



Blue Peaks Developmental Services, Inc. Title VI Limited English Proficiency Plan

Blue Peaks Developmental Services operates without regard to race, color, or national origin.

INTRODUCTION

This Limited English Proficiency (LEP) Plan, for Blue Peaks Developmental Services, Inc. has been developed in response to federal requirements included under Section 601 of Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d), which provides that no person shall “on the grounds of race, color or national origin be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

Federal Executive Order No. 13166, issued in August 2000 by President Clinton, "Improving Access to Services for Persons with Limited English Proficiency," was created to "... improve access to federally conducted and federally assisted programs and activities for persons who, as a result of national origin, are limited in their English proficiency (LEP)..." President Bush affirmed his commitment to Executive Order 13166 through a memorandum issued on October 25, 2001, by Assistant Attorney General for Civil Rights, Ralph F. Boyd, Jr. Loretta King, Acting Assistant Attorney General, further strengthened the enforcement of Title VI in a memorandum dated July 10, 2009.

As a sub-recipient of funds from the Federal Transit Administration (FTA), through the Colorado Department of Transportation (CDOT), Blue Peaks Developmental Services, Inc. has developed this LEP Plan to ensure compliance with Federal LEP regulations including the FTA LEP handbook “Implementing the Department of Transportation’s Policy Guidance Concerning Recipient’s Responsibilities to Limited English Proficient Persons.” This plan includes an assessment of the limited English proficiency needs of our area, an explanation of the steps we are currently taking to address these needs, and the steps we plan to take in the future to ensure meaningful access to our transit programs for persons with limited English proficiency. Blue Peaks provides door to door transportation on a schedule determined by client choice, and does not provide a fixed route. Transportation services have not necessitated the construction of any facilities. As a non-profit, Blue Peaks operates with oversight from a Board of Directors, with no additional transit related advisory board.

POLICY

It is the policy of Blue Peaks Developmental Services, Inc. to ensure that our programs and activities, normally provided in English, are accessible to LEP persons and thus do not discriminate on the basis of national origin in violation of Title VI of the Civil right Act of 1964. Blue Peaks will, to the maximum extent feasible in its official deliberations and communications, community outreach and related notifications, provide appropriate alternative non-English formats to ensure LEP persons have access to information and services.

LIMITED ENGLISH PROFICIENCY NEEDS OF AREA

Number and Percentage of LEP Persons in Our Area

Blue Peaks provides transportation to eligible adults with intellectual and developmental disabilities (I/DD) who are enrolled in a Home and Community Based Services waiver program (HCBS-DD).

Individuals receiving transportation services are enrolled in a comprehensive waiver program or a Supported Living Services waiver program. Transportation is only one of a menu of services available to adults with I/DD in our program. Other services can include residential, vocational, community connection, homemaker, day habilitation, mentoring, and budgeting, etc. Of the 80 adults that were physically counted here at the agency to whom we provide services, only one would be considered to be Limited English Proficiency. The supports she receives from Blue Peaks are provided by a bi-lingual direct support staff person. This support is available daily in the program in which she works.

In the six counties in which transportation is provided to the 80 adults in services, the percentage of people who fall in the LEP category is 7.0% in Alamosa County, 7.9% in Conejos County, 11.9% in Costilla County, 6.8% in Rio Grande County, 11.3 % in Saguache County and 0.29% in Mineral County. The information utilized for these statistics was provided by CDOT.

Frequency and Importance of LEP Contact

The statistical percentage of persons who fall into the LEP category in each county (as noted above) is higher than the encounters experienced through routine transportation supports as provided in this agency. A physical count and record review of all persons who are receiving HCBS-DD services through this agency indicated that only 1 person could be considered LEP. It should be additionally noted that as an agency providing services with intellectual and developmental disabilities, a portion of our clients are non-verbal or have significant disabilities and unable to verbally communicate. Each person needing services is connected with a Case Manager as a first step in the process, and the Case Manager connects the client or family with a translator when needed. The agency has numerous employees who are Spanish speaking and who are called upon, when necessary, to translate for persons served with LEP, and their family members. The main number in the Administrative building includes a phone greeting in Spanish communicating that Blue Peaks employs persons to assist with translation.

Resources Available for LEP Outreach

Written materials in Spanish are provided to families who receive Early Intervention or Family Support services from Blue Peaks. A number of Blue Peaks personnel are bi-lingual. Families in Early Intervention or Family Support do not receive transportation services. Blue Peaks contracts with several translation services.

LANGUAGE ASSISTANCE PLAN

Monitoring and Updating the LEP Plan

Blue Peaks will re-evaluate the LEP Plan should the demographics of our service area or our clients change.

Providing Notice to LEP Persons

Blue Peaks contracts with a translation service and a number of Blue Peaks personnel are Spanish speaking.