



*Mayor*  
Brian Pugh

*Trustees*  
Ann Gallelli  
Sherry Horowitz  
Ian Murtaugh  
Len Simon

*Village Manager*  
Janine M. King

*Treasurer*  
Sandra Bullock

*Village Clerk*  
Pauline DiSanto

*Village Engineer*  
Daniel F. O'Connor, P.E.

## Limited English Proficiency Policy Statement

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

The **Village of Croton-on-Hudson** hereby adopts a Language Access Plan (LAP) which articulates the **Village of Croton-on-Hudson's** responsibilities, policies, and strategies for providing language assistance services to LEP persons. The LAP applies to all **Village of Croton-on-Hudson** program areas and to all subdivisions. The **Village of Croton-on-Hudson** intends for the LAP to evolve as we learn more about the many interactions with LEP persons and groups, and as we gain experience in providing language assistance services.

Providing appropriate language assistance will require identifying critical points of interaction with the LEP public, assessing LEP communities particular language assistance needs, and determining, with specificity, how to ensure meaningful access for LEP persons. The **Village of Croton-on-Hudson** recognizes that many of these tasks are best addressed by the Village Manager's office, which often has more direct contact with the persons and communities requiring language assistance. The LAP is a general framework within which the Village Manager's office may develop more targeted solutions to the challenge of providing effective language assistance services. To spur the process, I direct each department or office to issue a memorandum:

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- 1) emphasizing the importance of providing appropriate language-based access to the **Village of Croton-on-Hudson's** programs and activities;
- 2) setting forth the **Village of Croton-on-Hudson's** language access policy; and
- 3) assigning and naming managers and staff responsible for implementation.

The **Village of Croton-on-Hudson** is committed to implementing and using the LAP at all levels of the **Village of Croton-on-Hudson**. The **Village of Croton-on-Hudson** will require all managers, supervisors and employees to join in working to eliminate limited English proficiency as a barrier to meaningful access to the **Village of Croton-on-Hudson's** programs and activities.

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Signature of Responsible Local Official

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Date