

119<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 3238

To codify Executive Order 13166.

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## IN THE HOUSE OF REPRESENTATIVES

MAY 7, 2025

Mr. HERNÁNDEZ (for himself, Mr. TORRES of New York, Ms. VELÁZQUEZ, Ms. OCASIO-CORTEZ, Mr. CASE, Ms. LEGER FERNANDEZ, and Mr. TRAN) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

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## A BILL

To codify Executive Order 13166.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Helping All Bene-  
5 ficiaries with Language Access Act of 2025” or as the  
6 “HABLA Act of 2025”.

7 **SEC. 2. FEDERALLY CONDUCTED PROGRAMS AND ACTIVI-**  
8 **TIES.**

9 Each Federal agency shall prepare a plan to improve  
10 access to its federally conducted programs and activities  
11 by eligible LEP persons. Each plan shall be consistent

1 with the standards set forth in the LEP Guidance, and  
2 shall include the steps the agency will take to ensure that  
3 eligible LEP persons can meaningfully access the agency's  
4 programs and activities. Agencies shall develop and begin  
5 to implement these plans within 120 days of the effective  
6 date of this Act, and shall send copies of their plans to  
7 the Department of Justice, which shall serve as the central  
8 repository of the agencies' plans. Each agency shall pub-  
9 lish its final plans on their respective web pages in a mat-  
10 ter that is accessible to LEP individuals.

11 **SEC. 3. FEDERALLY ASSISTED PROGRAMS AND ACTIVITIES.**

12       Each agency providing Federal financial assistance  
13 shall draft guidance for purposes of compliance with title  
14 VI of the Civil Rights Act of 1964 specifically tailored to  
15 its recipients that is consistent with the guidance relating  
16 to such matters issued by the Department of Justice enti-  
17 tled "Guidance to Federal Financial Assistance Recipients  
18 Regarding Title VI Prohibition Against National Origin  
19 Discrimination Affecting Limited English Proficient Per-  
20 sons" (67 Fed. Reg. 41455) (hereinafter referred to as  
21 the "LEP Guidance"). This agency-specific guidance shall  
22 detail how the general standards established in the LEP  
23 Guidance will be applied to the agency's recipients. The  
24 agency-specific guidance shall take into account the types  
25 of services provided by the recipients, the individuals

1 served by the recipients, and other factors set out in the  
2 LEP Guidance. Agencies that already have developed such  
3 guidance that the Department of Justice determines is  
4 consistent with the LEP Guidance shall examine their ex-  
5 isting guidance, as well as their programs and activities,  
6 to determine if additional guidance is necessary to comply  
7 with this order. The Department of Justice shall consult  
8 with the agencies in creating their guidance and, within  
9 120 days of the effective date of this Act, each agency  
10 shall submit its specific guidance to the Department of  
11 Justice for review and approval. Following approval by the  
12 Department of Justice, each agency shall publish its guid-  
13 ance document in the Federal Register for public com-  
14 ment.

15 **SEC. 4. CONSULTATIONS.**

16 In carrying out this Act, agencies shall ensure that  
17 stakeholders, including LEP persons and their representa-  
18 tive organizations, recipients, and other appropriate indi-  
19 viduals or entities, have an opportunity to provide input  
20 for a period of not less than 60 days. Agencies shall evalu-  
21 ate the particular needs of the LEP persons they and their  
22 recipients serve and the burdens of compliance on the  
23 agency and its recipients. This input from stakeholders  
24 shall assist the agencies in developing an approach to en-  
25 suring meaningful access by LEP persons that is practical

1 and effective, fiscally responsible, responsive to the par-  
2 ticular circumstances of each agency, and can be readily  
3 implemented.

4 **SEC. 5. DEFINITIONS.**

5 In this Act:

6 (1) The term “LEP person” means a person  
7 whose first language is not English and chooses to  
8 receive assistance in a language other than English.

9 (2) The term “eligible LEP person” means an  
10 LEP person legally entitled to a particular govern-  
11 ment service provided by an agency.

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