

WINCHESTER HOUSING AUTHORITY
13 WESTLEY STREET
WINCHESTER, MA 01890
www.winchesterha.org

WINCHESTER HOUSING AUTHORITY LANGUAGE ACCESS PLAN

Adopted: 6/14/2022

Effective: 7/1/2022

I. INTRODUCTION

The Winchester Housing Authority (“WHA”) 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 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 WHAs to utilize this four-factor self-assessment method regardless of whether they receive HUD funds. Based on the DHCD and HUD guidance, the WHA has completed an LEP four-factor self-assessment (“Attachment A”).

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)

Using the LEP self-assessment as a guide, the WHA has prepared this LAP, which defines the actions to be taken by the WHA to ensure WHA compliance with Title VI and/or DHCD requirements with respect to LEP individuals. The WHA 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

The goals of the WHA's LAP include:

- To ensure meaningful access to the WHA's housing programs by all eligible individuals regardless of primary language spoken.
- To ensure that all LEP individuals are made aware that the WHA will provide free oral interpretation services to facilitate their contacts with and participation in programs administered by the WHA.
- To provide written translations of vital documents to LEP individuals speaking priority languages.
- To ensure that WHA 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 WHA and LEP individuals involve meetings, written communications and phone calls where information is exchanged. Examples include interactions by applicants with WHA staff during the application process leading up to and including placement in housing, as well as periodic contact between residents and WHA 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 WHA 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 WHA programs and services by LEP individuals, the WHA 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 WHA 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, WHA 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 WHA will provide free access to language assistance for staff contact with LEP individuals. The WHA 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 WHA 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 WHA staff will be utilized to communicate with LEP individuals in their native languages and to assist them in reviewing WHA materials, answering questions about WHA programs, and responding to WHA forms and information requests. Currently, WHA employs staff members who speak **English**.

Oral Interpretation - Telephone Support: Subject to budget constraints and in consideration of the four-factor self-assessment described on Attachment A , if

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>

qualified bilingual WHA staff are unavailable to communicate with an LEP individual who is requesting assistance, the WHA 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 WHA forms and procedures, the WHA will schedule the call so that the telephonic interpreter has the opportunity to first review the relevant form or procedure. The WHA will only utilize interpretation services which demonstrate a high degree of training and professionalization among the interpreter staff. The WHA will utilize a service which provides trained and certified interpreters and coverage for a multitude of languages. WHA staff will be trained in how to access this service, which will be available as needed for LEP applicants and residents.

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 WHA staff are determined insufficient to ensure meaningful access, the WHA may provide qualified in-person 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 WHA will generally strive to use telephonic assistance, as resources permit. If the LEP individual does not wish to use the free interpretation services offered by the WHA, the LEP individual may provide their own qualified interpreters at their own expense.

Oral Interpretation - Use of Other Interpreters not provided by the WHA: As noted above, LEP individuals will be informed that the WHA will provide them with free access to oral interpretation services via bilingual WHA 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 WHA 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 WHA’s

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.

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.

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 documents
-
- *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 administering entity at telephone number/address 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 WHA program documents, including those that are highly individualized (such as ineligibility, termination or appeal notices), the WHA 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 WHA waitlist.

- *Review and updating:* The WHA 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 WHA will provide training on LEP awareness and required assistance actions under the Language Access Plan for employees. This will include:

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

LEP Coordinator: The WHA has designated the Program Administrator 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 WHA will post LEP notices in multiple languages in the WHA's common areas, on the WHA'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 Middlesex County and/or based on WHA 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 WHA Board of Commissioners on: June 14, 2022

Attachment A: WHA'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: WHA’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 WHA):

See data graph (attached) compiled by American Community Survey (U.S. Census Bureau), 2015-2019 of citizens of Middlesex County 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:

None

(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 American Community Survey (U.S. Census Bureau), 2014-2019 of citizens of Winchester 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:

None

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

See data graph (attached) compiled by the Department of Housing and Community Development’s (DHCD) Division of Public Housing CHAMP system.

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

None

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

The Winchester Housing authority compiles data from residents to determine their primary language. Language preferences are updated into PHA Network at admission and at the biannual rent determination. Currently, the most common language outside of English in our Chapter 667 development is Mandarin Chinese.

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

The Winchester Housing Authority will use data from other agencies that serve our residents where available.

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

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

This information will be obtained not only through the use of these statistics and through collection of internal data when it is available. Emphasis will be placed upon translation of documents where the population meets or exceeds 5% or 1000 consistent with HUD of LEP guidance. Interpretation will always be made available on an as needed basis.

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

The greater the possible consequences of the contact, the more important it is for the WHA to provide language services. The WHA will focus its efforts on providing language services in:

- (1) Important matters concerning initial eligibility for public housing, and tenant-based assistance;
- (2) Important matters which impact continuing eligibility in the above referenced housing programs: and
- (3) Termination of housing assistance or eviction.
- (4) Emergency work orders or other issues with continued occupancy that are determined to be critical in nature.

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

The WHA's Language Access Plan will be implemented subject to the availability of resources. The WHA has an extremely limited budget to cover the cost of translating Documents, providing oral interpretation and otherwise implementing a Language Access Plan. The WHA does not anticipate additional funds would be made available specifically for implementing this Language Access Plan in the near future. The WHA will continue to identify resources that may be available to support the cost of implementing this Plan.

The WHA will focus efforts on making certain that documents that have been translated by HUD and DHCD are available to staff and used on a regular basis and that free or low-cost translation and interpretation services are made available on an as needed basis.

* Translated HUD forms are available on the HUD portal under HUD clips forms at https://portal.hud.gov/hudportal/HUD?src=/program_offices/administration/Hud/clips/forms

* The HUD office of Fair Housing and Equal Opportunity provides a directory of translated forms at https://www.hud.gov/program_offices/fair_housing_equal_opp/171epexamples include FHEO Brochures Section-Fair Housing for All, Domestic Violence Guide, PIH Brochure – A good place to Live all translated into a minimum of 8 languages. The following are also translated into many languages: PIH Fact Sheets, How Your Rent is Determined for Public Housing and Housing Choice Voucher Programs, Authorization for the Release of Information /Privacy Act Notice, Certification of Domestic Violence, Dating Violence or Stalking, Request for Tenancy Approval, Statement of Homeowner Obligation, Family Self-Sufficiency (FSS) Program Contract of Participation, Family Self-Sufficiency Program FSS Escrow Account Credit Worksheet, Housing Assistance Payments Contract and Debts Owed to Public Housing Agencies. There is also a number of translated fair housing posters at this web site.

Translated universal standard and emergency applications for State-Aided Public Housing are located at <https://publichousingapplication.oed.state.ma.us/> and are available in Spanish, Portuguese, Haitian Creole, Russian, Vietnamese and Chinese. Translated Housing Choice Voucher Preliminary Applications are located at http://www.section8listmass.org/How_to_Apply.php and are available in Spanish.

Other documents translated by DHCD are available through PHA's online access system for that agency. Examples include the following Common Housing Application for Mass Public-Housing (CHAMP) documents which have been translated into Spanish, Portuguese, Haitian Creole, Khmer, Russian, Vietnamese and Chinese: Application Forms (A forms), Notice Screening and Required Documents (B forms), Notice of WHA Determinations and Required Documents (C forms) and Unit Offers (D forms).

This LAP has several attachments which are currently available for use by the WHA. If the Exhibits do not have all languages identified by the WHA as most commonly used on the form, then the WHA will focus efforts and resources on translating the attachments into the most commonly identified LEP languages identified herein. Babel Notices may

be used when some funding for translation of a document is available but full translation is unaffordable. The WHA will attempt to work with other PHAs and agencies in a cooperative effort to provide services at lower costs.

Attachment B: Language Assistance Protocols

**[NAME OF INTERPRETATION SERVICES]
[ADDRESS]**

Telephone Number: (888) 663-9902

Fax Number: (888) 663-9000

Email Address: service@baystateinterpreters.com

Website: <https://www.baystateinterpreters.com/>

WHA Authorization # Furnished upon request

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 *WHA staff* who can provide initial support in identifying languages and assistance needed by persons with LEP that come into direct contact with the WHA in person, by telephone, or in writing.
- 4) Utilize WHA’s over-the-phone telephonic services account with Bay State Interpreters, Inc (see below for further information).

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. *WHA staff*

Where feasible, the WHA will use staff to communicate with LEP individuals in their primary language, including assisting such individuals with understanding program materials and filling out forms, answering questions about the program and responding to the submission of materials and information requests.

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

Where feasible, the WHA will make an effort to partner with non-profits and community groups which can provide competent oral interpretation services to community members. Examples of such agencies are as follows: the Greater Somerville Homeless Coalition, the Winchester Council on Aging, Minuteman Senior Services, The Winchester High School. The Massachusetts Department of Mental Health (DMH) has created a Multicultural Mental Health Resource Directory (updated as of 2019), which provides information on many organizations across the state that serve populations in other languages. The WHA will continue its attempt to establish relationships with the appropriate entities to best serve applicants, tenants and participants that are LEP.

c. Currently, Baystate Interpreters, Inc. is to be used for over-the-phone interpretation. Useful tips for using interpreter services and further protocols for telephonic interpretation are provided below.

d. *In-Person Assistance*: In limited instances where in-person assistance is necessary to ensure meaningful access and use of bilingual WHA staff is determined to be insufficient or inappropriate (e.g., due to a conflict of interest), the WHA may provide qualified in-person interpretation services at no cost to the LEP individual either through local community organizations or through a vendor such as Baystate Interpreters, Inc.

In instances where it is determined that in-person language assistance is needed, an appointment will be scheduled with a vendor such as Baystate Interpreters, Inc. Baystate Interpreters, Inc provides professional interpreting in 150 plus languages. While the WHA will strive to schedule an appointment as soon as possible, the speed in which an in-person appointment can be scheduled may be impacted by the availability of interpreters at Baystate Interpreters, Inc. or other vendors.

Protocols for Using Over-the-Phone Interpretation:

[Insert applicable telephone number, PIN, and further instructions]

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. *Currently, Baystate Interpreters or other approved vendors as noted above will be used for written translation. Requests for written translation services should be submitted to the WHA 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”).*

Attachment C: Important Document Notice

This is an important document. Please contact THE WINCHESTER HOUSING AUTHORITY at 781-721-5718 for free language assistance.

Este documento es muy importante. Favor de comunicarse con el Autoridad de Vivienda de Winchester en (781)721-5718 para ayuda gratis con el idioma. (Spanish)

Este é um documento importante. Entre em contato com o Autoridade de Habitacao Winchester no número (718)721-5718 para obter assistência gratuita com o idioma. (Portuguese)

Dokiman sila a enpòtan. Tanpri kontakte Otorite Lojman Winchester la nan (781) 721-5718 pou assistans 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，請聯絡聯絡方式：(781)721-5718。(Chinese, Traditional)

此文件为重要文件。如果您需要免费的语言翻译帮助，请联络联络方式：(781)721-5718。(Chinese, Simplified)

Это очень важный документ, пожалуйста, свяжитесь с Жилищным управлением Винчестера по телефону (781) 721-5718.

នេះជាឯកសារសំខាន់ណាស់ សូមទាក់ទងអាជ្ញាធរលំនៅដ្ឋាន Winchester តាមរយៈ (781) 721-5718 [Mon-Khmer, Cambodian]

Đây là một tài liệu quan trọng. Vui lòng liên hệ Winchester tại (781)721-5718 để được hỗ trợ ngôn ngữ miễn phí. (Vietnamese)

Kani waa dukumentiyi muhiim ah. Fadlan Winchester kala soo xiriir (781) 721-5718 si aad u hesho gargaar xagga luqadda oo bilaash ah. (Somali)

هذه وثيقة مهمة جدا يرجى الاتصال بهيئة الإسكان في وينشستر على الرقم (781) 5718-721 (Arabic)

Ce document est très important. Veuillez contacter l'Autorité de logement d'Winchester au (781)721-5718 afin d'obtenir une assistance linguistique gratuite. (French)

Il presente è un documento importante. Si prega di contattare il Autorita per gli alloggi di Winchester al (781)721-5718 per avere assistenza gratuita per la traduzione. (Italian)

Αυτό είναι ένα πολύ σημαντικό έγγραφο παρακαλώ ελάτε σε επαφή με την αρχή κατοικίας Winchester στο (781) 721-5718 (Greek)

Jest to ważny dokument. Proszę skontaktować się z Urząd Mieszkaniowy Winchester pod numerem (781) &21-5718 aby uzyskać bezpłatną pomoc językową. (Polish)

This is an important document. Please contact the Winchester Housing Authority at (781) 721-5718 for free language assistance.

이것은 중요한 문서입니다. 윈체스터 주택 당국 (781) 721-5718로 연락하여 무료 언어 지원을 받으십시오. (Korean)

これは重要な文書です。無料の言語支援については、ウィンチェスター住宅局(781)721-5718までお問い合わせください。 (Japanese)

Սա կարևոր փաստաթուղթ է. Անվճար լեզվական օժանդակություն համար խնդրում ենք դիմել Վինչեստերի տուն-վարչություն(781) 721-5718 հասցեով: (Armenian)

ນີ້ແມ່ນເອກະສານທີ່ສໍາຄັນ. ກະລຸນາຕິດຕໍ່ຫາເຈົ້າໜ້າທີ່ບ້ານວິນເຈສເຕີ (781)721-5718 ສໍາລັບການຊ່ວຍເຫຼືອດ້ານພາສາພາສາລາວ. (Lao)

Ovo je važan dokumenat. Za besplatnu pomoć vezanu za jezik, molimo vas kontaktirajte Stambena uprava Winchester na (781)721-5718. (Serbo-Croatian)

یہ ایک بہت اہم دستاویز ہے براہ کرم ونچیسٹر ہاؤسنگ اتھارٹی سے (781) 721-5718 پر رابطہ کریں (Urdu)

આ એક ખૂબ જ મહત્વપૂર્ણ દસ્તાવેજ છે કૃપા કરીને (781) 721-5718 પર ડિસ્કસર હોલિંગ ઓથોરિટીનો સંપર્ક કરો (Gujarati).

นี่เป็นเอกสารที่สำคัญมากโปรดติดต่อการเคหะวินเชสเตอร์ที่ (781) 721-5718 (Thai)

این یک سند بسیار مهم است لطفا با اداره مسکن وینچستر در (781) 721-5718 برای کمک به زبان رایگان تماس بگیرید (Farsi)

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)

ឯកសារនេះគឺសម្រាប់ជូនដំណឹងតែប៉ុណ្ណោះ។ ឯកសារនេះជាការអង្កេតស្រាវជ្រាវច្បាប់។
ឯកសារចងក្រងក្នុងភាសាខ្មែរតាមរយៈច្បាប់។ (Mon-Khmer, Cambodian)

Tài liệu này chỉ nhằm mục đích thông tin. Phiên bản tiếng Anh của tài liệu này được xem là một tài liệu có tính ràng buộc về mặt pháp lý. (Vietnamese)

Dokumentigan waa mid loogu tala galay mid wargelin ahaan oo kaliya. Qeybta ku qoran afka Ingiriiska ee dokumentigan ayaa u taagan dokumentiga sharciga ah. (Somali)

لا يستخدم هذه الوثيقة إلا للأغراض المعلوماتية فحسب. يعتبر الإصدار الإنجليزي لهذه الوثيقة وثيقة ملزمة قانونياً.
(Arabic)

Ce document est fourni à titre d'information uniquement. La version anglaise de ce document a caractère obligatoire. (French)

Il presente documento ha esclusivamente scopo informativo. La versione inglese del presente documento è il documento legalmente vincolante. (Italian)

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Το παρόν έγγραφο είναι μόνο πληροφοριακό. Η Αγγλική εκδοχή του θεωρείται νομικά δεσμευτικό έγγραφο. (Greek)

Niniejszy dokument służy wyłącznie celom informacyjnym. Angielska wersja tego dokumentu jest prawnie obowiązująca. (Polish)

이 문서는 정보 제공용입니다. 이 문서의 영문판은 법적 구속을 받는 문서로 간주됩니다. (Korean)

この文書は情報提供のみを目的としたものです。本文書の英語版は法的効力を持つ文書となります。(Japanese)

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

ນີ້ແມ່ນເອກະສານໃຊ້ເພື່ອໃຊ້ໃນຈຸດປະສົງຂອງການໃຫ້ຂໍ້ໃຈຂໍ້ມູນເທົ່ານັ້ນ. ເອກະສານນີ້ທີ່ໃຊ້ບັນສະບັບຖືກຕ້ອງຕາມກົດໝາຍຈະແມ່ນສະບັບພາສາອັງກິດເທົ່ານັ້ນ. (Lao)

Ova je vazan dokumenat. Za besplatnu pomoc vezanu za jezik, molimo vas kontaktirajte Stambena uprava Winchester na (781) 721-5718. (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 દસ્તાવેજનું અંગ્રેજી સંસ્કરણ કાનૂની રીતે બાંધ્ય દસ્તાવેજ ગણાવેલાં આવશે. (Gujarati)

เอกสารนี้สำหรับใช้เป็นข้อมูลเท่านั้น

ฉบับภาษาอังกฤษของเอกสารนี้ถือเป็นเอกสารที่มีภาระผูกพันตามกฎหมาย

(Thai)

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

(Farsi)