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## **LEP POLICY STATEMENT**

CET's (Center for EcoTechnology's) Limited English Proficiency Policy is to apply to all persons accessing services provided through CET's federally conducted programs and activities.

It is CET's policy not to discriminate against any person who is limited English proficient (LEP). In accordance with Title VI of the Civil Rights Act of 1964 and Executive Order 13166, CET will take reasonable steps to provide LEP persons meaningful access to its programs and activities. This commitment applies to all of CET's federally conducted programs and activities.

Providing appropriate language assistance will require identifying critical points of interaction with the LEP public, assessing LEP communities' particular language assistance needs, and determining specifically how CET will ensure meaningful access for LEP persons. As CET identifies LEP needs, it may be appropriate to implement a Language Access Plan (LAP) to further articulate our responsibilities, policies, and strategies for providing language assistance services to LEP persons. We intend for this LAP to evolve targeted solutions to address this challenge.

CET is committed to implementing this policy. Therefore, all managers, supervisors and employees are encouraged to work to eliminate limited English proficiency as a barrier to meaningful access to these programs and activities

If you have any questions about this notice, or if you believe you may not have received the language access assistance you are entitled to with respect to a CET federally conducted program or activity, you may contact CET to learn how and where to file a complaint:

Director, People & Culture

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Northampton, MA 01062  
413-586-7350 or [hr@cetonline.org](mailto:hr@cetonline.org)