Note: the following are useful tips for utilizing over-the-phone interpreter services:

- Explain to the interpreter the purpose of the communication (i.e., assistance filling out a housing application). It is also helpful, particularly for more complex situations, to give the interpreter a brief overview and description of the information to be conveyed.
- Provide brief explanations of technical terms of art that may come up during the communication, such as eligibility, income limits, recertification, lease violation, etc.
- Speak as if talking directly with the person with LEP and not with the interpreter. It may be helpful to check in with the interpreter to make sure he/she is understanding what you are saying. If in person, face the person with LEP and look at him/her and not the interpreter.
- Speak in short sentences and enunciate words.
- Express one idea at a time and allow the information to be interpreted prior to continuing.
- Avoid using acronyms, such as HUD, DHCD, etc.
- Inform the interpreter when you are no longer in need of his/her services.

Protocols and Procedures for Providing Written Language Assistance (Translation):

1) Translation of vital documents:

a. PHA staff

The PHA currently employs some staff that can provide some written language assistance in Spanish. Such staff may be utilized by contacting the PHA's Executive Director or their designee.

- b. *Community/other resources* (e.g., non-profit assistance or inter-agency partnerships)

The PHA currently has assistance from Housing Assistance Corporation & Homeless Prevention Council language assistance in Spanish or Portuguese. These services may be accessed by contacting the PHA's Executive Director or their designee.

- d. Currently, Language Line Solutions, or other approved vendor as noted above is to be used for written translation. Requests for written translation services should be submitted to the PHA's Executive Director or their designee.
- 2) *To the extent important documents have yet to be translated, free language assistance terminology translated in other languages must be inserted with the document (see "Attachment C").*
 - 3) *For legally binding documents, such as a lease, the translation must be accompanied by a statement in the language of the translated document indicating that the translated document is for informational purposes only and that the English version is considered the legally binding document (see "Attachment D").*

The following illustrates Massachusetts Counties and the percentage of spoken languages at home, based on the 2006 – 2010 American Community Survey 5 year estimates:

	English	Spanish	Other Indo-European	Asian/Pacific Island	Other
Barnstable* # @	92.5	1.4	5.3	0.6	0.2

Attachment C: Important Document Notice

This is an important document. Please contact Provincetown Housing Authority at (508) 487-0434 for free language assistance.

Este documento es muy importante. Favor de comunicarse con el Autoridad de Vivienda de Provincetown en (508) 281-4770 para ayuda gratis con el idioma. (Spanish)

Este é um documento importante. Entre em contato com o Autoridade de Habitação Provincetown no número (978) 508-487-0434 para obter assistência gratuita com o idioma. (Portuguese)

Dokiman sila a enpòtan. Tanpri kontakte Otorite Lojman Provincetown la nan (508) 487-0434 pou asistans gratis nan lang. (Haitian Creole)

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 格洛斯特房屋委員會 格洛斯特房屋委員會 聯絡方式：(508) 487-0434。(Chinese, Traditional)

文件为重要文件。如果您需要免费的语言翻译帮助，请联络格洛斯特房屋委员会联络方式：(508) 487-0434。(Chinese, Simplified)

Это весьма важный документ. Свяжитесь с сотрудником Жилищное управление Глостера на предмет оказания бесплатной помощи по переводу на иностранный язык (508) 487-0434. (Russian)

(Phone #)

Provincetown មរយៈ (978)281- 4770 ខេត្តកោះកុង [Mon-Khmer, Cambodian]

Đây là một tài liệu quan trọng. Vui lòng liên hệ Cơ quan Quản lý Nhà ở Provincetown tại (508) 487-0434 để được hỗ trợ ngôn ngữ miễn phí. (Vietnamese)

Kani waa dukumentiyoo muhiim ah. Fadlan Provincetown Housing Authority kala soo xiriir (508) 487-0434 si aad u hesho gargaar xagga luqadda oo bilaash ah. (Somali)

هذه وثيقة مهمة. يرجى الاتصال بـ 0434-487-508 مساعدة اللغوية المجانية. هيئة غلوستر للإسكان

(Arabic)

Ce document est très important. Veuillez contacter le Office du logement de Provincetown au (508) 487-0434 afin d'obtenir une assistance linguistique gratuite. (French)

Il presente è un documento importante. Si prega di contattare il Provincetown Housing Authority al 508-487-0434 per avere assistenza gratuita per la traduzione. (Italian)

This is an important document. Please contact Provincetown Housing Authority at (508) 487-0434 for free language assistance.

Το παρόν έγγραφο είναι σημαντικό. Παρακαλώ επικοινωνήστε με την Στεγαστική Αρχή του Γκλόστερ στο τηλέφωνο (508) 487-0434 για δωρεάν γλωσσική βοήθεια. (Greek)

Jest to ważny dokument. Proszę skontaktować się z Urząd Mieszkaniowy Provincetown pod numerem (508) 487-0434 aby uzyskać bezpłatną pomoc językową. (Polish)

이것은 중요 문서입니다. 무료 언어 지원을 위해서는 글로스터 주택 당국 (508) 487-0434에 연락하십시오. (Korean)

これは重要な文書です。無料の言語サービスについては、グロスター住宅局の(508)487-0434までご連絡ください。 (Japanese)

Սա կարևոր փաստաթուղթ է: Խնդրում ենք կապվել Գլոստերի բնակարանային վարչություն (508) 487-0434 եզվակալան ձրի օգնության համար: (Armenian)

ນີ້ ນີ້ ແມ່ນ ນອກສານີ້ ທີ່ສາຄ໌ ນອ້ ນໜງ. ກະລຸ ນາ ຕື້ ດຕ໌ ອ ັ ກັ ບ Provincetown Housing Authority ື້ ທ(978) 281-4770 ເພອຂ໌ ຄວາມຊ໌ ວຍ ຕື້ ຫອທາງດ໌ ກນການແປພາສາໃດຍ໌ ອ໌ ບໄດ໌ ສຍຄ໌ ັ. (Lao)

Ovo je važan dokumenat. Za besplatnu pomoć vezanu za jezik, molimo vas kontaktirajte Provincetown stambena uprava na (508) 487-0434. (Serbo-Croatian)

یہ ایک اہم دستاویز ہے۔ براہ کرم مفت زبان کی معاونت کے لئے گلوستر ہاؤسنگ اتھارٹی سے (978) 281-4770 پر رابطہ کریں (Urdu)

આ એક મહત્વપૂર્ણ દસ્તાવેજ છે. કૃપા કરીને મફત ભાષા સહાય માટે (508) 487-0434 પર વોલોન્ટીયર ઓફિસ અથવા અધિકૃત સંપર્ક કરો. [Gujarati]
นี่เป็นเอกสารสำคัญ กรุณาติดต่อ ภา การเคหะ Provincetown ที่ (508) 487-0434 เพื่อขอความช่วยเหลือด้าน ภาษษาฟรี (Thai)

این سند مهمی است. لطفا جهت دریافت خدمات رایگان زبان با _____ از طریق

تماس حاصل

فرمایید.

(508) 487-0434
Authority (Farsi)

Provincetown Housing

Attachment D: Legal Notice Translation

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)

Этот документ приведен только со справочно-информационными целями. Английский вариант этого документа является юридически обязательным к исполнению. (Russian)

ឯកសារនេះគឺសម្រាប់ជំនួយស្រាវជ្រាវព័ត៌មានប៉ុណ្ណោះ គ្រឹះស្ថាន
ឯកសារនេះគឺសម្រាប់ជំនួយស្រាវជ្រាវព័ត៌មានប៉ុណ្ណោះ គ្រឹះស្ថាន
ប៉ុណ្ណោះ គឺសម្រាប់ជំនួយស្រាវជ្រាវព័ត៌មានប៉ុណ្ណោះ គ្រឹះស្ថាន
(Mon-Khmer, Cambodian)

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(Arabic)

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

ນີ້ ແມ່ນ ນະຄອນະສານໃຊ້ເພື່ອ ອີງໃນຈຸດປະສົງຂອງການໃຫ້ເຂົ້າໃຈຂໍ້ມູນ ບໍ່ແມ່ນ ນະຄອນະສານທີ່ ທີ່ ໃຊ້ເພື່ອ ນະສະບັບ ບຸກຄົນ ອງຕາມ ກົດໝາຍຈະແມ່ນ ນະສະບັບ ບຸກຄົນ ອງຕາມ ກົດໝາຍ ນີ້ ນ. (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 નું અંગ્રેજી સંસ્કરણ કાનૂની રીતે બાધ્ય દસ્તાવેજો દસ્તાવેજોવાલામી આવશે. (Gujarati)

เอกสารนี้สำหรับ ใ้เป็นขอมูลเท่านั้น
ฉบับภาษาของกฤษของเอกสารนี้ถือเป็ นเอกสารที่ม ีการผูกพ ตามกฎหมาย
(Thai) น

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

(Farsi)