2014

CIRCUIT COURT OF Oneida COUNTY
LANGUAGE ACCESS PLAN

Section I.

A. Policy Directive

It is the policy of the Circuit Court of Oneida County to provide meaningful access for all Limited English Proficient (LEP) persons who use the courts' services. The purpose of this policy is to establish effective guidelines consistent with Title VI of the Civil Rights Act of 1964, Executive Order 13166 and the Americans with Disabilities Act (ADA).

Section 601 of Title VI of the Civil Rights Act of 1964, 42 U.S.C. Section 2000d *et. seq,* provides that "No person in the United States shall on the ground 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."

Executive Order 13166 requires all agencies receiving federal funds to address the needs of persons who, due to limited English proficiency (LEP), cannot fully and equally participate in the agency's programs without language assistance.

The Americans with Disabilities Act (ADA), 42 USC §§12101-12213, requires that state and local government facilities, including courts, be accessible to individuals with disabilities and provide reasonable accommodations to qualified persons. The U.S. Department of Justice has published regulations implementing the ADA, found in 28 CFR Part 35. The regulations under ADA Title II require that courts and other public entities take "appropriate steps to ensure the communications with applicants, participants, and members of the public with disabilities are as effective as communications with others." (28 CFR 35.160(a)). State and local governments are required to "furnish appropriate auxiliary aids and services where necessary to afford an individual with a disability an opportunity to participate in, and enjoy the benefits of, the service, program, or activity." 28 CFR 35.160(b)&(1).

In accordance with federal mandates and state requirements, this court and all its personnel shall provide free language assistance services to all LEP individuals who request such assistance. Members of the public shall be informed that language assistance services are available to qualified LEP individuals and that the circuit courts shall provide those services to them upon request.

B. Definitions

Limited English Proficiency or Limited English Proficient (LEP) - the inability, because of the use of a language other than English, to adequately understand or communicate effectively in English; or the inability, due to a speech impairment, hearing loss,

deafness, deaf-blindness, or other disability, to adequately hear, understand, or communicate effectively in English.

Interpreting/interpretation - the oral conversion from one language to another language.

Machine translation – internet-based technology (usually free) that automatically translates written material from one language to another without the involvement of a translator.

Remote interpreting – the provision of interpreting services using technology in a situation where the interpreter is at a location physically separate from the consumers of the interpreting service. Remote interpreting can be provided using audio or integrated audio and video technologies.

Sight translation/sight translate - the act of reading a document written in one language while converting it orally into another language.

Translating/translation - the written conversion of a document from one language to another language.

Section II.
Implementation Plan

A. Contact Persons

Local Contact Person: A staff member has been designated to coordinate all language services for the courts [*or between county agencies and the courts*]. This person is responsible for identifying, scheduling and coordinating interpreters for both spoken and sign language; hiring translators if necessary; and responding to inquiries about language assistance services.

Name: Kathleen Belliveau & Deb Shawl **Title:** Judicial Assts.

Contact Information: **715-369-6157 & 715-369-6200**

Responsibilities: As described above

Name: Traci Running **Title:** Chief Deputy

Contact Information: **715-369-6120**

Responsibilities: Billing

*[**Note:** If applicable, provide the name, title, contact information, and responsibilities of the local person who has been designated to fulfill this role. If a different person serves as the ADA*

coordinator for your courts our county, please provide the name and contact information for that person as well and provide the ADA coordinator's responsibilities.]

State Contact Person. For questions about interpretation and translation related issues at the state level please contact Carmel Capati, Office of Court Operations, 110 East Main St. #410, Madison WI 53703. Phone: 608-266-8635; E-Mail: carmel.capati@wicourts.gov

B. Identification and Assessment of Limited English Proficiency (LEP) Communities

The LEP population in our county is identified by reviewing data from the US Census Bureau which is updated every ten years. Changes in the LEP population will be monitored using mid-census estimates and projections from the American Community Survey (ACS). Other data may be used such as from the Department of Education, the Migration Policy Institute or other local or state agencies. (See Attachment A: Wisconsin Counties: Languages Spoken at Home and English Proficiency 2006-2010 Estimates from American Community Survey)

1. LEP Population in County

Total population for the county is 34,717.

a. Out of the total county population, the number of individuals who speak a language other than English at home is 911 or 2.624%.
b. Out of the county population who speak a language other than English at home the number of individuals who identify as speaking English "less than very well" is 200 or 0.576%. (This number or percentage is your county's LEP population).

2. Top three (or more) languages spoken by LEP individuals in your county and the population and percentage of those individuals who identify as speaking English "less than very well":

Language	Population	Percentage
1.Spanish	65	32.5%
2.French	43	21.5%
3.German	31	15.5%
4.		
5.		
6.		

C. Responsibility to Provide Language Assistance Services

The clerk of court will ensure signage to the public on the availability of free language services and the availability of translated forms is posted at visible and frequent points of contact throughout the courts. Interpreters for all in-court proceedings, counter interaction and other out-of-court approved activities will be provided on a continuing basis in accordance with state laws. (See Wis. Stat. 885.38(3)(a)(d) and (e))

*[**Note**: If your courts do not currently have signage displayed on the availability of free language services or the availability of translated materials, please ensure such signage will be posted by a certain date. Signage is available from the Court Interpreter Program upon request.]*

Frontline Counter Responsibilities. It is important that all frontline court staff understand the importance of providing culturally competent assistance since they are often the first points of contact with all members of the public including LEP individuals and families. Deputy clerks of courts and other court personnel will be trained on the procedures for identifying persons with limited English proficiency, recommended procedures on how to obtain qualified language services, and other cultural competency issues. Training for court staff will also include requirements under the Americans with Disabilities Act (ADA) and methods to address the needs of deaf and hard of hearing consumers. As new employees are hired, information on the Language Access Plan (LAP) will be included in their new employee orientation.

Circuit Court Responsibilities. The direct provision of spoken and sign language interpreters for civil and criminal proceedings, which includes scheduling and payment, is the responsibility of the circuit courts. The obligation to identify and provide services to qualified LEP persons lies with the circuit courts under Wis. Stats. §885.38(3)(a) and §885.38(8)(a). Initial identification may be done by the clerk of courts office, a judicial assistant, or other court staff. Interpreter needs may also be pointed out by the district attorney, the public defender, private attorneys, community advocates, victim-witness coordinators, family members, or friends. The ultimate responsibility for appointment of an in-court interpreter belongs to the judge. Clerks of circuit court may appoint for interpreter services used in the clerk's office. (See §885.38(3)(d)).

Court staff and judges are aware that many people who need an interpreter will not request one because they do not realize language assistance is available or because they do not recognize the high level of communication skills needed in court. When it appears an individual has difficulty communicating, it is the policy of this court to err on the side of providing an interpreter to ensure full access to the courts. Litigants can waive their right to an interpreter if the waiver is done knowingly and voluntarily in open court. (See §885.38(4)(a)).

Director of State Court Responsibilities. The Director of State Courts has made great progress in improving court interpreter services statewide in the past decade. The Supreme Court has supported this effort through requests for additional funding, statutory changes, and changes to court rules. The director's office will continue its central role in training and testing interpreters, providing training for judges and court staff (judicial assistants and clerk of court personnel), translating vital court forms, and pursuing statutory changes and additional funding as needed.

D. Securing Funding to Ensure Language Assistance Services are Available

The primary obligation to pay for court interpreter services rests with the county. The costs of interpreter services will be borne by the county and will not be charged to the court user,

indigent or not. Counties are reimbursed by the state quarterly from an annual appropriation to the director of state courts office, under Wis. Stats. §§885.38(8)(a) and 758.19. Reimbursement is provided at rates set by statute for all in-court proceedings in all case types regardless of indigency and for qualified out-of-court services with court approval.

The clerk of court will monitor the amount spent on court interpreter services and the amount reimbursed by the state. As the county's LEP population increases, the number of interpreter appointments for court will presumably increase as well. The courts may need to ask for additional funding from the county board as needed. The clerk of court may consider cost-effective alternatives to providing language assistance services. Some of the options may include the use of remote interpreting for short, non-evidentiary hearings, block scheduling of interpreted cases, implementation of a county wide contract for interpreter services with an agency or individual, or hiring part-time or full-time staff interpreters.

E. Ensuring Quality Language Assistance Services

The circuit courts will strive to ensure quality language assistance services are being provided to LEP individuals at all times.

A certified interpreter will be the first choice for appointment for in-court proceedings whenever available. After a diligent effort has been made to locate a certified court interpreter and none is available, the court may appoint a non-certified court interpreter who is listed on the statewide roster. If neither a certified nor non-certified roster interpreter is available, the court may appoint an interpreter who is not listed on the statewide roster but who is otherwise qualified. For hearings expected to last 4 hours or longer the court will schedule a team of two interpreters.

Sign language interpreters who work in court for compensation must hold legal certification or hold a license by the Wisconsin Department of Safety and Professional Services in accordance with state law. (See Wis. Stat. §440.032)

The court may use an interpreter remotely in appropriate circumstances. Remote interpreting will primarily be used if the hearing is short, if the distance an interpreter will have to travel is long, or if a rare language is needed. A well-qualified interpreter hired remotely is considered a better choice than a poorly-qualified local interpreter or a non-professional.

Court staff may use community resources to assist in locating interpreters or translators for rare languages and for emergency situations. These resources may include social service agencies, community based organizations and cultural centers, professional interpreting and translating agencies, college language departments, advocacy groups, local hospitals, and schools. Courts understand that individuals from these sources may not necessarily be trained in court interpreting and will be questioned carefully by the judges to determine their qualifications.

Translated forms will be made available to the public but will not be used to replace the need for an interpreter, any colloquies mandated by law, or the responsibility of the court and counsel to ensure LEP individuals fully comprehend their rights and obligations.

All interpreters who work regularly in court are expected to understand and abide by the Code of Ethics for Interpreters when performing their duties. (See SCR Ch. 63) It is expected that all interpreters who accept assignments regularly in this court will have participated in orientation training offered by the Court Interpreter Program, and will continue to take full advantage of continuing education training opportunities locally, nationally and internationally to further develop their professional skills.

F. Monitoring, Evaluating and Updating the LAP

The clerk of court will monitor, evaluate and update its LAP policy directives and implementation procedures periodically. The LAP and all revised versions shall be approved by the presiding judge of the circuit court or other designated judge and filed with the Director's Court Interpreter Program. The LAP and any future revisions shall be communicated to all employees.

Monitoring

The clerk of courts will monitor the effectiveness of this LAP by periodically surveying staff to determine if changes regarding language access services should be modified, through observation of interactions between frontline staff and LEP individuals, soliciting feedback from community organizations when appropriate, or collaborating with other agencies throughout the county to ensure high-quality, cost-effective use of language services.

Evaluating

Every two years, the Director of State Courts will coordinate efforts with the circuit courts to review its LAP, to identify any problems and recommend action if necessary. Elements of the evaluation will include:

- assessment of the number of LEP persons requiring interpreter services (in-court and out-of-court) within the county and statewide
- assessment of whether staff members adequately understand language assistance policies and are implementing procedures established by the court
- training court staff on working with LEP litigants in a culturally competent manner
- determination if additional services or translated materials should be provided

Updating

This LAP will be updated as needed to reflect changes to policies or procedures both locally, statewide and nationally. Changes may include but are not limited to modification in the way language access services are provided or changes in the vendors who provide the services.

Section III. Language Access Implementation Procedures

[DIRECTIONS: *If your court system has separate written procedures on how to obtain interpreter services (both in-court and out-of-court), please attach them to the LAP. Refer to the Self Assessment Survey to better understand the different ways your court system interacts with LEP individuals and the importance of providing staff with the protocols and procedures to serve them during these encounters.]*

A. Notice to the Public

Signs on the availability of language services will be posted at visible points throughout of the courthouse, specifically at the counter and in all courtrooms. Signs on the availability of translated forms will be posted specifically at the counter and in all the courtrooms. A copy of the court's LAP will be posted on the court's website and will be made available to the public upon request.

B. Out-of Court Situations

1. Encounters with LEP individuals over the telephone

*[**DIRECTIONS**: Please check **all** that apply to your court system.]*

When an LEP person contacts the court by telephone, court staff will first attempt to identify the language of the caller and make an initial determination of the service the caller is trying to access or information the caller is seeking.

☐ The court's bilingual staff person will attempt to assist the caller. Bilingual court staff is available in the following language:
☐ Spanish ☐ Other, please specify language:_____

☐ The court's staff interpreter will attempt to assist the caller. A staff interpreter is available in the following language(s):
☐ Spanish ☐ Other, please specify language:_____

☐ A contract interpreter who is working in the court will be called to assist if available.

☒ Staff will initiate a three-way call with a commercial language line company and/or interpreting agency. Written procedures for how to conduct a three-way call are available to staff.

☐ The court uses the following commercial language line company primarily to provide remote interpreting services:_____

☒ The court uses the following interpreting agency primarily to provide remote interpreting services:SWITS (Southern WI Interpreting & Translation Services

☐ Staff will initiate a three-way call with a contract interpreter from the Director of State Court's Roster to provide remote interpreting services.

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____

_____

_____

If the caller is deaf and is calling through a Video Relay Service (VRS) or TTY:

☒ Any available court staff person will assist the caller as needed.

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____

_____

_____

2. Encounters with LEP individuals in-person

*[**DIRECTIONS**: Please check **all** that apply to your court system.]*

When an LEP person appears in-person at the clerks counter, court staff will first attempt to identify the language of the individual and make an initial determination of the service he/she is trying to access or information being sought. (e.g. obtain general information, fill out a court form, pay a fine, file a petition, etc.) If staff cannot readily determine the language, "I Speak" cards which are available at the counter will be used to allow the individual to point to the language he/she speaks.

☒ Staff will initiate communication with the individual's friend of family member who is accompanying him/her.

☐ The court's bilingual staff person will attempt to assist the individual.

☐ The court's staff interpreter will attempt to assist the individual.

☐ A contract interpreter who is working in the court will be called to assist if available.

☐ Staff will attempt to convey very basic information using Basic Spanish-English Phrases and Signs for Court Staff if the individual is a Spanish speaker.

☐ Staff will contact a commercial language line company, interpreting agency or individual interpreter to provide remote interpreting services. Appropriate technology is available to facilitate interpretation at the counter (e.g. telephone with speaker phone capabilities, video equipment)

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____

_____

_____

If the individual is deaf:

☒ Staff will attempt to convey very basic information through the exchange of simple written notes.

☒ Staff will initiate communication with the individual's friend of family member who is accompanying him/her.

☐ Staff will obtain a sign language interpreter remotely for a video interpreted session. Written procedures for how to obtain a sign language interpreter remotely are available to staff.

☐ The court uses the following commercial language line company primarily to provide remote interpreting services:_____

☐ The court uses the following interpreting agency primarily to provide remote interpreting services:_____

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____

_____

_____

3. Documents or other information submitted to the court in a language other than English

*[**DIRECTIONS**: Please check **all** that apply to your court system.]*

Wis. Stat. 757.18 requires all writs, process, proceedings and records in any court within this state to be in the English language. The court may order the party to pay for a translation of the document that will be submitted as evidence under Wis. Stat. 901.09.

When a document (form, letter, email, etc,) is received by the court in a written language other than English, the receiving staff person will first attempt to identify the nature of the document and the language in which it is written.

If the document is a letter, email, or other (e.g. birth certificate, will, etc. to the court):

☐ In very limited circumstances a machine translation service such as Babelfish or Google Translate will be used to ascertain the general meaning of the text in order for staff to follow up appropriately.

☐ The court's bilingual staff person or staff interpreter will translate the document into English.

☐ The court will obtain a translation of the document into English by an outside interpreter or translator.

☒ The court will require the submitting party to translate the document into English before receiving it.

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____

If the document is a court form with responses in a language other than English:

☒ The court will require the submitting party to translate the non-English responses into English.

☐ Staff will use in-person interpreting services to sight translate the non-English responses to English. Staff will record the interpreted English responses on the form.

☐ Staff will use remote interpreting services to sight translate the non-English responses to English. Staff will record the interpreted English responses on the form. Staff may need to scan or fax a copy of the document to the remote interpreter.

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____

4. Tracking and Recording LEP data

*[**DIRECTIONS**: Please check **all** that apply to your courts.]*

The clerk of courts tracks the following information on LEP individuals in our service area:

☒ Language
☒ Who used the interpreting services
☒ Frequency of encounters with LEP individuals
☒ Types of cases where interpreters were used
☒ Interpreter hours
☐ Other (please describe other data staff records):_____

The following system software or application is used to track and record this information:Manual review of information for billing purposes

The clerk of courts or other staff tracks and records LEP data:

☐ Daily ☐ Weekly ☒ Monthly ☐ Yearly ☒ Other (please describe): For billing purposes.

☐ Our courts do not maintain this information

C. In-Court Situations

Coordination and cooperation between all judicial staff and clerk of court staff is required at all times in order to ensure the timely provision of language assistance services.

The person responsible for scheduling an interpreter for the courts is:

- ☐ Interpreter Coordinator or Scheduler
- ☒ Judicial Clerk
- ☐ Clerk of Court Staff
- ☐ Other, please provide responsible person:_____

☐ The county or the court has a contract with an interpreting agency to schedule and provide all interpreting services.

1. Advance Notice

*[**DIRECTIONS**: Please check **all** that apply to your courts.]*

When advanced notice is given that an interpreter is required for an in-court proceeding:

☐ The court's staff interpreter will be scheduled.

☐ Staff will use the Director of State Courts' Roster to schedule an interpreter to provide either in-person interpreting services or remote interpreting services when appropriate. A certified interpreter will be the first choice for appointment and will be scheduled whenever available.

☒ Staff will use an interpreting agency to schedule an interpreter to provide either in-person interpreting services or remote interpreting services when appropriate. A certified interpreter will be the first choice for appointment and will be requested whenever available

☐ Staff will use a commercial language line company to schedule an interpreter to provide remote interpreting services when appropriate.

☐ Staff will use interpreters from other states or jurisdictions either in-person or remotely.

☐ Staff may contact the court interpreter program for assistance in locating an interpreter.

☐ Staff uses a master or group calendar to assist in scheduling interpreters for the courts.

☐ Staff uses scheduling software to schedule interpreters.

☐ The following software or application is used:_____

☐ Staff uses block scheduling of interpreted cases (please describe the procedure staff uses, attach additional sheet if necessary):_____
_____
_____

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____
_____
_____

2. **Short Notice**

Coordination and cooperation between all judicial staff and clerk of court staff is required at all times in order to ensure the timely provision of language assistance services.

When an interpreter is required for an in-court proceeding with little or no advance notice:

*[**DIRECTIONS**: Please check **all** that apply to your courts.]*

☐ Staff will use the Director of State Courts' Roster to schedule an interpreter to provide either in-person interpreting services or remote interpreting services when appropriate. A certified interpreter will be the first choice for appointment and will be scheduled whenever available.

☒ Staff will use a commercial language line company, interpreting agency or individual not on the Roster to provide remote interpreting services (spoken and sign language).

☐ The court's staff interpreter will be used to provide in-person interpreting services.

☐ The court's bilingual employee will be used to provide in-person interpreting services.

☐ A bilingual attorney will be used to provide in-person interpreting services.

☐ A bilingual advocate will be used to provide in-person interpreting services for temporary restraining order hearings or other emergency hearings.

☐ An individual from a local community organization will be used to provide in-person interpreting services.

☐ An interpreter from a local hospital will be used to provide in-person interpreting services.

☐ An individual from a local college will be used to provide in-person interpreting services.

☐ A family member or friend will be used to provide in-person interpreting.

☒ Real-time reporting will be used (deaf and hard-of-hearing litigants).

☐ Staff may contact the court interpreter program for assistance in locating an interpreter.

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____

3. Ensuring an Interpreter is Provided for Subsequent Hearings
*[**DIRECTIONS**: Please check **all** that apply to your courts.]*

Coordination and cooperation between all judicial staff and clerk of court staff is required at all times in order to ensure the timely provision of language assistance services.

In order to ensure an interpreter is scheduled for all subsequent hearings:

☒ Staff use CCAP maintenance codes indicating an interpreter is needed throughout the pendency of the case (please describe which staff is responsible for entering the code and the process for entering the information, attach additional sheet if necessary): Staff responsible is the clerk maintaining that court file; for Spanish, code used is SPINT; otherwise, event added that interpreter need and notify JA

☐ The judicial clerk provides a hearing notice to the interpreter in-court to ensure he/she provides services during all subsequent hearings.

☐ The judicial clerk or clerk of court staff will send a hearing notice to the interpreter or agency by mail.

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____

4. Deaf Jurors
*[**DIRECTIONS**: Please check **all** that apply to your courts.]*

When a deaf or hard of hearing person receives a jury summons, the court has developed a process for facilitating communication with the individual prior to service and during jury service.

☒ The juror summons form has a contact number and instructions on how the deaf or hard of hearing individual can contact the court (e.g. to report to for jury duty or to request an accommodation).

☐ The court will contact the deaf or hard of hearing individual to arrange an accommodation once the need is made known.

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____

If a deaf individual will be included in the jury panel, staff will ensure sign language interpreter(s), a real time reporter or other reasonable accommodation is provided during voir dire as requested.

If a deaf individual is chosen to serve as a juror, court staff will ensure sign language interpreter(s), a real time reporter, or other reasonable accommodation is provided during the trial and including jury deliberations as requested.

5. LEP Jurors (not Deaf individuals)

In order to serve as a juror in Wisconsin, Wis. Stat. §756.02 requires individuals to be able to understand the English language. Individuals who appear for jury duty who cannot understand the English language (not due to a disability) are not qualified to sit for jury duty in accordance with state law. Court staff will convey this information to the individual using appropriate procedures.

D. Use of Translated Forms

*[**DIRECTIONS**: Please check **all** that apply to your courts.]*

The court uses statewide translated forms to assist the interpreter and to give the court user an opportunity to read along if he/she is able to read. Staff will provide copies of frequently used Spanish and Hmong forms available to interpreters and litigants.

☒ Frequently used translated forms are available in each courtroom.

☒ Frequently used translated forms are available at the counter.

☒ Other (please describe the procedure staff uses, attach additional sheet if necessary):Print forms out as needed

_____

_____

E. Translation of Local Information Materials
*[**DIRECTIONS**: Please check **all** that apply to your courts.]*

☐ The court has translated local materials into:
Language(s):_____
Information that has been translated:_____

Please describe the procedure staff uses to identify which documents should be translated and how a translation is obtained (attach additional sheet if necessary):_____

_____

_____

_____

☒ Our court has not translated local materials.

F. Complaints
*[**DIRECTIONS**: If your courts have developed a policy on how members of the public can file a complaint about language access services attach a copy of the policy to the LAP.]*

1. Language access related complaints
Complaints regarding lack of language assistance services or the quality of language assistance provided will be handled on an individual basis and may be brought to the attention of the presiding judge, clerk of court, district court administrator, or other court employee.

2. Interpreter related complaints
Complaints about interpreters who have allegedly engaged in unethical or unprofessional conduct in the course of performing their interpreter duties will be handled on an individual basis and may be brought to the attention of the presiding judge, clerk of court, district court administrator, or other court employee. The Director of State Courts has developed a disciplinary policy for complaints against interpreters who appear on the roster.

G. Public Input
*[**DIRECTIONS**: Please check **all** that apply to your courts.]*

☒ A copy of the court's LAP is posted on court's website and is available to the public upon request. The link is (please provide link):county & state website

_____

☐ The clerk of court sends notice of the existence of the LAP to all community organizations or advocacy groups within its service area that may be affected by the

policies and procedures. If appropriate, this LAP may be modified to reflect suggestions or recommendations from such entities.

☐ Other (please describe the procedure staff uses, attach additional sheet if necessary):_____

_____

_____

H. Resources for the public:

♦ Information about the Director of State Courts' interpreter certification and training program is available on the court's website at http://wicourts.gov/services/interpreter/certification.htm

♦ Information on how to file a complaint against an interpreters is available on our court's website at http://wicourts.gov/services/public/interpretercomplaint.htm

♦ Information on the Circuit Courts' ADA policy is available at the court's website at http://wicourts.gov/services/public/docs/adapublicnotice.pdf

The effective date of this plan is the 28th day of January, 2014.

By:_____

Presiding Judge of the Circuit Court
Honorable Patrick F. O'Melia

Attach A: Wisconsin Counties: Languages Spoken at Home and English Proficiency
Attach B: LEP Resources for Courts

- Attach B1: Right to an Interpreter Signage: 10 Languages (Source Unknown)
- Attach B2: Sample Interpreter Scheduling Procedures (7th JAD Pilot)
- Attach B3: Basic Spanish-English Phrases, Signs and Directions for Court Staff