

119<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 8604

To establish the Language Access Board, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 30, 2026

Ms. CHU (for herself, Ms. MENG, Mr. VARGAS, Mr. GOLDMAN of New York, Ms. WILSON of Florida, Ms. NORTON, Mr. LIEU, Ms. TLAIB, Mr. GREEN of Texas, Mr. SOTO, Mr. KENNEDY of New York, and Mr. CORREA) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

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## A BILL

To establish the Language Access Board, and for other purposes.

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 “Language Access  
5 Board Act of 2026”.

6 **SEC. 2. LANGUAGE ACCESS BOARD.**

7 (a) BOARD ESTABLISHED.—There is established  
8 within the Federal Government the Language Access

1 Board (referred to in this Act as the “Board”) which shall  
2 be composed of 32 members as follows:

3 (1) 16 members shall be appointed by the  
4 President, in accordance with the appointment re-  
5 quirements under subsection (b), from among mem-  
6 bers of the public who are not Federal employees,  
7 and one whom has been appointed under subpara-  
8 graph (A) of section 502 of the Rehabilitation Act  
9 of 1973 (29 U.S.C. 792) to serve as a public mem-  
10 ber of the Access Board established under such sec-  
11 tion 502, and each of whom have expertise in—

12 (A) developing or implementing policies or  
13 programs related to language access issues;

14 (B) working with individuals with limited  
15 English proficiency; or

16 (C) translation or interpretation services.

17 (2) The remaining 16 members shall be the  
18 heads of each of the following departments, agencies,  
19 or bureaus (or their designees whose positions are  
20 executive level IV or higher):

21 (A) Department of Health and Human  
22 Services.

23 (B) Department of Transportation.

24 (C) Department of Housing and Urban  
25 Development.

- 1 (D) Department of Labor.  
2 (E) Department of the Interior.  
3 (F) Department of Agriculture.  
4 (G) Department of Justice.  
5 (H) Department of Veterans Affairs.  
6 (I) Department of Homeland Security.  
7 (J) Department of Education.  
8 (K) Department of Commerce.  
9 (L) Internal Revenue Service.  
10 (M) Office of Management and Budget.  
11 (N) Small Business Administration.  
12 (O) Social Security Administration.  
13 (P) Department of the Treasury.

14 (b) APPOINTMENT REQUIREMENTS.—Members de-  
15 scribed in subsection (a)(1) shall be appointed solely on  
16 the basis of their professional qualifications, achievements,  
17 public stature, and relevant expertise and experience, and  
18 without regard to political affiliation, but in no event shall  
19 more than 8 such members be members of the same polit-  
20 ical party.

21 (c) DUTIES.—The duties of the Board shall be to—

- 22 (1) enforce, issue requirements for, and inves-  
23 tigate violations of standards under, or prescribed  
24 pursuant to, language access guidelines required in  
25 section 4(a), as applicable;

1           (2) establish, maintain, and provide technical  
2 assistance and training on—

3           (A) language access standards for public-  
4 facing resources or materials for federally con-  
5 ducted programs or initiatives issued pursuant  
6 to section 4; and

7           (B) language access provisions of law iden-  
8 tified in the review required under section 3(b);

9           (3) develop advisory information for, and pro-  
10 vide appropriate technical assistance to, Federal de-  
11 partments and agencies, including—

12           (A) a duty to provide services for individ-  
13 uals with limited English proficiency; or

14           (B) a duty to provide multilingual or non-  
15 English resources, programs, or materials to in-  
16 dividuals with limited English proficiency;

17           (4) study practices and approaches that help in-  
18 dividuals with limited English proficiency access  
19 Federal resources and programs;

20           (5) help connect individuals with limited  
21 English proficiency with Federal resources and pro-  
22 grams; and

23           (6) promote language access for individuals  
24 with limited English proficiency throughout all seg-  
25 ments of society.

1 (d) TERM OF OFFICE.—

2 (1) IN GENERAL.—Each member described in  
3 subsection (a)(1) shall be appointed for a term of 5  
4 years, except as provided in paragraph 2.

5 (2) TERMS OF INITIAL APPOINTEES.—As des-  
6 ignated by the President at the time of appointment,  
7 of the members described in subsection (a)(1) first  
8 appointed—

9 (A) 6 shall be appointed for a term of 5  
10 years;

11 (B) 5 shall be appointed for a term of 4  
12 years; and

13 (C) 5 shall be appointed for a term of 3  
14 years.

15 (e) CHAIRPERSON; VICE-CHAIRPERSON.—The chair-  
16 person and vice-chairperson of the Board shall be subject  
17 to the following requirements:

18 (1) The chairperson and vice-chairperson of the  
19 Board shall each be elected by majority vote of the  
20 members of the Board.

21 (2) The chairperson and vice-chairperson of the  
22 Board shall each serve for a term of 1 year.

23 (3) The chairperson elected by the Board shall  
24 alternate, on a term-by-term basis, between being a

1 member described in subsection (a)(1) or a member  
2 described in subsection (a)(2).

3 (4) The chairperson and vice-chairperson of the  
4 Board may not both be members described in sub-  
5 section (a)(1) or both be members described in sub-  
6 section (a)(2).

7 (5) The chairperson and vice-chairperson may  
8 not be members of the same political party.

9 (f) VACANCIES.—

10 (1) IN GENERAL.—A member described in sub-  
11 section (a)(1) appointed to fill a vacancy shall serve  
12 for the remainder of the term to which that mem-  
13 ber's predecessor was appointed.

14 (2) CHANGE IN STATUS.—If any member de-  
15 scribed in subsection (a)(1) becomes a Federal em-  
16 ployee or employee of a contractor of a Federal de-  
17 partment or agency, such member may continue as  
18 a member of the Board for not longer than the 60-  
19 day period beginning on the date the member be-  
20 comes such an employee.

21 (g) REAPPOINTMENT.—No member described in sub-  
22 section (a)(1) may be reappointed to the Board more than  
23 once unless such individual has not served on the Board  
24 for a period of 30 months prior to the effective date of  
25 such individual's appointment.

1 (h) BASIC PAY.—

2 (1) APPOINTED MEMBERS.—Members described  
3 in subsection (a)(1) shall be entitled to receive com-  
4 pensation at rates fixed by the President, but not to  
5 exceed the daily equivalent of the annual rate of  
6 basic pay for level IV of the Executive Schedule  
7 under section 5315 of title 5, United States Code,  
8 including travel time, for each day (including travel  
9 time) during which they are engaged in the actual  
10 performance of their duties as members of the  
11 Board.

12 (2) PROHIBITION ON COMPENSATION OF FED-  
13 ERAL EMPLOYEES.—Members described in sub-  
14 section (a)(2) shall serve without compensation.

15 (i) TRAVEL EXPENSES.—Each member shall receive  
16 travel expenses, including per diem in lieu of subsistence,  
17 in accordance with applicable provisions under subchapter  
18 I of chapter 57 of title 5, United States Code.

19 (j) BYLAWS.—

20 (1) IN GENERAL.—The Board shall establish  
21 such bylaws and other rules as may be appropriate  
22 to enable the Board to carry out its functions under  
23 this Act.

1           (2) QUORUM.—The bylaws described in para-  
2 graph (1) shall include quorum requirements that  
3 meet the following requirements:

4           (A) A proxy may not be counted for pur-  
5 poses of establishing a quorum.

6           (B) Not less than half the members re-  
7 quired for a quorum shall be members described  
8 under subsection (a)(1).

9 (k) STAFF.—

10          (1) IN GENERAL.—The heads of each depart-  
11 ment and agency described in subsection (a)(2) shall  
12 make available to the Board such technical, adminis-  
13 trative, or other assistance as it may require to  
14 carry out its functions under this section, and the  
15 Board may hire such other advisers, technical ex-  
16 perts, and consultants as it deems necessary to as-  
17 sist it in carrying out its functions under this sec-  
18 tion. Special advisory and technical experts and con-  
19 sultants hired pursuant to this paragraph shall,  
20 while performing their functions under this section,  
21 be entitled to receive compensation at rates fixed by  
22 the Chairperson, but not exceeding the daily equiva-  
23 lent of the rate of pay for level 4 of the Senior Exec-  
24 utive Service Schedule under section 5382 of title 5,  
25 United States Code, including travel time, and while

1 serving away from their homes or regular places of  
2 business they may be allowed travel expenses, in-  
3 cluding per diem in lieu of subsistence, as authorized  
4 by section 5703 of such title for persons in the Gov-  
5 ernment service employed intermittently.

6 (2) REQUIRED STAFF.—The Board shall hire  
7 an Executive Director, hearing examiners, and such  
8 other professional and clerical personnel as are nec-  
9 essary to carry out its functions under this Act.

10 (3) ROLE OF EXECUTIVE DIRECTOR.—The Ex-  
11 ecutive Director shall exercise general supervision  
12 over all personnel employed by the Board (other  
13 than hearing examiners and their assistants). The  
14 Executive Director shall have final authority on be-  
15 half of the Board, with respect to the investigation  
16 of alleged noncompliance and in the issuance of for-  
17 mal complaints before the Board, and shall have  
18 such other duties as the Board may prescribe.

19 (4) ROLE OF HEARING EXAMINERS.—The  
20 Board is authorized to appoint as many hearing ex-  
21 aminers as are necessary for proceedings required to  
22 be conducted under this section. The provisions ap-  
23 plicable to hearing examiners appointed under sec-  
24 tion 3105 of title 5, United States Code, shall apply  
25 to hearing examiners appointed under this sub-

1 section. An order of compliance issued by a hearing  
2 examiner shall be deemed to be an order of the  
3 Board.

4 (l) POWERS OF BOARD.—

5 (1) IN GENERAL.—The Board shall conduct in-  
6 vestigations, hold public hearings, and issue orders  
7 of compliance in accordance with the requirements  
8 under this section as the Board deems necessary to  
9 carry out its responsibilities under this section.

10 (2) ORDERS OF COMPLIANCE.—

11 (A) IN GENERAL.—The provisions of sub-  
12 chapter II of chapter 5, and chapter 7 of title  
13 5, United States Code, shall apply to proce-  
14 dures under this subsection, and an order of  
15 compliance issued by the Board in accordance  
16 with subparagraph (B) shall be a final order for  
17 purposes of judicial review. Any such order af-  
18 fecting any Federal department, agency, or in-  
19 strumentality of the United States shall be final  
20 and binding on such department, agency, or in-  
21 strumentality. Pursuant to chapter 7 of title 5,  
22 United States Code, any complainant or partici-  
23 pant in a proceeding under this subsection may  
24 obtain review of a final order issued in such  
25 proceeding.

1 (B) APPROVAL PROCESS.—

2 (i) IN GENERAL.—Before the Board  
3 issues an order of compliance, the Board  
4 shall submit such order to the Director of  
5 the Office of Management and Budget for  
6 review. The Board may not issue an order  
7 of compliance that has not been approved  
8 by the Director.

9 (ii) DEADLINE.—Not later than 14  
10 days after receiving an order of compliance  
11 from the Board for review under clause (i),  
12 the Director of the Office of Management  
13 and Budget shall approve or suggest a  
14 modification to such order. In the case  
15 that the Director does not act to approve  
16 or suggest a modification to such order be-  
17 fore the expiration of such period, such in-  
18 action shall be deemed to be an approval  
19 of such order by the Director. In the event  
20 that the Director suggests a modification  
21 of the order, the Board may review and re-  
22 vise such modifications and shall resubmit  
23 the order to the Director for review within  
24 30 days.

1           (C) ASSISTANCE.—The Board or the Di-  
2           rector of the Office of Management and Budget  
3           may request the Inspector General of a Federal  
4           department or agency subject to an order of  
5           compliance issued by the Board (or an equiva-  
6           lent official, as applicable) to assist with inves-  
7           tigating, monitoring, or enforcing such Federal  
8           department or agency’s compliance with such  
9           order of compliance.

10       (3) POWERS OF EXECUTIVE DIRECTOR.—

11           (A) IN GENERAL.—The Executive Director  
12           is authorized, at the direction of the Board—

13                   (i) in accordance with subparagraph  
14                   (B), to bring a civil action in any appro-  
15                   priate United States district court to en-  
16                   force, in whole or in part, any final order  
17                   of the Board under this section;

18                   (ii) to appear as *amicus curiae*, in any  
19                   court of the United States or in any court  
20                   of a State in civil actions that relate to this  
21                   section; and

22                   (iii) except as provided in section  
23                   518(a) of title 28, United States Code (re-  
24                   lating to litigation before the Supreme  
25                   Court), to appear for and represent the

1 Board in any civil litigation brought under  
2 this section.

3 (B) APPROVAL PROCESS.—

4 (i) IN GENERAL.—Before the Execu-  
5 tive Director may bring a civil action under  
6 subparagraph (A)(i), the Executive Direc-  
7 tor shall submit the applicable complaint to  
8 the Director of the Office of Management  
9 and Budget for review. The Executive Di-  
10 rector may not file such complaint and  
11 bring such civil action without approval by  
12 the Director of the Office of Management  
13 and Budget.

14 (ii) DEADLINE.—Not later than 14  
15 days after receiving a complaint described  
16 in subparagraph (A) from the Executive  
17 Director for review under clause (i), the  
18 Director of the Office of Management and  
19 Budget shall approve of filing or suggest a  
20 modification to the complaint. In the case  
21 that the Director of the Office of Manage-  
22 ment and Budget does not act to approve,  
23 or suggest a modification to, such com-  
24 plaint before the expiration of such period,  
25 such inaction shall be deemed to be an ap-

1           proval to file such complaint by the Direc-  
2           tor of the Office of Management and  
3           Budget. In the event that the Director  
4           suggests a modification of the complaint  
5           the Board may review and revise such  
6           modification and shall resubmit the com-  
7           plaint to the Director for review within 30  
8           days.

9           (m) CONTRACT AUTHORITY.—The Board may make  
10          grants to, or enter into contracts with, public or private  
11          organizations to carry out its duties under subsection (c).

12          (n) GIFTS, BEQUESTS, AND DEVISES.—

13               (1) IN GENERAL.—The Board may accept, hold,  
14          administer, and utilize gifts, devises, and bequests of  
15          property, both real and personal, for the purpose of  
16          aiding and facilitating the functions of the Board  
17          under subsection (c). Gifts and bequests of money  
18          and proceeds from sales of other property received  
19          as gifts, devises, or bequests shall be deposited in  
20          the Treasury and shall be disbursed upon the order  
21          of the Chairperson. Property accepted pursuant to  
22          this section, and the proceeds thereof, shall be used  
23          as nearly as possible in accordance with the terms  
24          of the gifts, devises, or bequests. For purposes of  
25          Federal income, estate, or gift taxes, property ac-

1       cepted under this section shall be considered as a  
2       gift, devise, or bequest to the United States.

3           (2) REGULATIONS.—The Board shall publish  
4       regulations setting forth the criteria the Board will  
5       use in determining whether the acceptance of gifts,  
6       devises, and bequests of property, both real and per-  
7       sonal, would reflect unfavorably upon the ability of  
8       the Board or any employee to carry out the respon-  
9       sibilities or official duties of the Board in a fair and  
10      objective manner, or would compromise the integrity  
11      of or the appearance of the integrity of a Govern-  
12      ment program or any official involved in that pro-  
13      gram.

14      (o) REPORT.—Not later than 4 years after the date  
15      of enactment of this Act, and every 2 years thereafter,  
16      the Board shall submit to Congress and the President, and  
17      publish on a publicly accessible website, a report that in-  
18      cludes—

19           (1) information and recommendations regard-  
20      ing—

21           (A) the extent to which public-facing re-  
22      sources and materials for federally conducted  
23      programs and initiatives are accessible to indi-  
24      viduals with limited English proficiency, includ-  
25      ing any adjustments made to improve such ac-

1           cess since the last report was submitted under  
2           this subsection; and

3                   (B) the state of compliance with the lan-  
4           guage access standards issued pursuant to sec-  
5           tion 4 and language access provisions of law;

6                   (2) a description and analysis of any investiga-  
7           tions made (other than investigations made pursuant  
8           to a complaint filed under section 4(d)), and actions  
9           taken pursuant to such investigations, by the Board  
10          since the last report was submitted under this sub-  
11          section as applicable; and

12                   (3) a description and analysis of any complaints  
13          filed under section 4(d) with the Board, including  
14          the number of complaints, the topics of such com-  
15          plaints, the current status or resolution of such com-  
16          plaints, and actions taken pursuant to such com-  
17          plaints (including any investigations), since the last  
18          report was submitted under this subsection as appli-  
19          cable.

20 **SEC. 3. REVIEW OF LANGUAGE ACCESS PROVISIONS OF**  
21 **LAW.**

22           (a) STUDY.—

23                   (1) IN GENERAL.—Not later than 2 years after  
24          the date of enactment of this Act, the Board shall  
25          complete a study of—

1 (A) language access requirements, includ-  
2 ing statutory provisions, regulatory provisions,  
3 and Executive orders, that Federal departments  
4 and agencies must follow, including any adjust-  
5 ments that have been made to such language  
6 access requirements over time;

7 (B) barriers that prevent individuals with  
8 limited English proficiency from connecting  
9 with, accessing, participating in, or receiving  
10 outreach related to Federal programs and ini-  
11 tiatives, including measures to reduce such bar-  
12 riers;

13 (C) the effect that failures to provide ac-  
14 cessible services has on individuals with limited  
15 English proficiency, including—

16 (i) any costs borne by such individuals  
17 and the Federal Government as a result of  
18 such failures;

19 (ii) reduced use of services by such in-  
20 dividuals; and

21 (iii) severe or adverse risks of critical  
22 delays in receiving such services;

23 (D) Federal department and agency stand-  
24 ards and best practices regarding the qualifica-  
25 tions and usage of interpreters and translators,

1 including the use of machine translation and ar-  
2 tificial intelligence, in translating resources or  
3 materials for federally conducted programs or  
4 initiatives; and

5 (E) the effect that failing to translate re-  
6 sources or materials for federally conducted  
7 programs or initiatives, including inaccurate or  
8 incomplete translation of such resources or ma-  
9 terials, has on the ability of Federal depart-  
10 ments and agencies to carry out their respon-  
11 sibilities.

12 (2) RESULTS.—Not later than 2 years after the  
13 date of enactment of this Act, the Board shall—

14 (A) submit the results of the study re-  
15 quired under paragraph (1) to Congress and  
16 the President; and

17 (B) publish such results on a publicly ac-  
18 cessible website.

19 (b) REVIEW.—Not later than 2 years after the date  
20 of enactment of this Act, the Board shall conduct a review  
21 of language access provisions of law and publish such re-  
22 sults on a publicly accessible website.

23 **SEC. 4. LANGUAGE ACCESS REQUIREMENTS AND STAND-**  
24 **ARDS FOR PROGRAM MATERIALS.**

25 (a) FEDERAL DEPARTMENTS AND AGENCIES.—

## 1 (1) REQUIREMENTS.—

2 (A) IN GENERAL.—When developing pub-  
3 lic-facing resources or materials for programs  
4 or initiatives (including vital documents and  
5 websites), each Federal department or agency  
6 shall ensure, unless an undue burden would be  
7 imposed on the Federal department or agency,  
8 that such resources or materials are accessible  
9 to individuals with limited English proficiency  
10 in a format and manner that is comparable to  
11 the accessibility of such resources or materials  
12 to members of the public who are not individ-  
13 uals with limited English proficiency.

14 (B) ALTERNATIVE MEANS EFFORTS.—In  
15 accordance with paragraph (4), when the devel-  
16 opment of public-facing resources or materials  
17 for programs or initiatives in accordance with  
18 the standards published by the Board under  
19 paragraph (2) would impose an undue burden,  
20 the Federal department or agency shall provide  
21 individuals with limited English proficiency cov-  
22 ered by this paragraph with such resources or  
23 materials in a format and manner that allows  
24 such individuals to access such resources or ma-  
25 terials.

## 1 (2) STANDARDS.—

## 2 (A) INITIAL STANDARDS.—

3 (i) IN GENERAL.—Not later than 2  
4 years after the date of enactment of this  
5 Act and in accordance with the require-  
6 ments under subparagraph (C), the Board,  
7 after consultation with the heads of any  
8 Federal departments or agencies that the  
9 Board determines to be appropriate (in-  
10 cluding about relevant research findings)  
11 and consultation with appropriate public or  
12 nonprofit agencies or organizations, includ-  
13 ing organizations representing individuals  
14 with limited English proficiency, shall issue  
15 and publish in the Federal Register, stand-  
16 ards setting forth the language access cri-  
17 teria necessary to implement the require-  
18 ments set forth in paragraph (1).

19 (ii) PUBLIC COMMENT PERIOD.—The  
20 Board shall publish such standards in the  
21 Federal Register for a 60-day public com-  
22 ment period to ensure that stakeholders,  
23 including individuals with limited English  
24 proficiency and organizations representing  
25 such individuals, have an adequate oppor-

1 tunity to provide input on these standards.  
2 Not later than 30 days after such 60-day  
3 public comment period, the Board shall re-  
4 view and consider all timely submitted  
5 comments and may revise the standards as  
6 appropriate before submitting such stand-  
7 ards to the Director for review pursuant to  
8 subparagraph (C).

9 (B) REVIEW AND AMENDMENT.—In ac-  
10 cordance with the requirements under subpara-  
11 graph (C), beginning not later than 5 years  
12 after the date of enactment of this Act, and  
13 every 5 years thereafter, the Board shall review  
14 and, as appropriate, amend such standards  
15 published in subparagraph (A) to reflect—

16 (i) technological advances or changes  
17 in electronic and information technology;

18 (ii) changes in Federal department  
19 and agency programs and initiatives;

20 (iii) changes in the demographic data  
21 of individuals with limited English pro-  
22 ficiency and of the communities such indi-  
23 viduals belong to; and

24 (iv) changes in the language access  
25 needs of such individuals and communities.

1 (C) APPROVAL PROCESS.—

2 (i) IN GENERAL.—Before the Board  
3 issues or amends the standards in accord-  
4 ance with subparagraph (A) or (B), the  
5 Board shall submit such standards to the  
6 Director of the Office of Management and  
7 Budget for review. The Board may not  
8 issue or amend such standards without ap-  
9 proval by the Director.

10 (ii) DEADLINES.—

11 (I) IN GENERAL.—Not later than  
12 30 days after receiving the standards  
13 (including amendments to such stand-  
14 ards) from the Board for review under  
15 clause (i), the Director of the Office  
16 of Management and Budget shall ap-  
17 prove or suggest a modification to  
18 such standards. In the case that the  
19 Director does not act to approve, or  
20 suggest a modification to, such stand-  
21 ards before the expiration of such pe-  
22 riod, such inaction shall be deemed to  
23 be an approval of such standards by  
24 the Director.

1 (II) SUBMISSION OF REVISED  
2 STANDARDS.—In the event that the  
3 Director suggests a modification of  
4 the standards, not later than 30 days  
5 after receiving such modification, the  
6 Board may review and revise such  
7 modification, and submit to the Direc-  
8 tor revised standards that incorporate  
9 such revised modification.

10 (3) INCORPORATION OF STANDARDS.—

11 (A) IN GENERAL.—Not later than 6  
12 months after the Board publishes the standards  
13 required under paragraph (2), each Federal de-  
14 partment or agency shall revise their language  
15 access policies and directives to incorporate  
16 those standards.

17 (B) REVISION.—Not later than 6 months  
18 after the Board revises any standards required  
19 under paragraph (2), each appropriate Federal  
20 department or agency shall revise their lan-  
21 guage access policies and directives, as nec-  
22 essary, to incorporate the revisions.

23 (4) UNDUE BURDEN.—

24 (A) REQUEST FOR WAIVER.—In the event  
25 that a Federal department or agency deter-

1 mines that compliance with a standard issued  
2 by the Board under paragraph (2) imposes an  
3 undue burden related to a specific program, ini-  
4 tiative, or other activity of the Federal depart-  
5 ment or agency, such Federal department or  
6 agency may request a waiver for compliance  
7 with such standard and provide the Board with  
8 documentation explaining why such compliance  
9 would create an undue burden, which shall—

10 (i) identify the standard creating the  
11 undue burden;

12 (ii) describe the nature of the undue  
13 burden; and

14 (iii) either—

15 (I) propose an alternative stand-  
16 ard to apply; or

17 (II) explain why applying an al-  
18 ternative standard is not feasible.

19 (B) REVIEW.—

20 (i) IN GENERAL.—Not later than 30  
21 days after receiving a waiver request de-  
22 scribed in subparagraph (A), the Board  
23 shall—

1 (I) grant or deny the waiver re-  
2 quest in accordance with clause (ii);  
3 or

4 (II) request the Federal depart-  
5 ment or agency that submitted the  
6 waiver request to provide further in-  
7 formation by not later than 30 days  
8 after receiving such request for fur-  
9 ther information.

10 (ii) CRITERIA.—In determining  
11 whether to grant or deny a waiver request  
12 described in subparagraph (A), the Board  
13 shall consider—

14 (I) whether an individual with  
15 limited English proficiency is likely to  
16 interact with the Federal department  
17 or agency that submitted the waiver  
18 request, including an analysis of the  
19 number or proportion of such individ-  
20 uals served by such Federal depart-  
21 ment or agency and the frequency of  
22 contact with such department or  
23 agency by such individuals;

24 (II) whether a failure to comply  
25 with the applicable standard is likely

1 to result in significant harm, includ-  
2 ing a denial of benefits or diminished  
3 civil rights protections;

4 (III) the costs borne by such  
5 Federal department or agency due to  
6 compliance with the applicable stand-  
7 ard, including the resources available  
8 to the Federal department or agency;  
9 and

10 (IV) whether an alternative  
11 standard can be applied that would  
12 avoid causing such significant harm.

13 (iii) DURATION.—A waiver granted  
14 under this subparagraph shall be for a pe-  
15 riod of not more than 2 years.

16 (iv) RECORD.—The Board shall main-  
17 tain a publicly accessible record of all waiv-  
18 er requests described in subparagraph (A).

19 (C) REQUIREMENT.—The Board shall en-  
20 sure that a waiver granted under subparagraph  
21 (B) does not—

22 (i) result in the denial of meaningful  
23 access to a federally conducted program or  
24 initiative; or

1                   (ii) relieve a Federal department or  
2                   agency of the obligation to take reasonable  
3                   steps to provide language assistance serv-  
4                   ices.

5           (b) TECHNICAL ASSISTANCE.—The Board shall pro-  
6   vide technical assistance to individuals and Federal de-  
7   partments and agencies concerning the requirements  
8   under this section.

9           (c) EVALUATIONS.—

10           (1) IN GENERAL.—Not later than 18 months  
11   after the date of enactment of this Act, and every  
12   2 years thereafter, the head of each Federal depart-  
13   ment or agency shall, in accordance with paragraph  
14   (2)—

15           (A) evaluate the extent to which the pub-  
16   lic-facing resources and materials for programs  
17   and initiatives of the department or agency are  
18   accessible to individuals with limited English  
19   proficiency described in subsection (a)(1), com-  
20   pared to the access to the resources and mate-  
21   rials by individuals described in such subsection  
22   who are not individuals with limited English  
23   proficiency;

1 (B) submit a report containing the evalua-  
2 tion to Congress, the President, and the Board;  
3 and

4 (C) not later than 60 days after com-  
5 pleting such evaluation, take appropriate steps,  
6 based on such evaluation, to update, modify, or  
7 amend the programs, initiatives, and public-fac-  
8 ing resources and materials of the department  
9 or agency to improve accessibility for individ-  
10 uals with limited English proficiency, consistent  
11 with the most recent applicable standards  
12 issued by the Board.

13 (2) REQUIREMENTS.—An evaluation described  
14 in paragraph (1) shall take into account the fol-  
15 lowing:

16 (A) Language access compliance measures.

17 (B) Quality assurance standards.

18 (C) Federal program and initiative partici-  
19 pant outcomes.

20 (D) The use of qualified or certified inter-  
21 preters and translators.

22 (E) Training requirements for staff and  
23 contractors.

24 (F) Stakeholder feedback.

1 (G) The impact of failing to provide acces-  
2 sible programs and initiatives.

3 (H) Any other standards, activities, or in-  
4 formation related to programs or initiatives of  
5 the Federal department or agency, as deter-  
6 mined relevant by the department or agency.

7 (d) COMPLAINTS.—

8 (1) IN GENERAL.—

9 (A) PROCESS.—Effective 6 months after  
10 the date of publication by the Board of final  
11 standards described in subsection (a)(2), any  
12 individual with limited English proficiency (or  
13 an organization acting on behalf of such an in-  
14 dividual) may file a complaint with the Board  
15 alleging that a Federal department or agency  
16 fails to comply with the requirements under  
17 subsection (a)(1).

18 (B) APPLICATION.—This subsection shall  
19 apply only to public-facing resources or mate-  
20 rials for programs or initiatives of a Federal de-  
21 partment or agency that are produced by a  
22 Federal department or agency not less than 6  
23 months after the date of publication by the  
24 Board of final standards described in subsection  
25 (a)(2).

1 (C) COMPLAINTS SUBMITTED TO THE  
2 BOARD.—In the case that the Board determines  
3 that a complaint filed with the Board is outside  
4 the jurisdiction of the Board, the Board shall  
5 notify the individual who filed such complaint of  
6 such determination and refer the individual to  
7 the appropriate entity to investigate such com-  
8 plaint as applicable.

9 (D) COMPLAINTS SUBMITTED TO FEDERAL  
10 DEPARTMENT OR AGENCY.—In the case that a  
11 Federal department or agency receives a com-  
12 plaint that falls under the jurisdiction of the  
13 Board, the Federal department or agency shall  
14 forward such complaint to the Board and con-  
15 sult with the Board regarding how such com-  
16 plaint should be investigated.

17 (E) CONFIDENTIALITY.—Any information  
18 provided by an individual under this subsection,  
19 including personally identifying information,  
20 shall only be utilized for the purposes of, and  
21 to the extent necessary in, ensuring the efficient  
22 investigation of their complaint. Any person or  
23 agency receiving information from the Board  
24 shall use it only for the purposes of ensuring ef-  
25 ficient investigation of the complaint.

## 1 (2) CORRECTIVE ACTION PLAN.—

2 (A) IN GENERAL.—In the case that the  
3 Board investigates a complaint and determines  
4 that the Federal department or agency impli-  
5 cated in the complaint is not in compliance with  
6 the requirements under subsection (a)(1), the  
7 Board shall collaborate with the Federal depart-  
8 ment or agency to develop a corrective action  
9 plan, which shall include—

10 (i) if determined appropriate by the  
11 Board, a joint investigation by the Board  
12 and the Federal department or agency of  
13 the language access requirements and pro-  
14 cedures of such department or agency;

15 (ii) steps for the Federal department  
16 or agency to take in order to make  
17 progress on satisfying such requirements;  
18 and

19 (iii) a timeline for achieving compli-  
20 ance with such requirements.

## 21 (B) APPROVAL PROCESS.—

22 (i) IN GENERAL.—Before a corrective  
23 action plan developed pursuant to subpara-  
24 graph (A) may be entered into by the  
25 Board, the Board shall submit such correc-

1           tive action plan to the Director of the Of-  
2           fice of Management and Budget for review.  
3           The Board may not enter into such correc-  
4           tive action plan without approval by the  
5           Director.

6                   (ii) DEADLINES.—

7                           (I) IN GENERAL.—Not later than  
8                           14 days after receiving a corrective  
9                           action plan described in subparagraph  
10                          (A) from the Board for review under  
11                          clause (i), the Director of the Office  
12                          of Management and Budget shall ap-  
13                          prove or suggest a modification to  
14                          such corrective action plan. In the  
15                          case that the Director does not act to  
16                          approve, or suggest a modification to,  
17                          such corrective action plan before the  
18                          expiration of such period, such inac-  
19                          tion shall be deemed to be an approval  
20                          of such corrective action plan by the  
21                          Director.

22                           (II) SUBMISSION OF REVISED  
23                           CORRECTIVE PLAN.—In the event that  
24                           the Director suggests a modification  
25                           of the corrective plan, not later than

1                   30 days after receiving such modifica-  
2                   tion, Board may review and revise  
3                   such modification, and submit to the  
4                   Director a revised corrective plan that  
5                   incorporates such revised modifica-  
6                   tion.

7                   (C) MONITORING.—The Board shall mon-  
8                   itor the progress of a Federal department or  
9                   agency that implements a corrective action plan  
10                  described in paragraph (A).

11                  (D) NOTICE.—In the case that a corrective  
12                  action plan is developed under subparagraph  
13                  (A) due to a complaint received pursuant to  
14                  paragraph (1)(A), not later than 60 days after  
15                  such plan is completed, the Board shall notify  
16                  the individual who submitted such complaint in  
17                  writing of whether the Federal department or  
18                  agency is now in compliance with the require-  
19                  ments under subsection (a)(1) and of any addi-  
20                  tional steps the Board plans to take regarding  
21                  the complaint.

22                  (E) RECORD.—The Board shall maintain a  
23                  publicly accessible record of all corrective action  
24                  plans described in subparagraph (A).

1           (3) APPLICATION TO OTHER FEDERAL LAWS.—  
2           This subsection shall not be construed to limit any  
3           right, remedy, or procedure otherwise available  
4           under any provision of Federal law (including under  
5           title VI of the Civil Rights Act of 1964 (42 U.S.C.  
6           2000d et seq.)) that provides protection for the  
7           rights of individuals with limited English proficiency,  
8           including the ability to file a complaint pertaining to  
9           language access with an entity other than the Board.

10 **SEC. 5. DEFINITIONS.**

11           In this Act:

12           (1) AGENCY.—The term “agency” has the  
13           meaning given that term in section 551 of title 5,  
14           United States Code.

15           (2) FEDERALLY CONDUCTED PROGRAM OR INI-  
16           TIATIVE.—

17           (A) IN GENERAL.—The term “federally  
18           conducted program or initiative” means any  
19           program, activity, or operation that is directly  
20           administered by a Federal agency including  
21           through its officers, employees, or contractors  
22           acting on its behalf, in which the Federal agen-  
23           cy exercises day-to-day operational control over  
24           program implementation, and that involves con-  
25           tact with the public, the administration of Fed-

1 eral benefits, or communication with members  
2 of the public or program participants.

3 (B) EXCLUSIONS.—The term “federally  
4 conducted program or initiative” does not in-  
5 clude programs or activities that are adminis-  
6 tered by a non-Federal entity, including a  
7 State, local, Tribal, or territorial government,  
8 or a private entity, even if funded in part by  
9 the Federal Government but administered by  
10 non-Federal entities, unless the Federal Gov-  
11 ernment exercises day-to-day direct operational  
12 control (except that for purposes of this para-  
13 graph Federal funding, rulemaking, approval of  
14 plans or applications, or regulatory oversight  
15 shall not, standing alone, constitute day-to-day  
16 operational control).

17 (3) INDIVIDUAL WITH LIMITED ENGLISH PRO-  
18 FICIENCY.—The term “individual with limited  
19 English proficiency” means an individual who—

20 (A) uses a primary language other than  
21 English; and

22 (B) has a limited ability to read, speak,  
23 write, or understand English.

24 (4) LANGUAGE ACCESS.—The term “language  
25 access” means the ability of individuals with limited

1 English proficiency to meaningfully access and par-  
2 ticipate in programs, initiatives, services, and activi-  
3 ties, including the ability for such individuals to en-  
4 gage in equitable and effective communication re-  
5 garding such programs, initiatives, services, and ac-  
6 tivities through interpretation, translation, and other  
7 language assistance services.

8 (5) LANGUAGE ACCESS PROVISION OF LAW.—

9 The term “language access provision of law” means  
10 any provision of a Federal statute, regulation, or  
11 Executive order, or a policy established by a Federal  
12 department or agency to carry out or comply with  
13 such a provision, that requires a Federal department  
14 or agency to provide or ensure access to a federally  
15 conducted program or initiative by individuals with  
16 limited English proficiency and includes, with re-  
17 spect to a Federal department or agency, a legal ob-  
18 ligation (including a requirement established by Fed-  
19 eral statute, regulation, or Executive order)—

20 (A) to provide language assistance or re-  
21 move language barriers in a specific pro-  
22 grammatic context, including in education, vot-  
23 ing, health care, housing, taxation, emergency  
24 response, nutrition assistance, and the adminis-  
25 tration of justice;

1 (B) to ensure language access, including  
2 through establishing standards for meaningful  
3 access to a federally conducted program or ini-  
4 tiative;

5 (C) related to the translation of public-fac-  
6 ing resources or materials for the programs or  
7 initiatives of the Federal department or agency,  
8 including vital documents and websites;

9 (D) related to the development and imple-  
10 mentation of a language access plan, including  
11 an obligation to update such a plan;

12 (E) related to the quality, accuracy, and  
13 confidentiality of interpretation and translation  
14 services, including the use of qualified personnel  
15 and artificial intelligence;

16 (F) to train staff and relevant personnel  
17 on language access obligations and procedures;

18 (G) related to the collection and analysis of  
19 data to assess language access needs and evalu-  
20 ate the effectiveness of language access services;  
21 or

22 (H) related to monitoring, compliance, and  
23 accountability mechanisms designed to ensure  
24 adherence to language access requirements.

1           (6) LANGUAGE ASSISTANCE SERVICES.—The  
2 term “language assistance services” means oral and  
3 written services used to assist individuals with lim-  
4 ited English proficiency meaningful access to, and  
5 an equal opportunity to participate fully in, the serv-  
6 ices, activities, and other programs administered by  
7 the Federal Government.

8           (7) MEANINGFUL ACCESS.—The term “mean-  
9 ingful access” means access that—

10                   (A) results in accurate, timely, and effec-  
11 tive communication at no cost to the individual  
12 with limited English proficiency; and

13                   (B) is comparable to the access provided to  
14 individuals who are proficient in English.

15           (8) PUBLIC-FACING RESOURCES OR MATE-  
16 RIALS.—

17                   (A) IN GENERAL.—The term “public-fac-  
18 ing resources or materials” means any informa-  
19 tion, communication, or service produced or  
20 provided by a Federal agency or department  
21 that is intended for routine access or use by the  
22 general public to obtain general information  
23 about, or assistance in accessing, Federal pro-  
24 grams, benefits, or services. Such term in-  
25 cludes—

1 (i) written or printed materials com-  
2 monly required to be completed by mem-  
3 bers of the public, including forms, appli-  
4 cations, and notices;

5 (ii) digital or online content designed  
6 for general public use, including primary  
7 public websites and commonly accessed  
8 web pages; and

9 (iii) public-facing service channels  
10 through which individuals may obtain gen-  
11 eral information or assistance, including  
12 telephone hotlines, call centers, and in-per-  
13 son or virtual assistance services.

14 (B) EXCLUSIONS.—The term “public-fac-  
15 ing resources or materials” does not include—

16 (i) technical, scientific, legal, or policy  
17 materials primarily intended for specialized  
18 or expert audiences; or

19 (ii) materials that are not routinely  
20 accessed by or necessary for a reasonable  
21 member of the general public to obtain in-  
22 formation or services from a Federal agen-  
23 cy or department.

24 (9) VITAL DOCUMENT.—The term “vital docu-  
25 ment” means any physical or digital material—

1           (A) required to be submitted by an indi-  
2           vidual before such individual may obtain any  
3           aid, benefit, service, or training provided under  
4           a federally conducted program or initiative, in-  
5           cluding an application related to such a pro-  
6           gram or initiative;

7           (B) required to be provided by Federal  
8           law, including a notice of rights and responsibil-  
9           ities; or

10          (C) containing information critical for fully  
11          participating in or understanding a federally  
12          conducted program or initiative, including—

13               (i) a letter or notice that requires a  
14               response from a beneficiary, applicant,  
15               participant, or employee;

16               (ii) a consent form; or

17               (iii) a complaint form.

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