STATE OF NEW JERSEY
DEPARTMENT OF COMMUNITY AFFAIRS
DIVISION OF DISASTER RECOVERY AND MITIGATION

SUBJECT: Language Access Plan

NUMBER: 2.10.32

EFFECTIVE: September 2013
AMENDED: August 2022

DCA-DRM

APPROVAL: 

Samuel R. Viavattine
Deputy Commissioner

OVERVIEW:

The New Jersey Department of Community Affairs ("DCA") Division of Disaster Recovery and Mitigation ("DRM") has issued this Language Access Plan ("LAP") to explain the actions DRM and its partner agencies will take to ensure compliance with Title VI of the Civil Rights Act of 1964, Executive Order 13166, and HUD's 72 Federal Register 2731. These documents require that recipients of federal financial assistance must take reasonable actions to ensure meaningful access to their activities, programs, and services for individuals with limited English proficiency ("LEP").

It is DRM's policy to provide language access services to LEP individuals needing access to federally funded programs; to manage and train DRM staff, contractors, and partner agencies on procedures for implementing the LAP; to inform LEP individuals that language access services are available; and to continuously monitor and evaluate the implementation of this plan.

CONTENTS

INTRODUCTION **1**

POLICY **2**

PURPOSE **2**

BACKGROUND **3**

DEFINITION OF LEP PERSONS **3**

FOUR-FACTOR ANALYSIS: IDENTIFYING LEP INDIVIDUALS NEEDING LANGUAGE ASSISTANCE .. **3**

Factor 1: Number or Proportion of LEP Persons Served or Encountered in Eligible Service Population 4

Factor 2: Frequency With Which LEP Individuals Come Into Contact With Programs 7

Factor 3: Nature and Importance of the Program, Activity, or Service Provided by Programs 11

Factor 4: Resources Available to DCA and Costs 11

LANGUAGE ASSISTANCE MEASURES **11**

Appointment of LAP Coordinator 11

Development of the Language Bank 12

"I Speak" Cards 13

Provision of Language Access Services 13

Translation of Vital Documents 13

Public Hearings and Public Comment Periods 14

Updating Program Websites 14

Partner Agency LAPs 15

PROVIDING NOTICE TO LEP INDIVIDUALS **15**

COMPLAINTS AND APPEALS **16**

TRAINING STAFF **17**

LEP Awareness and Current LAP Protocols 17

LAP and LEP Issues Training 17

Guidance and Technical Assistance for Partner Agencies 18

MONITORING, EVALUATING, AND UPDATING THE LAP **18**

APPENDICES..... 20
Appendix 1: Definitions..... 21
Appendix 2: Program-Level LAP Coordinators..... 23
Appendix 3: Data Source References..... 24
Appendix 4: Division of Housing and Community Resources LEP Policy..... 25
Appendix 5: Sandy Recovery LEP Four-Factor Analysis..... 31
Appendix 6: "I Speak" Card..... 67
Appendix 7: Language Disclaimer..... 68

INTRODUCTION

The New Jersey Department of Community Affairs (DCA) has issued this Language Access Plan (LAP) to explain the actions DCA and its partner agencies will take to ensure compliance with Title VI of the Civil Rights Act of 1964, Executive Order 13166, and HUD's 72 Federal Register 2731. These documents require that recipients of federal financial assistance must take reasonable actions to ensure meaningful access to their activities, programs, and services for individuals with limited English proficiency (LEP).

As a recipient of funds administered by the U.S. Department of Housing and Urban Development (HUD), the State of New Jersey is required by the Fair Housing Act, 42 U.S.C. §3608, and implementing regulations 24 C.F.R. § 91.225(a)(1) to certify that it will affirmatively further fair housing. As defined by federal regulation 24 C.F.R. § 91.325, this certification has three components:

- The State must conduct an analysis to identify impediments to fair housing choice within the State.
- The State then must take appropriate actions to overcome the effect of any identified impediments.
- The State must maintain records reflecting the analysis and actions taken.

DCA updated its Analysis of Impediments to Fair Housing Choice (AI) covering the time period of 2020 through 2024 in accordance with the Fair Housing Act. In preparing this AI, the State conducted a review of relevant State laws, regulations, and policies that have the potential to influence housing choice. In addition, the State engaged in a thorough compilation and examination of a variety of data sources related to the State's present demographics, as well as current housing conditions, the housing delivery system, and housing transactions, particularly as they relate to those persons in protected classes.

Among the identified impediments, the AI found a rising proportion of LEP individuals fueled by strong levels of immigration, implying that more individuals are experiencing difficulty accessing housing and understanding the home rental or purchase process. Among its recommended actions to overcome this barrier, the AI identified the following steps to increase access to housing for LEP individuals:

- Continue following an LEP Policy in both the State Rental Assistance Program and the Housing Choice Voucher Program (see Appendix 4).
- DCA to expand the four-factor LEP analysis previously conducted in the nine counties most directly impacted by Superstorm Sandy and Hurricane Ida to the State's remaining twelve counties.
- DCA to periodically review, and as needed, update the full LEP analysis as new and relevant data become available.
- DCA to explore new ways to provide the LEP population with housing information in a usable format.

- DCA to translate appropriate program documents into Spanish for the four community development programs: Community Development Block Grants; HOME Investment

Partnerships; Emergency Solutions Grants; and Housing Opportunities for Persons with AIDS.

- DCA will maintain a language line for the State's Community Development Block Grant–Disaster Recovery (CDBG-DR) programs and expand the translation service to cover all of the State's HUD-funded programs.
- Continue the new DCA-staffed language hotline, coordinated with the Language Bank, using volunteers who speak a foreign language fluently.
- DCA to require the State's Community Services Block Grant grantees to provide housing counseling and translation services.
- Utilize non-profits throughout the State to provide housing counseling services and other related services to Housing Choice Voucher recipients and consider expanding services to a broader demographic.

DCA is responsible for administering housing programs in all 21 counties. This revised LAP outlines how DCA plans to ensure that LEP persons have meaningful access to its programs and services. The LAP describes the four-factor analysis DCA conducted to identify the needs of LEP persons throughout the state and the accompanying protocols DCA will develop and implement to ensure that LEP persons can access federally funded programs.

POLICY

It is DCA's policy to provide language access services to LEP individuals needing access to federally funded programs; to manage and train DCA staff, contractors, and partner agencies on procedures for implementing the LAP; to inform LEP individuals that language access services are available; and to continuously monitor and evaluate the implementation of this plan. DCA will also review and update its LEP four-factor analysis when new census data becomes available and will revise this LAP as needed.

PURPOSE

DCA and its subrecipients are committed to this LAP as the appropriate response to meet the needs of LEP individuals, as well as to comply with Title VI, Executive Order 13166, and Final Guidance (72 FR2732). DCA is also committed to complying with HUD's language access requirements and will update this LAP as new census data becomes available. The purpose of the LAP is to provide direction on DCA's LEP needs as identified by the four-factor analysis data set forth in Appendix 4. The LAP also describes how DCA and its partner agencies will provide meaningful language access for LEP individuals to the DCA's CDBG-DR funded activities, programs, and services. Access will be provided both in person and virtually.

DCA will provide oral and written language services. Oral language access services may come in the form of "in-language" communication (i.e., a demonstrably qualified bilingual staff member communicating directly in a LEP person's primary language) and interpreter services. Written language access services will take the form of written translation provided by DCA translators or a DCA-approved translation contractor.

DCA will engage in specific outreach efforts to ensure that LEP persons are aware of the language access services available to them. DCA and its partner agencies will also provide training to program-level LAP coordinators and will direct service staff on how to implement this LAP and on sources of assistance available to LEP individuals. This training will be periodically updated and delivered as DCA's LEP needs and language access services evolve.

BACKGROUND

DCA is the main administrator of HUD-funded housing programs, CDBG-DR, and assistance provided by the State of New Jersey. DCA also works with the following partner agencies to implement these programs:

- New Jersey Housing Mortgage Finance Agency (HMFA)
- New Jersey Department of Human Services (DHS)
- New Jersey Department of Children and Families (DCF)
- New Jersey Department of Environmental Protection (DEP)
- New Jersey Economic Development Authority (EDA)
- New Jersey Redevelopment Authority (NJRA)

DEFINITION OF LEP PERSONS

LEP persons are those persons who have a limited ability to read, write, speak, or understand English and who may require language assistance with respect to a particular type of service, benefit, or encounter.

FOUR-FACTOR ANALYSIS: IDENTIFYING LEP INDIVIDUALS NEEDING LANGUAGE ASSISTANCE

As described in HUD's 72 FR 2732, the starting point for ensuring meaningful access is a four- factor analysis that considers the:

1. number or proportion of LEP persons in the eligible service population,
2. frequency with which LEP individuals come in contact with the programs,
3. nature and importance of the service provided by the programs, and
4. resources available to the recipient and costs.

Below is DCA's analysis of each of these four factors across the state.

Factor 1: Number or Proportion of LEP Persons Served or Encountered in Eligible Service Population

All data used to estimate the proportion of LEP persons in the State comes from the U.S. Census Bureau's American Community Survey (ACS) 5-year file (2014–2019)[1] Table B16001: Language Spoken at Home by Ability to Speak English for the Population 5 Years and Older. (see Appendix 4).

Statewide, approximately 12.4% of persons over age 5 (1 in 8) are LEP. For all counties in New Jersey, no LEP population other than Spanish speakers exceeds 5% of the county's population. However, each county, except for Cape May, Cumberland, Gloucester, Hunterdon, Salem, Sussex, and Warren counties, have more than 1,000 individuals who speak a language other than English or Spanish. Bergen County has the most, with 18 languages other than English or Spanish meeting the county threshold. Across the state, there are 23 languages (or census-defined language groups) that are spoken by more than 1,000 individuals in at least one county (see Appendix 4: Table 1).

Compared to the nation, New Jersey on average has an approximately 44% higher proportion of LEP individuals. This is due to high concentrations of LEP individuals in the State's more urbanized counties. The largely suburban and rural counties of Burlington, Camden, Cape May, Gloucester, Hunterdon, Monmouth, Ocean, Salem, Sussex, and Warren have lower shares of LEP individuals than is the national norm. Compared to the nation, Middlesex County has an extremely high concentration of LEP individuals who speak Gujarati and Hindi at more than 12 times the national average. Other counties with LEP population concentrations greater than 12 times the national average include Hudson (Gujarati and Hindi), Bergen (Polish and Korean), Essex (Portuguese), and Union (Portuguese) counties.

As illustrated in Table 1 below, DCA is focusing its efforts to provide meaningful access to the top three LEP populations in each county. This includes populations that speak 10 different languages: Arabic, Chinese, French Creole, Gujarati, Italian, Korean, Polish, Portuguese, Spanish, and Vietnamese.

[1] This data source represents the most current available data as of May 2022.

Table 1: Top Three LEP Populations of 1,000 or More by County

County	Top Non-English Languages Spoken by LEP Population	Estimated LEP Population
New Jersey	**Spanish**	**593,496**
	Chinese	**50,560**
	Korean	**39,333**
Atlantic	Spanish	16,236
	Chinese	2,150
	Vietnamese	2,235
Bergen	Spanish	44,727
	Korean	24,757
	Polish	8,270
Burlington	Spanish	5,925
	Portuguese	1,573
	Other Indic Languages	1,059
Camden	Spanish	23,208
	Chinese	2,647
	Vietnamese	2,662
Cape May	Spanish	2,551
Cumberland	Spanish	15,893
Essex	Spanish	61,342
	Portuguese	13,711
	French Creole	8,277
Gloucester	Spanish	3,289
Hudson	Spanish	109,444
	Arabic	6,140
	Chinese	4,922
Hunterdon	Spanish	2,024
Mercer	Spanish	22,581
	Chinese	3,010
	Polish	2,112
Middlesex	Spanish	57,548
	Gujarati	11,461
	Chinese	10,940
Monmouth	Spanish	20,915
	Chinese	3,402
	Portuguese	3,341
Morris	Spanish	22,311
	Chinese	5,038
	Gujarati	1,965
Ocean	Spanish	14,100
	Italian	1,679

County	Top Non-English Languages Spoken by LEP Population	Estimated LEP Population
New Jersey	**Spanish**	**593,496**
	Chinese	**50,560**
	Korean	**39,333**
Passaic	Spanish	78,286
	Arabic	4,043
	Polish	3,034
Salem	Spanish	1,536
Somerset	Spanish	15,687
	Chinese	3,795
	Gujarati	1,273
Sussex	Spanish	1,667
Union	Spanish	71,584
	Portuguese	8,783
	French Creole	4,591
Warren	Spanish	2,462
	TOTAL	**740,186**

*Source: U.S. Census Bureau, 2014–2019 American Community Survey 5-Year Estimates.

HUD outlines "safe harbor" guidelines in 72 FR 2732, which DCA has followed to demonstrate strong evidence of compliance with HUD's LEP requirements (see Table 2 below).

Table 2: HUD's LEP Safe Harbor Guidelines

1,000+ of the eligible population in the service area or among current beneficiaries	Translate vital documents
>5% of the eligible population or beneficiaries and 50+ in number	Translate vital documents
>5% of the eligible population or beneficiaries and 50 or less in number	Translate written notice of right to receive free oral interpretation of documents
5% or less of the eligible population or beneficiaries and less than 1,000 in number	No written translation is required

DCA will translate vital documents[2] into Spanish as strong evidence of compliance because the LEP Spanish population is relatively large in each county and exceeds the 5% threshold in certain counties (see Appendix 4: ACS Table B16001). Eighteen languages exceed the 1,000-person safe harbor threshold but are well below the 5% threshold; therefore, DCA will not translate vital documents for these languages but will provide "I Speak" cards and an on-demand language access line on our website to facilitate requests for services in all languages listed above. DCA, at their own discretion, could decide to translate other vital documents into additional languages in areas where those languages are dominant but do not meet the threshold criteria.

[2] A "vital document" is defined as a document that includes information regarding program eligibility requirements, applications and instructions, program eligibility determinations, and appeals procedures.

DCA will also provide language access services in each county to foreign-language-speaking populations that do not constitute the top 3 in the county but are one of the top 10 languages. For example, in Bergen County, the top three languages are Spanish, Korean, and Polish, but there are also substantial populations who speak Arabic, Chinese, Gujarati, Italian, and Portuguese. DCA will provide these LEP individuals with language access services upon request.

Factor 2: Frequency With Which LEP Individuals Come Into Contact With Programs

HUD-funded housing programs and CDBG-DR programs address the long-term needs of New Jersey's residents and communities by providing assistance to homeowners, tenants, developers, landlords, businesses, and local governments. The frequency with which LEP individuals interact with a program will depend on the nature of the program; of particular importance will be those instances when DCA or one of its subrecipients will provide a direct service to an individual, business, or household. For example, homeowners, renters, rental property owners, and small business owners who apply for various HUD-funded programs are likely to have frequent contact with the program. For these programs, DCA's strategy will be to ensure that these populations have meaningful access throughout the process.

Programs benefitting municipalities and nonprofits, large-scale development projects benefitting housing developers, and infrastructure programs are likely to require little, if any, direct interaction with LEP persons. Programs whose audience exclusively comprises public entities do not require language access services.

Table 3 categorizes DCA's CDBG-DR programs by the extent to which they directly interact with members of the public. DCA provides meaningful language access across all HUD programs, but DCA will prioritize LEP training for public-facing staff who work on programs that provide direct client assistance and who regularly interact with the public.

Table 3: Potential Interaction with LEP Persons by Program

Program	Agency	Audience	Potential Interaction with LEP Persons
Housing Choice Voucher (HCV) Program	DCA	Renters	Renters seeking affordable housing.
Family Self-Sufficiency	DCA DHS	Renters	Current HCV renters seeking affordable housing and resources to become self-sufficient from assistance programs. Support services are provided by DHS.
Homelessness Prevention	DCA	Homeowners Renters	Homeowners in imminent danger of foreclosure or renters in imminent danger of eviction seeking financial assistance.
Section 8 Single Room Occupancy (SRO) – Moderate Rehabilitation	DCA	Homeowners Renters	Homeowners seeking assistance to rehabilitate SRO rental units to provide housing for homeless or very low-income individuals. Renters seeking affordable housing in SRO units.
Section 8 Homeownership Program	DCA	Renters	Current HCV renters seeking to receive assistance towards homeownership.
Reconstruction, Rehabilitation, Elevation and Mitigation Program (RREM – Sandy CDBG-DR)	DCA	Homeowners	Homeowners seeking assistance with reconstruction, rehabilitation, and/or elevation.
Low- and Moderate-Income (LMI) Homeowners Rebuilding Program	DCA	Homeowners	LMI homeowners seeking assistance with reconstruction, rehabilitation, and/or elevation.
Homeowner Resettlement Program (RSP)	DCA	Homeowners	Homeowners seeking grants for remaining in the county where their primary residence sustained damage.
Tenant-Based Rental Assistance (TBRA)	DCA	Renters	Renters seeking affordable housing.
Unsafe Structures Demolition Program	DCA	Homeowners Government	Homeowners who agree to allow municipalities to demolish unsafe homes.
Landlord Rental Repair Program (LRRP) (formerly called the Small Rental Rehabilitation Program)	DCA	Renters Landlords	Renters seeking access to housing. Potential that some landlords with rental properties with fewer than 25 units damaged by Superstorm Sandy are LEP.
Neighborhood Enhancement Program	DCA	Renters Homeowners Developers	Renters and potential homebuyers seeking affordable housing.
Landlord Incentive Program (LIP)	DCA	Renters Homeowners	Renters seeking affordable housing. Rental property owners agreeing to lease at affordable rents to LMI households.
Housing Counseling	DCA	Renters Homeowners	Homeowners and renters seeking housing counseling.
Housing Opportunities for Persons with AIDS (HOPWA)	DCA	Renters	Low-income renters with HIV/AIDS seeking housing assistance and support services.

Program	Agency	Audience	Potential Interaction with LEP Persons
Lead Hazard Risk Reduction	DCA	Homeowners Renters Landlords	Homeowners, renters, and landlords who own, rent, or lease residential units requiring potential lead remediation work.
Blue Acres Buyout Program	DEP	Homeowners	Homeowners with property that has been damaged in the buyout area.
Flood Hazard Risk Reduction Program	DEP	Government	Homeowners who own easements under the acquisition component of this program and do not work through their municipality but directly through DEP.
Direct Loans to Small Businesses	EDA	Businesses	Small businesses with physical damage seeking funds for rehabilitation, new construction, equipment, inventory, mitigation, refinancing, flood insurance, and working capital.
Grants and Forgivable Loans for Small Businesses	EDA	Businesses	
Neighborhood and Community Revitalization	EDA	Businesses Government	Small businesses with physical damage seeking funds from Community Development Financial Institutions (CDFIs) for working capital investments.
Fund for Restoration of Multifamily Housing (FRM)	HMFA	Renters Developers	Renters seeking affordable housing.
Sandy Homebuyer Assistance Program	HMFA	Homeowners	Potential homebuyers seeking to purchase a primary residence in one of the nine most impacted counties.
Sandy Special Needs Housing Fund	HMFA	Renters	Special needs renters seeking affordable housing.
Section 811 Project Rental Assistance Program	HMFA DHS	Developers Renters	DHS will identify eligible tenants for available units.
Predevelopment Fund	NJRA	Renters Developers	Renters seeking access to housing.
Emergency Solutions and Emergency Housing Grant	DCA	Businesses Government	None, as applicants are businesses, nonprofits, or government entities.
HOME Community Housing Development Organizations Program	DCA	Developers	
HOME Housing Production Investment Fund	DCA	Developers	
Small Cities Community Development Block Grant (CDBG)	DCA	Government	
Neighborhood Stabilization Program	DCA	Government Developers	
FRM Public Housing Authority Set-Aside	HMFA	Government	
Homeowner Assistance and Recovery Program	DCA	Homeowners	Homeowners seeking restoration for their storm-damaged homes.

Program	Agency	Audience	Potential Interaction with LEP Persons
Smart Move: New Housing Development	DCA	Homeowners Homebuyers Developers	Homeowners and homebuyers seeking to relocate to a lower risk area.
Blue Acres	DEP	Homeowners	Voluntary buyout and incentive program for homeowners.
Neighborhood Landlord Program	DCA	Rental Property Owners	Zero interest forgivable loans for owners of rental properties with one to seven units requiring rehabilitation due to damages from Hurricane Ida.
Housing Counseling and Legal Services	DCA	Homeowners Renters	Displaced residents (renters and homeowners) seeking housing counseling or legal services needed to transition to permanent housing.
Resilient Communities	DCA	Government	Competitive funding for infrastructure that will help impacted communities become more resilient to current and future natural hazards.
FEMA Non-Federal Cost Share	DCA	Government	Non-federal cost-share for State and local facilities eligible under FEMA's Public Assistance program to help offset the burden of the non-federal share requirements faced by those entities.
Resilient NJ	DCA, DEP, Local Governments	Government	Direct allocations to units of general local governments, regional teams, and consultant teams to support local and regional resilience planning.
Statewide Housing Mitigation Tool	DCA	Homeowners Renters Government	Statewide Housing Mitigation Strategy Tool to assess the housing stock in disaster-impacted and at-risk areas. This assessment may include taking inventory of housing by type, risk, accessibility, and other components needed to understand community and regional residential vulnerabilities.

Through these programs, DCA and its partner agencies will interact with LEP individuals through a variety of means. These may include but are not limited to:

- In-person and telephone contact with program applicants and participants
- Hotline or information line phone calls
- Notices for open application periods, public hearings, or public comment periods
- Outreach programs
- Public access to agency websites
- Written correspondence, notices, or complaints sent to an agency
- Agency brochures intended for public distribution

Where potential interaction with LEP persons is anticipated, the administering agency is responsible for providing language access services. Any applicant who indicates that he or she is not LEP will stop receiving LEP-related materials.

Factor 3: Nature and Importance of the Program, Activity, or Service Provided by Programs

The more important the activity, information, service, or program, or the greater the possible consequences of the contact to the LEP persons, the more likely language services may be needed. Programs that provide a means of helping individuals obtain housing are critically important to LEP individuals. There is an urgent need to expand the supply of affordable housing, to stimulate economic activity, and to replace lost or damaged housing stock. The importance of federally funded housing programs for homeowners, landlords, and renters, including LEP individuals, has been demonstrated by the response to already-active programs and the waiting lists that have developed. LEP outreach will focus on the programs that provide critical services to homeowners, landlords, and renters.

Factor 4: Resources Available to DCA and Costs

DCA is taking all reasonable steps to provide LEP individuals with meaningful access to HUD programs and activities. The availability of resources, however, may limit the provision of language services in some instances. DCA's LAP balances the needs of the LEP community with the funding resources available. Activities designed to provide meaningful access for the LEP population will be incorporated and funded across all the HUD-funded programs administered by DCA and its partner agencies.

DCA will also leverage existing resources to the greatest extent possible, including the language bank, language line contract, and partnerships with organizations like NJ 2-1-1, which provides interpretation services.

LANGUAGE ASSISTANCE MEASURES

DCA and its partner agencies have undertaken or will undertake the following tasks to provide meaningful access to housing services, programs, and activities to LEP individuals. These tasks are predominantly focused on addressing the needs of LEP individuals who access DCA-administered HUD-funded programs.

Appointment of LAP Coordinator

DCA has appointed an LAP coordinator to serve as the primary point of contact responsible for the implementation of the LAP across all HUD-funded programs. These language access programs include but are not limited to provision of oral and written language assistance services, training programs, outreach activities, maintenance of the language bank, and review of data collected on individuals needing LEP assistance. The DCA LAP coordinator's contact information is listed below and posted on the DCA website:

Tina Williams
Division of Disaster Recovery and Mitigation
New Jersey Department of Community Affairs
101 South Broad Street
Trenton, NJ 08608
609-766-9323
Email: Tina.Williams@dca.nj.gov

The DCA LAP coordinator ensures that partner agencies adhere to this LAP and oversees procedures for providing meaningful access to LEP individuals for each program. All partner agencies have identified a program-level LAP coordinator responsible for securing language access services as applicable for the agency's housing programs (see Appendix 2). Each partner agency is responsible for sending the name and contact information of its program-level LAP coordinator to DCA's LAP coordinator.

The program-level LAP coordinator is the primary point of contact for the DCA LAP coordinator on language access questions related to that specific program. This individual is responsible for collecting data on LEP requests and contacts and forwarding this information to DCA as requested. The program-level LAP coordinator also assists his or her agency's staff with all language access issues. Once the need for language access services is identified either by phone, email, mail correspondence, or in person, staff should immediately contact their program-level LAP coordinator, and the DCA LAP coordinator in turn will take appropriate action to ensure meaningful communication through the methods described in this LAP.

If, for any reason, a program-level LAP coordinator is not available for a particular program or agency, program staff should contact the DCA LAP coordinator. The DCA LAP coordinator is also available as a resource in identifying personnel for providing LEP services.

Development of the Language Bank

DCA and its partner agencies have identified staff who are fluent in a language other than English to support the provision of interpreter services in all locations that have regular interactions with the public. The DCA LAP coordinator has developed a roster of these individuals, along with their contact names, telephone numbers, email addresses, hours of availability, and spoken languages to form a Language Bank. The Language Bank will be available to DCA staff through DCA's intranet. The DCA LAP coordinator also disseminates this list to all programs having direct contact with the public and is responsible for verifying and revising the list as needed, depending on changes in staff and demand for LEP services. Bilingual staff members and contractors will receive training as needed on:

- The role and responsibility of a Language Bank interpreter
- Interpretation ethics

- Specialized terminology
- Program-specific information

If there are significant populations in areas where no contractor or staff fluent in the language is available, the program-level LAP coordinator for that location/program will work with the DCA LAP coordinator to identify interpretation services. DCA will provide guidance to individuals identified in the Language Bank to ensure the appropriate level of interaction with LEP individuals. DCA recognizes that the use of the Language Bank does not supplant the need for certified translation services and aims to augment the availability of immediate LEP services.

The DCA LAP coordinator is responsible for updating and monitoring the Language Bank. The DCA LAP coordinator liaises with the appropriate human resource staff and DCA management to ensure the Language Bank is up-to-date and reflects the most recent staffing changes for all bilingual DCA employees, contractors, and partner agency staff who have direct contact with the public.

"I Speak" Cards

To further identify the LEP individuals seeking access to HUD-funded programs and activities, DCA and its partner agencies use language identification, or "I Speak" cards and posters, when engaging directly with the public. Field office staff is trained in the use of "I Speak" cards to identify the language needs of visitors.

A version of the "I Speak" card reflecting the 10 target languages is included in Appendix 6.

Provision of Language Access Services

All HUD-funded programs having direct contact with the public are responsible for providing written or oral language services.

For oral language encounters, many DCA field offices have bilingual staff and field representatives (most are fluent in Spanish). Staff also has access to a "language line" that can interpret program information into more than 175 languages. The toll-free language line phone number is 1-800-822-5552. Constituents who identify their primary language using the "I Speak" cards will be connected to this service.

Translation of Vital Documents

A vital document is defined as a document that includes information regarding program eligibility requirements, applications and instructions, program eligibility determinations, and appeals procedures. All documents designated as vital documents will be translated into Spanish. Vital documents will be made available in the other nine languages upon request and will be maintained for future use as needed to develop a database of translated documents.

HUD provides a selection of program documents in 10 languages other than English. DCA has also translated additional forms and documents into Spanish through the HAPPY Software System, HUD websites, or DCA's bilingual staff. The DCA LAP coordinator will ensure that program and field office staff are able to obtain these documents as needed.

The state will provide on-demand written translation services through a contractor for DCA and its partner agencies as needed. In-house Spanish translators are also available for programs developed in the nine counties most affected by Superstorm Sandy and the counties affected by Hurricane Ida that are funded by CDBG-DR funds.

Public Hearings and Public Comment Periods

All written materials requesting input and participation from the public for any housing-related activity will be translated into Spanish. These documents will also be made available in the other nine languages upon request. A language disclaimer announcing the availability of translation services in the top 11 languages will be included at the bottom of all printed materials intended for public outreach. This disclaimer can be found in the sample document included in Appendix 7.

Notices of public hearings will be translated into Spanish and made available in the other languages upon request. Notices of public hearings will also indicate that interpreters in any of the 10 languages can be made available upon request to attend the public hearings to provide interpretation services to attendees.

Application deadlines, legal notices, and public hearing and comment notices will be published, at a minimum, in Spanish on DCA's website, in select Spanish-language weekly papers, and in the general circulation daily publications to ensure the broadest possible public access. Legal notices will be published, at a minimum, in both Spanish and English in general circulation daily newspapers.

Updating Program Websites

DCA will update its website to include the name and contact information of the DCA LAP coordinator. Additionally, the Spanish translations of vital documents will be posted, as appropriate, and will be updated every time the English information on the website is updated.

For recipients needing translation in languages other than Spanish, translation services will be made available upon request. DCA's website will include the following notice in the 10 target languages (see Appendix 7):

If English is not your primary language, you may request language translation services for program documents that are available to the public. These translation services are available free of charge. For more information, please call 1-800-822-5552. The agent will connect you with an interpreter or arrange for an interpreter to return your call at your convenience.

DCA reserves the right not to translate a certain document into a particular language if it is determined that the overall cost to the program far outweighs the benefits.

The New Jersey Housing Resource Center lists all available units supported with CDBG-DR funding through HMFA and DCA; this list will be available in both Spanish and English. The database provides information on affordable rental properties across New Jersey for individuals seeking rental units, tenant-based rental assistance, or project-based vouchers. The tool provides detailed information about rental properties, enabling individuals and families who are searching for housing to locate a unit that best fits their needs. The site also provides a tool for rent calculations, moving costs, a budget worksheet, and rental checklists.

Partner Agency LAPs

All DCA partner agencies that administer HUD-funded programs will be required to adopt this LAP for those programs. DCA will monitor partner agencies to ensure that they are following the terms of this LAP and related guidance materials and are taking reasonable steps to provide meaningful access to LEP persons for the partner agencies' HUD-funded programs. Program-level LAP coordinators will be responsible for reporting, at a minimum, the quantity and types of LEP services provided, based on their record of language access services, to the DCA LAP coordinator on a monthly basis. The DCA LAP coordinator will review this information to determine the partner agencies' compliance with Title VI, Executive Order 13166 and DCA's policy on providing language access services.

PROVIDING NOTICE TO LEP INDIVIDUALS

DCA and its partner agencies will provide notice to LEP individuals of their eligibility for benefits, programs, and services in a language they understand to the maximum extent practical.

DCA will identify and maintain a list of partner organizations at the state and county levels that serve LEP communities to assist in outreach efforts for program announcements, application opportunities, and other public information. All outreach materials will be translated into Spanish and shall include a notice in the other nine identified languages stating that language assistance services are available in these languages upon request. DCA will also provide translations of outreach materials in languages other than Spanish, as appropriate, when outreach efforts are targeted towards LEP communities and applicants of HUD-funded programs and when it is applicable to provide translations in other languages.

All correspondence from DCA that is sent to prospective or existing applicants related to HUD-funded programs and services for individuals and businesses shall include a provision indicating that free language interpretation services are available by calling a toll-free number that serves LEP persons in the appropriate language. In addition to individuals, LEP small business owners will be provided language interpretation services when specifically requested. The DCA website will include posted information about how to obtain language access services as an LEP person. Field offices have posted language access information in conspicuous locations and in multiple languages.

All outreach efforts will be culturally appropriate and utilize demographic data to ensure campaigns are reflective of and targeted toward the specific needs of LEP communities throughout the state. DCA aims to ensure that all outreach efforts are timely, relevant, and offered via multiple platforms.

All teams working on outreach will report directly to the DCA LAP coordinator on a regular basis regarding specific LEP outreach activities and numbers of LEP individuals contacted (as available). The DCA LAP coordinator will regularly assess and maintain an accurate record of language assistance services to improve LEP outreach programs and activities in alignment with customer need and program resources and capacity.

COMPLAINTS AND APPEALS

Any person who feels that DCA is not in compliance with Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000(d), and Executive Order 13166 regulations may file a complaint with the DCA LAP coordinator if he or she believes that they have been denied the benefits of this LAP. The program-level LAP coordinator may be the first point of contact for any complaints or appeals, but the DCA LAP coordinator must be informed of all complaints and appeals and will provide oversight of the complaint and appeal resolution. Complaints will be investigated pursuant to DCA's complaint procedures. Written complaints may be submitted to the DCA LAP coordinator via email or mail at the following address:

Tina Williams
Division of Disaster Recovery and Mitigation
New Jersey Department of Community Affairs
101 South Broad Street
Trenton, NJ 08608
Email: Tina.Williams@dca.nj.gov

Alternatively, complaints can also be filed directly with the Region II Director for Fair Housing and Equal Opportunity at the following address (or as otherwise directed by HUD):

New York Regional Office of FHEO
U.S. Department of Housing and Urban Development
26 Federal Plaza
New York, NY 10278
(212) 542-7519
(800) 669-9777

LEP program applicants wishing to appeal eligibility or other programmatic decisions may also contact the program-level LAP coordinator directly for each program. The program-level LAP coordinator will provide an interpreter to assist the applicant with the appeals process and notify the DCA LAP coordinator of the appeal. DCA and its partner agencies will leverage the language line service and bilingual staff to provide interpretation services as needed for all appellate

processes, all meetings related to program eligibility determinations, and all meetings with contractors and subcontractors. Program applicants will have access to interpretation services throughout the process.

The public and advocacy groups will be notified that language assistance is available for appeals if an LEP individual's application for housing programs and services is deemed ineligible. This information will be posted in DCA field offices and in partner agency offices open to the public.

TRAINING STAFF

DCA is implementing a training program that includes the following four modules:

1. LEP Awareness and Current LAP Protocols
2. LAP and LEP Issues Training
3. Guidance and Technical Assistance for Partner Agencies
4. Training on LEP and LAP Compliance and Monitoring of Partner Agencies

LEP Awareness and Current LAP Protocols

Training on LEP awareness and current protocols will be developed for all staff having contact with the public to administer housing programs and services. This training will be conducted in person with the option for teleconference participation by field office staff and partner agency staff. The goal of this training is to provide an overview of the needs of LEP individuals and the state and federal regulations regarding language access. The training will also explain DCA language access procedures.

LAP and LEP Issues Training

Training on LAP and LEP issues will be developed for all DCA staff, contractors, and partner agency staff who have direct contact with the public in the administration of HUD-funded housing programs. DCA will develop two training courses for LAP and LEP issues: Basic LEP/LAP Training and Advanced LEP/LAP Training. Department staff who do not frequently connect directly with the public will receive only the Basic LEP/LAP Training. Department and field office staff that frequently interact with the public will receive Advanced LEP/LAP Training. In addition to creating the LEP/LAP courses, DCA will also develop and deliver training specifically for the individuals involved with DCA's Language Bank.

A summary of the training curriculum details is below:

- **Basic LEP/LAP Training** will cover an overview that includes the definition of LEP persons, an overview of the state and federal regulations governing language access, roles and responsibilities of department staff, DCA language access procedures, and the LAP complaints and appeals process.

- **Advanced LEP/LAP Training** will cover an overview that includes the definition of LEP persons, an overview of state and federal regulations governing language access, basic customer service skills and telephone etiquette, cultural sensitivity, roles and responsibilities of staff, how to identify the language needs of an LEP individual, DCA language access procedures, how to track the use of language services, and the LAP complaints and appeals process.
- **Language Bank Training** will cover an overview that includes the roles and responsibilities of Language Bank interpreters and translation and interpretation ethics.

DCA will incorporate LEP awareness and LAP protocol modules in new hire orientation offerings for all new field office staff as well as for department employees who will interact regularly with the public and/or program applicants. Training will also be created for bilingual field office staff. Trainings will be conducted at locations throughout the State to ensure full participation of staff, and staff will be informed of upcoming training with the exact date, time, and location of training. All trainings will be overseen by the DCA LAP coordinator. Upon completion of the training, the trainer will provide a list of staff in attendance to the DCA LAP coordinator.

Guidance and Technical Assistance for Partner Agencies

Guidance and technical assistance training for providing language access services will be developed as needed for partner agency staff who frequently interact with the public regarding HUD-funded programs. Additionally, training will be created specifically for program-level LAP coordinators and cover topics such as roles, responsibilities, and data collection. This assistance and guidance will cover an overview of the state and federal regulations governing language access, advanced LEP/LAP training, and program-level LAP coordinator roles and responsibilities.

DCA will develop training for staff responsible for monitoring partner agencies and ensuring that partner agencies have taken reasonable steps to provide meaningful access to HUD-funded programs for LEP persons. This in-person training will cover components of a meaningful language access plan, how to conduct an LAP file review, LAP reporting requirements, and the LAP complaints and appeals process. Training will be required for new staff or existing staff taking over monitoring responsibilities.

MONITORING, EVALUATING, AND UPDATING THE LAP

As part of its monitoring and evaluation effort, DCA will review procedures for providing language access services, existing training programs, outreach activities, the Language Bank, and language access data to periodically update the LAP. The LAP is a living document that, through monitoring and evaluation, can be updated as the needs of the LEP population and the demands on DCA and its partner agencies to serve this population evolve.

This monitoring and evaluation may include but is not limited to:

- Observing and evaluating agency interactions with LEP individuals.
- Keeping current on LEP community demographics and needs by annually reviewing census data and engaging school districts, faith communities, refugee resettlement agencies, and other local resources.
- Considering new resources including funding, collaborations with other agencies, human resources, emerging technologies, and other mechanisms for ensuring improved access for LEP individuals.

As needed, DCA will update the LAP to reflect any change in the plan and to ensure relevancy and quality control of language access services.

APPENDICES

Appendix 1: Definitions

CDBG-DR: Community Development Block Grant – Disaster Recovery

DCA: The New Jersey Department of Community Affairs

DCA LAP Coordinator: DCA employee responsible for overseeing and implementing the terms of the LAP.

Division of Housing and Community Resources: Division within the Department of Community Affairs that oversees and administers most of the State's housing programs and services.

Federal Financial Assistance: This includes (1) grants, loans, and advances of federal funds; (2) the grant or donation of federal property and interests in property; (3) the detail of federal personnel; (4) the sale and lease of, and the permission to use, federal property or any interest in such property without consideration or at nominal consideration, or at a consideration that is reduced for the purpose of assisting the recipient, or in recognition of the public interest to be served by such sale or lease to the recipient; and (5) any federal agreement, arrangement, or other contract that has as one of its purposes the provision of assistance. The term "Federal financial assistance" does not include a contract of insurance or guaranty. 24 C.F.R. § 1.2(e).

Field Office: Regional offices that administer programs coordinated by the Division of Housing and Community Resources and whose staff comes in regular contact with LEP individuals accessing these programs.

HUD: The U.S. Department of Housing and Urban Development

Interpreter: A person who translates orally from one language into another.

Limited English Proficient (LEP) Persons: Persons who have a limited ability to read, write, speak, or understand English, and who may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

Language Assistance Plan or Language Access Plan (LAP): A written implementation plan that addresses the identified needs of the LEP persons served by HUD-funded programs administered by DCA and its partner agencies.

Program-Level LAP Coordinator: Partner agency representative tasked with reporting to the DCA LAP coordinator LEP and LAP requests, complaints, and appeals.

Recipient(s): The State of New Jersey and the DCA, collectively.

Partner Agency: New Jersey departments and agencies that work with the DCA to administer HUD-funded housing programs including but not limited to: the New Jersey Redevelopment Authority, the New Jersey Housing and Mortgage Finance Agency, the New Jersey Economic Development Authority, and the New Jersey Department of Human Services.

Translator: A person who translates written text from one language into another.

Vital Document: Any document that is critical for ensuring meaningful access to DCA's and its partner agencies' major activities and programs by beneficiaries generally and LEP persons specifically.

Appendix 2: Program-Level LAP Coordinators

Department/Agency	Coordinator	Telephone	Email Address
DEP	Nicholas Horiates	609-633-0347	nicholas.horiates@dep.nj.gov
EDA	Kim Ehrlich	609-858-6704	kehrlich@njeda.com
HMFA	Theresa M. White	609-278-7576	twhite@njhmfa.gov
NJRA	Dawn Perreott	609-278-5177	dparreott@njra.us

Appendix 3: Data Source References

Applicable Regulations

- Title VI of the Civil Rights Act of 1964
- Executive Order 13166: Improving Access to Services for Persons with Limited English Proficiency
- 72 FR 22732, Federal Register Volume 72, Issue 13 (January 22, 2007), U.S. Department of Housing and Urban Development (HUD)

LEP Population Estimates

- U.S. Census Bureau / American FactFinder. "Table B16001: Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over." 2014–2019 American Community Survey (prepared by the Migration Policy Institute)

Low- and Moderate-Income Data

- HUD-prepared data file based on 2006–2010 American Community Survey data on income and households. https://www.onecpd.info/manage-a-program/acs-low-mod-summary-data-block- groups-places

Appendix 4: Division of Housing and Community Resources LEP Policy

State of New Jersey
Department of Community Affairs
Division of Housing and Community Resources

Limited English Proficiency Policy

Overview

On August 11, 2000, Executive Order 13166 was issued titled "Improving Access to Services by Persons with Limited English Proficiency." This Order requires federal agencies to assess and address the needs of eligible persons seeking access to federal programs that because of their limited English cannot fully and equally participate in or benefit from those programs or activities. On December 19, 2003, the U. S. Department of Housing and Urban Development (HUD) published guidance designed to assist housing authorities to comply with Title VI of the Civil Rights Act of 1964 and implementing regulations. It prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal assistance. On January 22, 2007, HUD published final guidance to federal financial assistance recipients regarding the Title VI prohibition against national origin discrimination affecting limited English proficient persons.

While most people in the United States speak, write and understand English, there is a growing population where English is not their primary language. Those individuals having a limited ability to read speak or understand English are considered to be limited English proficient (LEP). Language limitations can be a barrier to accessing important benefits or services including understanding information relevant to the Housing Choice Voucher Program and other programs administered by the Department of Community Affairs, Division of Housing and Community Resources (DCA).

The DCA, as a recipient of federal assistance, is required to take reasonable steps to ensure access to all programs, and has an obligation to reduce language barriers that preclude meaningful access by LEP persons to government services and programs. LEP persons are defined as persons who do not speak English as their primary language and who have limited ability to read, write, speak or understand English. All Housing Choice Voucher Program applicants and participants, or their authorized representative(s), who have a limited proficiency with the English language may benefit from these services.

When a Housing Choice Voucher Program waiting list is opened, a public notice and Application for Housing Assistance form are published in the local newspaper having the largest circulation in that particular county. Based on the latest census information and current program participant demographics, the program may also place an application in a Spanish language newspaper where a large Hispanic population resides. The program's Applicant Services Unit monitors the responses. This enables the program to measure the effectiveness of the advertisement in an attempt to reach the Hispanic population, and to justify the additional expense. If the application is not advertised in Spanish or other languages, the English application includes a question regarding LEP and asks the applicant to specify their primary language if other than English. This will alert the field offices to the potential need for interpreters.

In accordance with the HUD regulations, the DCA will balance four factors in determining the level of access needed by LEP persons who speak a particular language:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by the Housing Choice Voucher Program and other relevant programs;
2. The frequency with which LEP persons contact the program;
3. The nature and importance of the activity or services provided by the program; and
4. The resources available to the DCA and the cost to provide these services.

Balancing these four factors will ensure meaningful access by LEP persons to critical services, while not imposing undue burdens on the DCA.

Bilingual Staff

The program has bilingual staff and field representatives (most are fluent in Spanish) in many of the field offices throughout the state. If a LEP person goes to a field office several options are available. The field office support staff has been trained to assist a person in need of language assistance. If the staff is unable to communicate with this person, each office has "I Speak" flash cards so that customers can identify the language they speak. Once identified, the field office staff will utilize the Language Line phone service to assist walk-in clients. Use of the Language Line will enable the offices to provide assistance to clients in over 175 languages.

Additionally, the program maintains a directory of DCA personnel who speak a variety of languages which could also be utilized and is a valuable resource for the field office and Customer Service staff.

Staff Training

Since all field office staff could have contact with program applicants and participants who have limited English proficiency, all staff will receive training. The training will include:

- A discussion of the plan
- How to respond to LEP callers
- How to respond to LEP clients who contact our offices in person
- How to use the "I Speak" cards
- How to utilize the Language Line Service
- The location of translated documents

Additionally, each field office will be given a Limited English Proficiency manual to follow when a LEP client comes to a field office. Also, each field office has a poster on display in the waiting room to inform the public that interpreter services are available to them if they do not speak English. The poster says "You have the right to an interpreter at no cost to you. Please point to your language. An interpreter will be called. Please wait." This statement appears in thirty languages.

New employees will receive an overview as part of their initial training to familiarize them with the procedures. Staff with large caseloads of LEP clients will receive additional guidance that will address how to work effectively with interpreters.

Written Translation

All vital documents (as deemed necessary by HUD) shall be translated into Spanish, and DCA will provide oral translation where reasonable for LEP clients. The DCA will be initially translating documents into Spanish as this is our highest LEP client base, and other languages as warranted. This list will be updated over time. The following is a list of vital documents required by HUD, and HUD will provide translations for these documents:

- Voucher
- Authorization to Release Information
- Model Lease
- Housing Choice Voucher Contract - Part A and Part B
- How your Rent is Determined
- Request for Tenancy Approval
- Tenancy Addendum
- FSS Escrow Account Worksheet
- Statement of Homeownership Obligations
- FSS Contract
- A Good Place to Live

HUD has translated the Model Lease into 8 languages and the other documents into 12 languages.

The following is a list of additional forms and documents that the DCA has translated into Spanish through the HAPPY Software system, HUD Web sites, or by the DCA's bilingual staff.

- Public Notice to open a waiting list
- Application for Housing Assistance
- Denial of Placement on the Waiting List
- Waiting List Notification Letter
- Citizenship Declaration
- Tenant Information Form
- Rent Reasonableness Survey
- Disclosure of Information on Lead-Based Paint and/or Lead-Based Paint Hazards
- Request for Taxpayer Identification Number (IRS Form W-9)
- Housing Discrimination Complaint Form
- Protect Your Family from Lead in the Home (EPA Booklet)
- Protect Your Children from Lead (11 x 17 poster for mounting in field offices)
- Interpreter Services Availability (11 x 17 poster for mounting in field offices)
- Reexamination Letter

- Owner Signature Amendment
- Violence Against Women Fact Sheet

All of the listed documents are available for public review.

Please note that in accordance with HUD directives, a translated document is not the official document. The English version of all documents is the official controlling document.

Notice of Rights to Language Assistance

A multilingual poster has been placed in the common area of each field office to inform the public that the DCA provides free interpretation services.

Monitoring and Updating the LEP Plan

The DCA will review its LEP Plan annually when it updates its Administrative Plan to determine the current effectiveness and any changes in LEP populations or needs. Modifications to the plan will be based on:

- Census data
- The amount of contact the program has with LEP persons
- Whether the current LEP Plan is meeting the needs of our clients
- Whether the program is meeting its goals relevant to the LEP regulations
- A review of sources of assistance to determine if resources are still available and viable

Guidelines for Interpreters

The DCA has a bilingual (Spanish) Hearing Officer who conducts hearings for participants who are in danger of being terminated from the program for having violated the rules and regulations of the program. It is estimated that 20 percent of the hearing requests received are from Spanish speaking clients. The Hearing Officer has a thorough understanding of the program regulations and therefore is qualified to represent the program as a neutral and impartial party.

Formal procedures and guidelines will be enacted when a vender is selected to do on site interpretations. All language interpreters and translators will be held to a Code of Professional Conduct which will include but is not limited to:

1. **Accuracy**. Interpreters/translators shall thoroughly and faithfully render the source language message, omitting or adding nothing, giving consideration to linguistic variations in both source and target languages, conserving the tone and spirit of the source language message.

2. **Cultural Sensitivity and Courtesy**. Interpreters/translators shall be culturally competent, sensitive, and respectful of the individuals they serve.

3. **Confidentiality**. Interpreters/translators shall not divulge any information obtained through their assignments, including but not limited to, information gained through access to documents or other written materials.

4. **Disclosure**. Interpreters/translators shall not publicly discuss, report, or offer an opinion concerning matters in which they are or have been engaged, even when the information is not privileged by law to be confidential.

5. **Proficiency**. Interpreters/translators shall meet the minimum proficiency requirements set by the DCA and the industry standards.

6. **Compensation**. The fee schedule agreed to between the contracted language services providers and the program shall be the maximum compensation accepted. Interpreters/translators shall not accept additional money, consideration, or favors for services reimbursed by the program. Interpreters/translators shall not use for private or others gain or advantage, the program's time or facilities, equipment or supplies, nor shall they use or attempt to use their position to secure privileges or exemptions.

7. **Non-discrimination**. Interpreters/translators shall always be neutral, impartial and unbiased. Interpreters/translators shall not discriminate on the basis of gender, disability, race, color, national origin, age, socio-economic or educational status, or religious, political or sexual orientation. If interpreters/translators are unable to ethically perform in a given situation, the interpreters/translators shall refuse or withdraw from the assignment without threat or retaliation.

8. **Self-evaluation**. Interpreters/translators shall accurately and completely represent their certifications, training and experience.

9. **Impartiality - Conflict of Interest**. Interpreters/translators shall disclose any real or perceived conflict of interest that would affect their objectivity in the delivery of service. Providing interpreter/translation services for family members or friends is the client's option, however, it is not recommended as it may violate the individual's right to confidentially and constitutes a conflict of interest.

10. **Scope of Practice**. Interpreters/translators shall not counsel, refer, give advice, or express personal opinions to individuals for whom they are interpreting/translating or engage in any other activities that may be construed to constitute a service other than interpreting/translating. Interpreters are prohibited from having unsupervised access to the clients, including but not limited to phoning clients directly, other than at the request of a DCA employee or DCA contracted service provider. Interpreters are also prohibited from marketing their interpreter services to clients, including but not limited to arranging services or appointments for clients in order to create business for themselves. Additionally, interpreters shall not transport clients to any DCA business.

11. **Reporting Obstacles to Practice**. Interpreters/translators shall assess at all times their ability to interpret/translate. Should interpreters/translators have any reservations about their competency, they must immediately notify the parties and offer to withdraw without threat of retaliation. Interpreters/translators may remain until more appropriate interpreters/translators can be secured.

12. **Ethical Violations**. Interpreters/translators shall immediately withdraw from encounters they perceive as violations of this Code. Any violation of the Code of Professional Conduct may cause termination of the contract and or prohibition from serving DCA clients.

13. **Professional Development**. Interpreters/translators shall develop their skills and knowledge through professional training, continuing education, and interaction with colleagues, and specialists in related fields.

This Code applies to all persons providing language interpreting or translation services and must be complied with at all times.

Appendix 5: Sandy LEP Four-Factor Analysis

INTRODUCTION

The New Jersey Department of Community Affairs (DCA) is responsible for administering a wide array of federally funded housing programs throughout the State of New Jersey.

Pursuant to the nondiscrimination requirements of Title VI at 24 CFR 1.4, DCA must take steps to ensure meaningful access for persons with limited English proficiency (LEP) to federally funded DCA programs and activities.

As described in Federal Register-4878-N-02, dated January 22, 2007, the starting point for ensuring meaningful access is a four-factor analysis that considers the:

1) proportion of LEP persons in the eligible service population,
2) frequency with which LEP individuals come in contact with the programs,
3) nature and importance of the service provided by the programs, and
4) resources available to the recipient and costs.

DCA undertook a four-factor analysis for the entire State. This serves as an update to the 2014 analysis for the 9 Superstorm Sandy-impacted counties and an expansion to the State's remaining 12 counties. The goal of this analysis is to identify translation needs for DCA's federally funded housing programs operating throughout New Jersey. The findings are presented here and are being used to inform DCA's Language Access Plan (LAP) and outreach efforts to ensure that LEP individuals have meaningful access to federally funded housing programs.

DEFINITION OF PERSONS WITH LIMITED ENGLISH PROFICIENCY

LEP persons are defined as those persons who have a limited ability to read, write, speak, or understand English and who may be entitled to language assistance with respect to a particular type of service, benefit, or encounter. DCA used the U.S. Census Bureau's American Community Survey definition to define LEP persons as any individual who reports speaking English "not at all," "not well," or "well." Persons who speak only English or who report speaking English "very well" are considered proficient in English.

SANDY RECOVERY FOUR-FACTOR ANALYSIS

1. The number or proportion of LEP persons served or encountered in the eligible service population

Data Source

All data used to estimate the proportion of LEP persons in New Jersey come from the U.S. Census Bureau's American Community Survey 5-year file (2014-2019)[2] Table B16001: Language Spoken at Home by Ability to Speak English for the Population 5 Years and Older. Estimates in the file were rounded to the nearest hundred.

The LEP Population in New Jersey

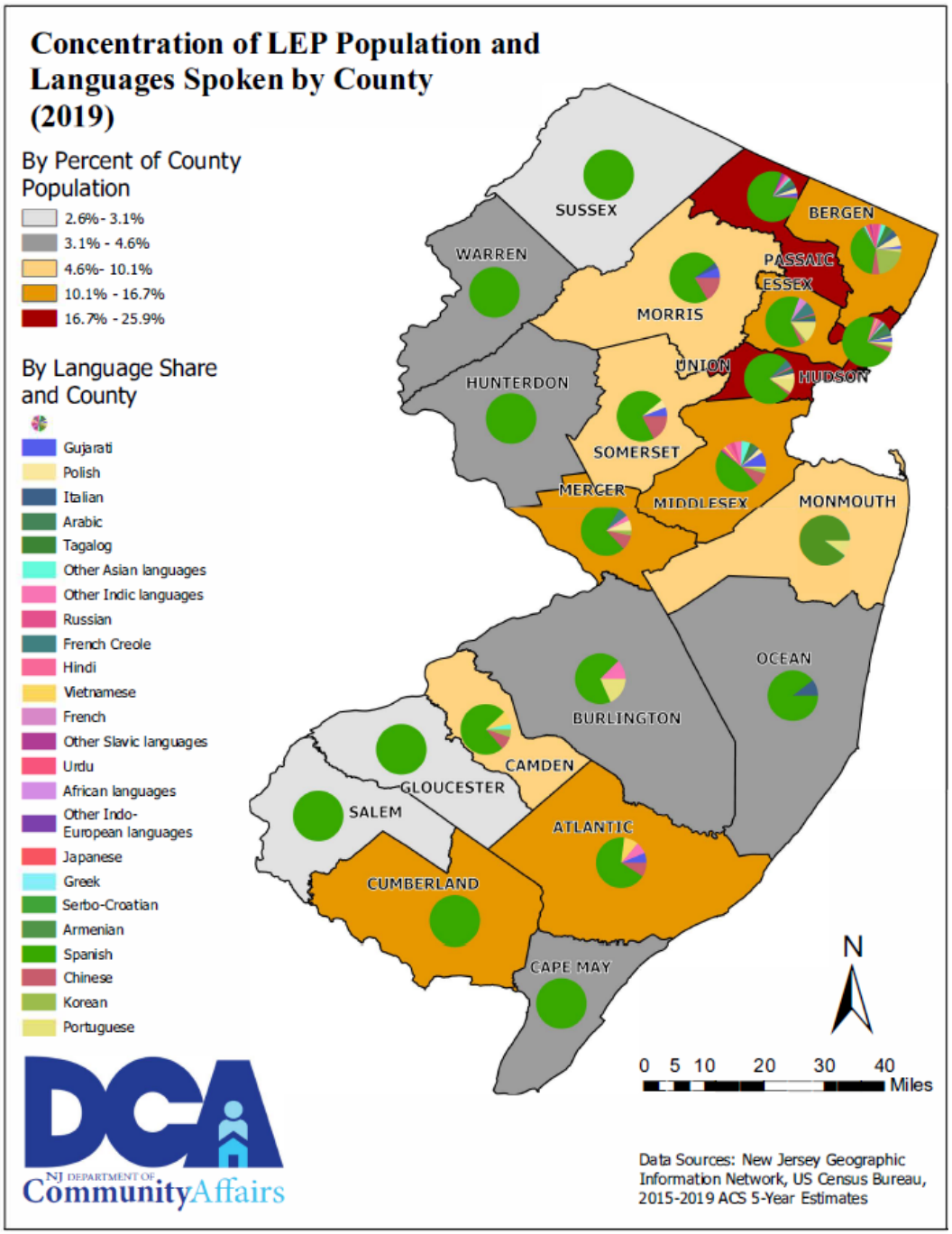
Statewide, approximately 12.4% of persons over age 5 (1 in 8) are LEP. For all New Jersey counties, no LEP population other than Spanish speakers exceeds 5% of the county's population. However, all but Cape May, Cumberland, Gloucester, Hunterdon, Salem, Sussex, and Warren counties have more than 1,000 individuals who speak a language other than English or Spanish. Bergen County has the most, with 18 different languages meeting the threshold. Across the state, there are 24 languages that meet the county threshold (see Table 1).

When compared to the national average, New Jersey on average has a 44% higher proportion of LEP individuals. This is due to high concentrations of LEP individuals in the State's more urbanized counties. The largely suburban and rural counties of Burlington, Camden, Cape May, Gloucester, Hunterdon, Monmouth, Ocean, Salem, Sussex, and Warren have lower shares of LEP individuals than is the national norm. When compared to the nation, Middlesex County has an extremely high concentration of LEP individuals who speak Guajarati and Hindi at more than 12 times the national average. Other counties with LEP population concentrations more than 12 times the national average include Hudson County (Gujarati and Hindi), Bergen (Polish and Korean), Essex (Portuguese), and Union (Portuguese). A comparison of county LEP population concentrations by language to the national average (location quotients) can be found in Attachment 1: Table 5.

Table 1: LEP Populations by County, 2014–2019

	NJ	Atlantic	Bergen	Burlington	Camden	Cape May	Cumberland	Essex	Gloucester	Hudson	Hunterdon	Mercer	Middlesex	Monmouth	Morris	Ocean	Passaic	Salem	Somerset	Sussex	Union	Warren
Total Population 5 Years	8,294,499	258,301	863,263	424,595	480,328	92,139	146,557	732,189	272,019	601,083	121,352	346,447	766,916	595,938	468,603	539,711	468,218	61,963	307,348	140,428	504,805	102,296
Total LEP Population	1,026,943	29,348	125,402	17,195	38,840	4,236	17,752	106,007	7,490	155,455	4,529	38,665	128,120	40,732	42,587	24,060	103,479	1,936	30,924	3,660	102,210	4,316
Total % of LEP Population	12.4%	11.4%	14.5%	4.0%	8.1%	4.6%	12.1%	14.5%	2.8%	25.9%	3.7%	11.2%	16.7%	6.8%	9.1%	4.5%	22.1%	3.1%	10.1%	2.6%	20.2%	4.2%
5% Threshold	**414,725**	**12,915**	**43,163**	**21,230**	**24,016**	**4,607**	**7,328**	**36,609**	**13,601**	**30,054**	**6,068**	**17,322**	**38,346**	**29,797**	**23,430**	**26,986**	**23,411**	**3,098**	**15,367**	**7,021**	**25,240**	**5,115**
Spanish	593,496	16,236	44,727	5,925	23,208	2,551	15,893	61,342	3,289	109,444	2,024	22,581	57,548	20,915	22,311	14,100	78,286	1,536	15,867	1,667	71,584	2,462
Chinese	50,560	2,150	5,944	-	2,647	-	-	2,893	-	4,922	-	3,010	10,940	3,402	5,038	-	1,206	-	3,795	-	1,733	-
Korean	39,333	-	24,757	-	1,558	-	-	1,332	-	1,569	-	1,051	3,198	-	-	-	-	-	-	-	-	-
Portuguese	39,213	-	2,072	1,573	-	-	-	13,711	-	3,779	-	-	2,460	3,341	-	-	-	-	-	-	8,783	-
Gujarati	30,279	1,538	2,334	-	-	-	-	-	-	4,042	-	-	11,461	-	1,965	-	2,302	-	1,273	-	-	-
Polish	28,828	-	8,270	-	-	-	-	-	-	2,075	-	2,112	3,685	-	-	-	3,034	-	1,141	-	3,291	-
Italian	23,863	-	4,587	-	-	-	-	2,396	-	2,091	-	-	1,455	1,658	1,100	1,679	2,249	-	-	-	1,869	-
Arabic	21,782	-	3,145	-	-	-	-	-	-	6,140	-	-	3,433	-	-	-	4,043	-	-	-	-	-
Tagalog	21,973	-	3,633	-	-	-	-	1,832	-	4,739	-	-	3,062	-	-	-	-	-	-	-	1,346	-
Other Asian languages	19,732	-	3,408	-	1,057	-	-	-	-	1,388	-	-	6,956	-	-	-	1,418	-	-	-	-	-
Other Indic languages	18,897	1,778	1,513	1,059	-	-	-	-	-	1,345	-	1,086	5,702	-	-	-	2,029	-	-	-	-	-
Russian	18,888	-	4,966	-	-	-	-	1,070	-	-	-	-	3,549	1,831	-	-	1,064	-	-	-	1,252	-
French Creole	19,066	-	-	-	-	-	-	8,277	-	1,199	-	1,904	-	1,312	-	-	-	-	-	-	4,591	-
Hindi	13,820	-	1,049	-	-	-	-	-	-	3,947	-	-	4,219	-	-	-	-	-	-	-	-	-
Vietnamese	12,411	2,235	-	-	2,662	-	-	-	-	1,040	-	-	1,830	-	-	-	-	-	-	-	-	-
French	8791	-	-	-	-	-	-	2,622	-	1,158	-	-	-	-	-	-	-	-	-	-	-	-
Other Slavic languages	8,390	-	1,617	-	-	-	-	-	-	-	-	-	-	-	-	-	1,201	-	-	-	-	-
Urdu	7,907	-	-	-	-	-	-	-	-	1,732	-	-	2,258	-	-	-	-	-	-	-	-	-
African languages	7,812	-	-	-	-	-	-	2,752	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Indo-European languages	7,649	-	-	-	-	-	-	-	-	-	-	-	1,047	-	-	-	1,182	-	-	-	-	-
Japanese	5,745	-	2,876	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greek	5,113	-	1,298	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
German	4,258	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Serbo-Croatian	3,361	-	1,005	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Persian	2,822	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hungarian	2,280	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Pacific Island languages	1,916	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other and unspecified languages	1,791	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Armenian	1,874	-	1,288	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hebrew	1,773	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thai	1,447	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mon-Khmer, Cambodian	497	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Yiddish	492	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other West Germanic	308	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Scandinavian languages	232	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laotian	124	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Native North American languages	220	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

New Jersey's LEP population is heavily concentrated in the northeast and central regions of the State, within Hudson, Essex, Middlesex, Bergen, Passaic, and Union counties. These counties combined account for more than 70% of the State's LEP population. The map below shows the geographic concentration of the LEP populations and the respective LEP language shares.



Spanish is by far the dominant LEP language in Cape May, Cumberland, Hudson, Ocean, Passaic, and Salem counties. However, largely suburban Burlington, Gloucester, Hunterdon, Bergen, and Middlesex counties have more eclectic mixes of LEP languages, with Spanish speakers accounting for less than a majority share of total LEP individuals. A full table of each major language's share of the LEP population by county can be found in Attachment 1: Table 4.

Overall, Spanish is by far the most common LEP language in New Jersey and across all 21 counties. Most Spanish-speaking LEP persons can be found in Essex, Hudson, Passaic, and Union counties. Chinese is the second most common language, followed by Korean. The Chinese-speaking LEP population is heavily concentrated in Bergen, Morris, Middlesex, and Hudson Counties in North and Central Jersey, together accounting for just over half of the State's Chinese-speaking LEP population. Within that region, Edison and East Brunswick Townships in Middlesex County and Parsippany-Troy Hills Township in Morris County have particularly large Chinese-speaking LEP populations of more than 1,300 persons each. The Korean-speaking LEP population is largely based in Bergen County, which has alone about 62% of the State's Korean-speaking LEP population. Palisades Park, Fort Lee, Tenafly, Ridgefield, Paramus, and Leonia have the largest concentrations of Korean-speaking LEP individuals within Bergen County.

As shown in the following Table 2, Gujarati is strongly represented within Central New Jersey in Middlesex, Morris, and Somerset counties, with large concentrations (more than 1,600 persons) in Edison, Woodbridge, and Piscataway townships. Vietnamese-speaking LEP individuals are more commonly found in South Jersey in Atlantic and Camden counties, with particularly large concentrations (more than 800 persons) in Atlantic City and Pennsauken Township. Portuguese is another common LEP language, one of the top three LEP languages in Burlington, Essex, Monmouth, and Union counties. Portuguese-speaking LEP persons are heavily represented in Newark (11,958 persons), Elizabeth (3,699 persons), Kearny (2,362 persons), and Long Branch (2,026 persons).

Municipal Concentrations

At the municipal level, the following municipalities have the largest LEP populations:

1. Newark, 59,502
2. Jersey City, 51,482
3. Elizabeth, 50,093
4. Paterson, 43,618
5. Union City, 28,711
6. Passaic, 24,954
7. West New York, 21,819
8. North Bergen, 20,067
9. New Brunswick, 19,674
10. Perth Amboy, 18,129

These municipalities are entirely in North Jersey and together account for about one-third of New Jersey's LEP population. In each of these municipalities, Spanish is by far the most common LEP language. Several municipalities also have very high population shares of LEP individuals. The municipalities with the 10 highest LEP shares are as follows:

1. West New York, 46.4% (21,819)
2. Union City, 45.2% (28,711)
3. Elizabeth, 43.3% (50,093)
4. Palisades Park, 42.2% (8,067)
5. East Newark, 41.1% (968)
6. Dover, 40.9% (7,086)
7. Passaic, 39.3% (24,954)
8. Victory Gardens, 39.3% (582)
9. Guttenberg, 39.0% (4,136)
10. New Brunswick, 38.2% (19,674)

In these municipalities, Spanish is also the most common LEP language, except for Palisades Park, where Korean is the most common. A full list of municipalities by LEP concentration and the two most common LEP languages can be found in Attachment 1: Table 5.

LEP Population Growth

When examining the fastest growing populations from 2014-2019, data showed that the Spanish-speaking LEP population grew the fastest in terms of number of individuals. Spanish speakers were also the fastest-growing LEP population in 18 of the state's 21 counties, with other Pacific Island languages taking the top spot in Burlington County, Tagalog in Monmouth County, and Hindi in Somerset County. However, the absolute increases in these language speakers were relatively small. Chinese speakers were the second fastest-growing LEP population, with particularly strong growth in Hudson, Camden, and Essex counties. The third fastest-growing category, other Indic languages (languages native to the Indian subcontinent), showed very strong growth on a percentage basis at 37.4% statewide.

Table 2. Top Three Fastest-Growing LEP Populations by County

County	Top 3 Fastest-Growing LEP Populations, 2005–2009 to 2010–2014	5-Year Growth	5-Year % Growth
New Jersey	**Spanish**	**61,455**	**10.4%**
	Chinese	**7,145**	**14.1%**
	Other Indic languages	**7,059**	**37.4%**
Atlantic	Spanish	2,262	13.9%
	Gujarati	981	63.8%
	Vietnamese	505	22.6%
Bergen	Spanish	6,111	13.7%
	Korean	1,570	6.3%
	Other Asian languages	1,383	40.6%
Burlington	Other Pacific Island languages	313	120.8%
	Chinese	261	28.9%
	German	212	45.0%
Camden	Spanish	1,532	6.6%
	Chinese	1,141	43.1%
	Korean	633	40.6%
Cape May	Spanish	496	19.4%
	Russian	245	90.1%
	Vietnamese	162	56.1%
Cumberland	Spanish	2,502	15.7%
	Hindi	152	15200.0%
	Other Asian languages	102	79.1%
Essex	Spanish	6,648	10.8%
	Chinese	1,018	35.2%
	French	884	33.7%
Gloucester	Spanish	587	17.8%
	Other Indic languages	173	103.6%
	Chinese	150	33.7%
Hudson	Spanish	10,617	9.7%
	Chinese	2,348	47.7%
	Arabic	1,610	26.2%
Hunterdon	Spanish	308	15.2%
	Hindi	208	89.3%
	Other Indic languages	161	171.3%
Mercer	Spanish	2,098	9.3%
	French Creole	995	52.3%
	Chinese	789	26.2%

County	Top 3 Fastest-Growing LEP Populations, 2005–2009 to 2010–2014	5-Year Growth	5-Year % Growth
Middlesex	Spanish	10,894	18.9%
	Other Asian languages	3,056	43.9%
	Gujarati	2,462	21.5%
Monmouth	Tagalog	227	27.6%
	Vietnamese	185	41.2%
	French Creole	183	13.9%
Morris	Spanish	2,236	10.0%
	Other Indic languages	538	54.2%
	Gujarati	481	24.5%
Ocean	Spanish	2,987	21.2%
	Other Slavic languages	330	66.8%
	Portuguese or Portuguese Creole	236	27.1%
Passaic	Spanish	4,156	5.3%
	Arabic	1,280	31.7%
	Other Indic languages	982	48.4%
Salem	Spanish	768	50.0%
	Tagalog	67	103.1%
	Korean	64	103.2%
Somerset	Hindi	471	68.1%
	Vietnamese	356	80.9%
	Gujarati	303	23.8%
Sussex	Spanish	384	23.0%
	Italian	117	36.9%
	Serbo-Croatian	59	63.4%
Union	Spanish	8,821	12.3%
	French Creole	1,137	24.8%
	Other Indic languages	575	103.8%
Warren	Spanish	267	10.8%
	African languages	110	129.4%
	Vietnamese	76	65.5%

Source: U.S. Census Bureau, 2005–2009 and 2010–2014 American Community Survey 5-Year Estimates.

Tables 6 and 7 in Attachment 1 show the absolute and percentage increases in LEP persons by language and county. The most significant growth has been the Spanish-speaking LEP population in Union, Middlesex, and Hudson counties, suggesting a strong need for language assistance in those counties. The Spanish-speaking LEP population is strongly concentrated throughout Hudson County, with large concentrations in Union City, North Bergen, West New York, and the southern portion of Jersey City. The LEP population in Middlesex County is very strongly represented in New Brunswick (18,345 persons) and Perth Amboy (17,225 persons), which together account for more than 60% of the county's Spanish- speaking LEP population. Union County's Spanish-speaking LEP population is

based heavily in Elizabeth (41,218 persons) and Plainfield (12,604 persons). These two cities' Spanish-speaking LEP populations account for more than 75% of the county's total.

On a percentage basis, the LEP population has grown at the fastest rate in the relatively rural counties of Salem (36.8%, 712 persons), Cape May (29.8%, 1,261 persons), and Hunterdon (20.5%, 930 persons), driven mainly by increases in the Spanish-speaking LEP population. In the years to come, these counties may have a greater need for language assistance and translation services.

1. The frequency with which LEP individuals come into contact with the programs

Federally funded housing programs address the long-term needs of New Jersey's residents and communities by assisting homeowners, tenants, developers, landlords, businesses, and local governments. The frequency with which LEP individuals interact with a program will depend on the nature of the program. Of particular importance will be those instances when DCA or one of its subrecipients will provide a direct service to an individual, business, or household. For example, homeowners, renters, rental property owners, and small business owners who apply for various federally funded programs are likely to have frequent contact with the program. For these programs, DCA's strategy will be to ensure that these populations have meaningful access throughout the process.

2. The nature and importance of the program, activity, or service provided by the programs

The more important the activity, information, service, or program, or the greater the possible consequences of the contact to the LEP persons, the more likely language services may be needed. Programs that provide a means of helping individuals obtain housing are critically important to LEP individuals. There is an urgent need to expand the supply of affordable housing, to stimulate economic activity, and to replace lost or damaged housing stock. The importance of federally funded housing programs for homeowners, landlords, and renters, including LEP individuals, has been demonstrated by the response to already-active programs and the waiting lists that have developed. LEP outreach will focus on the programs that provide critical services to homeowners, landlords, and renters.

3. The resources available to DCA and costs

DCA, as a recipient of federal assistance, has an obligation to reduce language barriers that preclude meaningful access by LEP persons to government services and programs. DCA will therefore support statewide LEP activities with State Rental Assistance Program and the Housing Choice Voucher Program funds.

Attachment 1: LEP Tables

Table 4: LEP Population Percentage of All Foreign Language Speakers by County, 2014-2019

	NJ	Atlantic	Bergen	Burlington	Camden	Cape May	Cumberland	Essex	Gloucester	Hudson	Hunterdon	Mercer	Middlesex	Monmouth	Morris	Ocean	Passaic	Salem	Somerset	Sussex	Union	Warren
Total Population 5 Years	8,294,499	258,301	863,263	424,595	480,328	92,139	146,557	732,189	272,019	601,083	121,352	346,447	766,916	595,938	468,603	539,711	468,218	61,963	307,348	140,428	504,805	102,296
Total LEP Population	1,026,943	29,348	125,402	17,195	38,840	4,236	17,752	106,007	7,490	155,455	4,529	38,665	128,120	40,732	42,587	24,060	103,479	1,936	30,924	3,660	102,210	4,316
Total % of LEP Population	12.4%	11.4%	14.5%	4.0%	8.1%	4.6%	12.1%	14.5%	2.8%	25.9%	3.7%	11.2%	16.7%	6.8%	9.1%	4.5%	22.1%	3.1%	10.1%	2.6%	20.2%	4.2%
5% Threshold	**414,725**	**12,915**	**43,163**	**21,230**	**24,016**	**4,607**	**7,328**	**36,609**	**13,601**	**30,054**	**6,068**	**17,322**	**38,346**	**29,797**	**23,430**	**26,986**	**23,411**	**3,098**	**15,367**	**7,021**	**25,240**	**5,115**
Spanish	593,496	16,236	44,727	5,925	23,208	2,551	15,893	61,342	3,289	109,444	2,024	22,581	57,548	20,915	22,311	14,100	78,286	1,536	15,867	1,667	71,584	2,462
Chinese	50,560	2,150	5,944	-	2,647	-	-	2,893	-	4,922	-	3,010	10,940	3,402	5,038	-	1,206	-	3,795	-	1,733	-
Korean	39,333	-	24,757	-	1,558	-	-	1,332	-	1,569	-	1,051	3,198	-	-	-	-	-	-	-	-	-
Portuguese	39,213	-	2,072	1,573	-	-	-	13,711	-	3,779	-	-	2,460	3,341	-	-	-	-	-	-	8,783	-
Gujarati	30,279	1,538	2,334	-	-	-	-	-	-	4,042	-	-	11,461	-	1,965	-	2,302	-	1,273	-	-	-
Polish	28,828	-	8,270	-	-	-	-	-	-	2,075	-	2,112	3,685	-	-	-	3,034	-	1,141	-	3,291	-
Italian	23,863	-	4,587	-	-	-	-	2,396	-	2,091	-	-	1,455	1,658	1,100	1,679	2,249	-	-	-	1,869	-
Arabic	21,782	-	3,145	-	-	-	-	-	-	6,140	-	-	3,433	-	-	-	4,043	-	-	-	-	-
Tagalog	21,973	-	3,633	-	-	-	-	1,832	-	4,739	-	-	3,062	-	-	-	-	-	-	-	1,346	-
Other Asian languages	19,732	-	3,408	-	1,057	-	-	-	-	1,388	-	-	6,956	-	-	-	1,418	-	-	-	-	-
Other Indic languages	18,897	1,778	1,513	1,059	-	-	-	-	-	1,345	-	1,086	5,702	-	-	-	2,029	-	-	-	-	-
Russian	18,888	-	4,966	-	-	-	-	1,070	-	-	-	-	3,549	1,831	-	-	1,064	-	-	-	1,252	-
French Creole	19,066	-	-	-	-	-	-	8,277	-	1,199	-	1,904	-	1,312	-	-	-	-	-	-	4,591	-
Hindi	13,820	-	1,049	-	-	-	-	-	-	3,947	-	-	4,219	-	-	-	-	-	-	-	-	-
Vietnamese	12,411	2,235	-	-	2,662	-	-	-	-	1,040	-	-	1,830	-	-	-	-	-	-	-	-	-
French	8791	-	-	-	-	-	-	2,622	-	1,158	-	-	-	-	-	-	-	-	-	-	-	-
Other Slavic languages	8,390	-	1,617	-	-	-	-	-	-	-	-	-	-	-	-	-	1,201	-	-	-	-	-
Urdu	7,907	-	-	-	-	-	-	-	-	1,732	-	-	2,258	-	-	-	-	-	-	-	-	-
African languages	7,812	-	-	-	-	-	-	2,752	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Indo-European languages	7,649	-	-	-	-	-	-	-	-	-	-	-	1,047	-	-	-	1,182	-	-	-	-	-
Japanese	5,745	-	2,876	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greek	5,113	-	1,298	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
German	4,258	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Serbo-Croatian	3,361	-	1,005	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Persian	2,822	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hungarian	2,280	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Pacific Island languages	1,916	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other and unspecified languages	1,791	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Armenian	1,874	-	1,288	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hebrew	1,773	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thai	1,447	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mon-Khmer, Cambodian	497	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Yiddish	492	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other West Germanic	308	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Scandinavian languages	232	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laotian	124	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Native North American languages	220	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Table 5: LEP Population Share Location Quotient by County, 2010–2014

NJ		Atlantic	Bergen	Burlington	Camden	Cape May	Cumberland	Essex	Gloucester	Hudson	Hunterdon	Mercer	Middlesex	Monmouth	Morris	Ocean	Passaic	Salem	Somerset	Sussex	Union	Warren
Speak only English	**0.88**	0.93	0.77	1.10	1.01	1.14	0.94	0.83	1.16	0.51	1.13	0.90	0.73	1.05	0.95	1.11	0.66	1.16	0.89	1.13	0.73	1.12
All Non-English **languages**	**1.44**	**1.32**	**1.70**	**0.46**	**0.96**	**0.50**	**1.35**	**1.70**	**0.32**	**3.00**	**0.42**	**1.30**	**1.95**	**0.77**	**1.07**	**0.55**	**2.50**	**0.42**	**1.16**	**0.32**	**2.33**	**0.51**
Spanish	**1.29**	1.14	0.93	0.26	0.88	0.47	1.88	1.55	0.21	3.28	0.29	1.17	1.37	0.59	0.87	0.51	2.96	0.54	0.89	0.24	2.53	0.42
French (including Patois, Cajun)	**1.33**	1.33	0.90	0.59	0.78	1.04	0.41	5.13	0.36	1.92	1.05	1.70	0.43	0.98	1.26	0.60	0.59	0.27	1.33	0.35	1.65	0.19
French Creole	**2.00**	1.22	0.11	0.69	0.43	0.12	0.08	9.03	0.12	1.48	0.06	4.93	0.39	2.33	0.15	0.27	0.04	0.00	0.43	0.03	8.61	0.08
Italian	**4.46**	2.08	8.58	1.16	2.31	3.13	1.85	5.01	3.44	5.24	2.49	4.34	2.95	3.99	4.35	4.61	7.05	0.41	3.80	3.58	5.76	2.32
Portuguese or Portuguese Creole	**4.96**	0.37	2.53	4.39	0.72	0.54	0.06	19.55	1.46	6.74	1.15	0.45	3.14	5.57	0.94	1.79	0.68	0.70	1.68	0.83	18.17	1.49
German	**0.84**	0.59	0.83	1.95	0.31	1.27	0.21	0.34	0.67	0.22	1.57	0.42	0.50	0.73	1.68	1.41	0.74	0.49	1.16	1.56	1.28	1.18
Yiddish	**0.24**	0.94	0.30	0.00	0.00	0.00	0.00	0.19	0.00	0.10	0.00	0.00	0.45	0.19	0.00	1.39	0.00	0.00	0.00	0.00	0.10	0.15
Other West Germanic languages	**0.14**	0.00	0.00	0.10	0.03	0.00	0.00	0.27	0.00	0.00	0.49	0.00	0.10	0.13	0.26	0.21	0.31	0.00	0.69	0.31	0.09	0.50
Scandinavian languages	**0.72**	0.51	1.10	0.82	0.00	0.00	0.00	0.95	0.00	0.00	1.08	0.00	1.41	0.84	1.20	1.05	0.00	0.00	2.11	0.00	0.47	1.49
Greek	**2.52**	3.16	6.09	1.63	2.63	2.84	0.89	1.44	1.97	2.49	0.13	1.25	3.23	1.90	3.27	2.77	2.46	1.98	0.25	1.47	1.37	0.00
Russian	**1.60**	0.53	3.91	0.53	1.37	1.97	1.44	0.98	0.32	0.85	0.44	0.78	3.33	2.03	1.50	1.04	1.11	0.00	0.91	0.22	1.76	0.74
Polish	**4.47**	0.65	12.26	1.29	0.75	1.15	1.25	1.50	0.25	4.24	2.75	8.10	6.15	1.30	2.90	1.78	8.40	0.56	4.53	3.38	8.50	2.26
Serbo-Croatian	**1.03**	1.49	3.31	0.65	0.21	1.17	0.24	0.33	0.00	0.98	0.00	0.67	0.10	0.23	1.93	0.31	3.20	0.84	0.23	1.80	0.52	3.09
Other Slavic languages	**2.65**	1.13	5.16	0.22	0.64	3.42	0.20	0.98	0.72	1.60	3.28	4.87	3.41	1.14	2.57	2.33	6.68	0.43	3.98	1.29	3.73	3.14
Armenian	**0.57**	1.04	4.11	0.19	0.00	0.00	0.00	0.05	0.08	0.28	0.00	0.26	0.04	0.03	0.00	0.00	0.21	0.00	0.83	0.00	0.12	0.00
Persian	**0.62**	0.51	1.41	0.45	0.25	0.19	0.00	0.40	0.60	0.40	0.00	0.47	0.81	0.46	1.57	0.06	0.82	0.00	1.15	0.10	0.28	0.31
Gujarati	**7.81**	15.71	6.25	2.98	3.87	0.72	1.14	2.82	1.53	13.25	1.69	4.64	30.75	2.97	10.28	0.59	9.05	0.68	10.60	0.22	2.91	0.54
Hindi	**3.76**	2.24	2.47	1.12	1.39	0.00	2.22	1.30	0.58	13.91	4.40	2.28	12.89	1.12	4.60	0.67	1.01	0.17	5.94	0.09	1.16	1.34
Urdu	**2.37**	2.79	1.83	2.88	1.11	0.00	0.24	0.93	1.22	7.30	0.00	1.30	7.59	1.52	3.03	0.20	0.75	0.00	2.46	0.26	0.34	0.79
Other Indic languages	**2.12**	6.30	1.45	1.08	1.48	0.50	0.45	1.41	0.93	2.72	1.16	2.57	6.77	0.46	1.92	0.23	3.97	0.00	1.05	0.21	1.32	0.76
Other Indo-European languages	**1.58**	0.87	3.59	0.82	0.78	2.52	0.78	1.90	0.78	0.87	0.14	1.02	2.17	0.97	1.39	0.62	3.10	0.00	1.83	1.87	1.14	1.19
Chinese	**1.11**	1.56	1.32	0.41	1.07	0.14	0.10	0.76	0.35	1.57	0.48	1.77	2.44	1.09	1.60	0.25	0.55	0.06	2.09	0.27	0.62	0.40
Japanese	**1.00**	0.19	4.97	0.68	0.21	0.00	0.65	0.48	0.00	1.85	0.52	0.99	0.58	0.11	0.37	0.24	0.83	0.00	0.55	0.19	0.18	0.72
Korean	**2.36**	0.64	14.08	1.01	1.83	0.16	0.38	0.86	0.42	1.23	0.69	1.37	2.06	0.83	1.18	0.28	0.62	0.49	1.25	0.23	0.42	0.31
Mon-Khmer, Cambodian	**0.17**	0.16	0.10	0.43	1.58	0.00	0.00	0.00	0.00	0.00	0.00	0.11	0.28	0.00	0.09	0.00	0.00	0.00	0.07	0.00	0.00	0.00
Hmong	**0.00**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Thai	**0.57**	0.32	1.87	0.42	0.39	0.00	0.00	0.60	0.26	0.64	0.92	0.18	0.26	0.17	0.71	0.07	0.86	0.00	0.88	0.41	0.35	0.00
Laotian	**0.07**	1.18	0.00	0.00	0.00	0.00	0.00	0.00	0.42	0.00	0.00	0.00	0.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vietnamese	**0.53**	2.88	0.12	0.46	1.90	0.66	0.01	0.20	0.18	0.49	0.00	0.17	0.97	0.28	0.49	0.28	0.21	0.00	0.65	0.09	0.26	0.50
Other Asian languages	**2.35**	0.85	4.17	1.42	1.93	0.00	0.89	0.86	0.75	2.55	0.36	1.96	8.83	1.02	2.21	0.16	2.71	0.00	2.46	0.53	0.59	0.05
Tagalog	**1.42**	1.05	1.96	0.48	0.97	0.45	0.22	1.29	0.70	4.58	0.90	0.35	2.13	0.89	1.07	0.71	0.92	0.61	1.48	0.17	1.70	0.89
Other Pacific Island languages	**0.47**	0.33	0.43	1.37	0.28	0.00	0.00	0.31	0.26	0.49	0.00	0.26	0.96	0.17	0.55	0.22	0.70	0.00	0.45	0.08	0.64	0.00
Navajo	**0.00**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Native North American languages	**0.17**	0.00	0.12	1.26	0.00	0.00	0.41	0.15	0.00	0.30	0.00	0.00	0.37	0.00	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hungarian	**3.14**	0.50	7.26	2.17	0.00	0.00	0.00	2.23	0.87	1.07	0.68	0.78	6.25	3.03	3.04	4.03	4.17	0.00	3.81	2.54	3.67	2.54
Arabic	**2.16**	1.48	3.00	0.40	0.72	0.05	0.38	1.00	0.51	8.74	0.26	0.74	3.57	0.85	0.56	0.38	6.67	0.53	1.12	0.10	1.26	0.39
Hebrew	**1.72**	0.33	5.38	0.10	0.95	0.00	0.00	1.30	0.00	0.93	0.00	2.29	2.64	0.99	1.05	3.98	0.20	0.00	0.00	0.00	2.49	1.09
African languages	**0.90**	0.51	0.35	0.47	0.63	0.00	0.00	3.72	0.34	1.11	0.00	1.26	1.40	0.08	0.12	0.26	0.39	0.00	0.76	0.12	1.45	1.06
Other and unspecified languages	**1.06**	0.00	3.56	0.93	0.26	0.89	0.55	0.52	0.00	0.88	0.20	0.19	0.16	0.52	0.90	0.84	3.10	0.00	1.54	0.31	1.35	0.28

Table 6: Five-Year Change in LEP Population by County, 2012-2016 to 2015-19

NJ	Atlantic	Bergen	Burlington	Camden	Cape May	Cumberland	Essex	Gloucester	Hudson	Hunterdon	Mercer	Middlesex	Monmouth	Morris	Ocean	Passaic	Salem	Somerset	Sussex	Union	Warren
Speak only English	-72853	-3,840	-3,969	-4,191	-3,499	-786	-2,941	-13,537	-950	3,067	-2,097	-5,698	-17,049	-5,559	-3,484	9,157	-5,928	-934	-4,478	-1,959	-3,476	-702
All Non-English Languages																						
Spanish	36227	35	6,971	-1,644	1,558	-330	814	6,920	430	-1,882	856	2,051	7,385	60	74	-789	6,101	-189	783	574	6,308	141
French (incl. Patois, Cajun)	5231	56	-94	-154	-61	-99	338	4,538	608	342	-30	-675	523	-535	-149	-260	-178	46	73	-181	980	143
German or other West Germanic Languages	-3678	-331	-647	-391	12	-214	-103	-51	-120	221	47	57	-430	170	-349	-239	-194	-52	-342	-277	-635	190
Russian, Polish or other Slavic Languages	-4520	-657	-220	190	-712	-508	-155	1,571	143	-173	-63	-234	149	443	-499	-76	-1,630	-169	-322	-290	-948	-360
Other Indo-European Languages	-1340	-1,322	-1,924	-1,196	-70	-246	-697	-983	-240	545	-102	799	2,857	769	-247	-950	1,072	35	723	-736	939	-366
Korean	-2483	114	267	455	-359	39	-94	-29	-147	-288	-62	-587	-429	-358	-43	-353	-756	-29	111	33	172	-140
Chinese (include. Mandarin, Cantonese)	3013	-520	1,306	207	68	-29	102	924	163	2,107	48	-352	-847	-135	-957	-64	-466	-17	884	-35	673	-47
Vietnamese	-1342	-501	205	256	-822	15	-7	-212	235	908	-1	81	-1,138	-205	-2	69	-217	30	-496	12	435	12
Tagalog	-3525	848	238	-221	415	-17	15	-500	-224	-2,539	130	130	-229	-431	-480	91	-539	-29	-27	203	-466	107
Other Asian and Pacific Island Languages	6286	-108	-1,966	931	-10	-50	-356	779	391	237	59	1,236	629	12	2,394	2	544	-15	1,826	-19	-333	103
Arabic	341	-322	-772	486	-107	165	0	-757	383	-1,575	74	71	2,891	570	-255	77	-590	-10	-61	-17	28	62
Other and unspecified languages	10675	-59	877	1,191	150	25	32	4,211	27	569	198	298	1,403	502	-425	1,551	-207	-35	391	-58	40	-6

Table 7: Five-Year Percentage Change in LEP Populations over 1,000 by County, 2012-2016 to 2015-19

	NJ	Atlantic	Bergen	Burlington	Camden	Cape May	Cumberland	Essex	Gloucester	Hudson	Hunterdon	Mercer	Middlesex	Monmouth	Morris	Ocean	Passaic	Salem	Somerset	Sussex	Union	Warren
Speak only English	-1.25%	-2.05%	-0.75%	-1.13%	-0.92%	-0.96%	-2.78%	-2.77%	-0.38%	1.22%	-1.93%	-2.31%	-3.80%	-1.13%	-0.97%	1.91%	-2.40%	-1.67%	-2.04%	-1.58%	-1.18%	-0.78%
All Non-English Languages																						
Spanish	2.71%	0.09%	5.37%	-7.75%	2.66%	-6.52%	2.38%	5.00%	4.37%	-0.79%	19.79%	4.21%	5.88%	0.14%	0.15%	-2.37%	3.76%	-5.08%	2.24%	10.35%	4.45%	2.53%
French (incl. Patois, Cajun)	6.32%	2.92%	-2.52%	-5.44%	-2.91%	-25.71%	117.36%	17.05%	82.95%	5.73%	-6.12%	-10.75%	14.77%	-9.85%	-8.53%	-13.81%	-11.31%	102.22%	4.34%	-48.79%	6.59%	46.89%
German or other West Germanic Languages	-11.21%	-25.96%	-18.79%	-21.99%	1.09%	-58.95%	-33.44%	-3.30%	-13.45%	14.44%	6.69%	3.61%	-25.10%	10.13%	-13.47%	-3.78%	-14.84%	-25.37%	-22.63%	-33.29%	-35.90%	53.37%
Russian, Polish or other Slavic Languages	-3.26%	-26.67%	-0.63%	5.61%	-21.02%	-48.57%	-14.73%	28.54%	15.65%	-2.05%	-4.67%	-3.76%	0.89%	5.09%	-6.36%	-1.59%	-14.47%	-55.59%	-5.32%	-13.58%	-8.76%	-27.59%
Other Indo-European Languages	-0.30%	-10.27%	-3.47%	-9.20%	-0.58%	-20.21%	-35.84%	-2.49%	-5.15%	1.10%	-3.57%	4.73%	2.95%	3.41%	-0.95%	-8.46%	4.64%	8.20%	3.35%	-28.26%	3.14%	-14.41%
Korean	-3.18%	12.15%	0.54%	33.07%	-16.74%	42.39%	-41.41%	-1.65%	-29.52%	-7.96%	-27.80%	-22.68%	-7.85%	-21.31%	-2.02%	-45.61%	-37.04%	-31.18%	7.50%	13.36%	20.72%	-58.33%
Chinese (include. Mandarin, Cantonese)	2.59%	-14.24%	8.75%	9.47%	1.49%	-31.18%	77.86%	12.12%	13.23%	17.13%	5.52%	-4.25%	-3.94%	-1.64%	-9.74%	-4.17%	-22.47%	-17.00%	7.47%	-9.33%	14.13%	-14.97%
Vietnamese	-7.34%	-17.77%	33.23%	93.09%	-19.08%	13.89%	-70.00%	-18.18%	133.52%	62.32%	-100.00%	26.47%	-37.53%	-31.11%	-0.22%	16.20%	-44.20%		-46.75%	30.00%	116.62%	18.75%
Tagalog	-4.42%	43.94%	1.59%	-11.64%	14.29%	-10.37%	6.07%	-7.67%	-14.81%	-15.69%	45.14%	8.77%	-2.30%	-13.18%	-14.15%	3.72%	-18.79%	-34.12%	-0.81%	58.67%	-8.73%	20.00%
Other Asian and Pacific Island Languages	5.85%	-9.98%	-10.07%	23.25%	-0.36%	-38.17%	-54.94%	23.89%	39.49%	2.31%	11.30%	21.22%	1.92%	0.31%	37.35%	0.20%	11.73%	-50.00%	27.17%	-5.09%	-13.64%	49.76%
Arabic	0.50%	-36.26%	-6.89%	49.29%	-8.55%	785.71%	0.00%	-20.24%	42.37%	-10.03%	30.45%	4.79%	35.08%	18.28%	-10.39%	9.13%	-5.20%	-27.78%	-3.70%	-4.84%	1.08%	21.99%
Other and Unspecified Languages	15.61%	-6.92%	8.96%	50.30%	6.06%	17.24%	7.90%	28.63%	3.30%	12.02%	51.70%	9.04%	17.22%	21.55%	-22.33%	43.81%	-7.00%	-32.71%	14.00%	-13.33%	0.71%	-1.15%

Table 8: Most Common LEP Languages by Municipality, 2010–2014

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Absecon city	Atlantic	7892	379	4.80%	Indo-European Languages	299	Spanish	213
Atlantic City	Atlantic	35206	9,546	27.11%	Spanish	5350	Indo-European Languages	2066
Brigantine city	Atlantic	8566	355	4.14%				
Buena borough	Atlantic	4002	312	7.80%	Spanish	265	Indo-European Languages	29
Corbin City	Atlantic	521	2	0.38%	Tagalog	1	Spanish	1
Egg Harbor City	Atlantic	3688	529	14.34%	Spanish	369	Indo-European Languages	101
Estell Manor city	Atlantic	1640	4	0.24%	Indo-European Languages	4		
Folsom borough	Atlantic	1612	44	2.73%	German or other Western Germanic Languages	16	Spanish	14
Hammonton town	Atlantic	13616	1228	9.02%	Other Indo-European Languages	117	Other and unspecified languages:	73
Linwood city	Atlantic	6390	311	4.87%	Spanish	173	Other Indo-European Languages	117
Longport borough	Atlantic	845	7	0.83%	French, Haitian, or Cajun:	4	Other Indo-European Languages	3
Margate City	Atlantic	5847	118	2.02%	Other Indo-European Languages	43	Spanish	33
Northfield city	Atlantic	8,086	477	5.9%	Spanish	214	Chinese	109
Pleasantville city	Atlantic	18681	4682	25.06%	Spanish	4182	French, Haitian, or Cajun:	408
Port Republic city	Atlantic	1075	19	1.77%	Other Indo-European languages:	10	Arabic:	3
Somers Point city	Atlantic	9712	550	5.66%	Spanish	323	Other Indo-European languages:	42
Ventnor City city	Atlantic	9574	1260	13.16%	Spanish	616	Other Indo-European languages:	262
Allendale borough	Bergen	6500	279	4.29%	Chinese	104	Korean	61
Alpine borough	Bergen	1463	223	15.24%	Korean	137	Chinese	26

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Bergenfield borough	Bergen	25961	3961	15.26%	Spanish	1890	Tagalog	941
Bogota borough	Bergen	7,879	982	12.46%	Spanish	779	Korean	39
Carlstadt borough	Bergen	5,750	721	12.54%	Spanish	198	Russian, Polish, or other Slavic Languages	172
Cliffside Park borough	Bergen	23,992	5729	23.88%	Spanish	2,648	Other Indo-European languages:	893
Closter borough	Bergen	8,004	1111	13.88%	Korean	612	Other Asian and Pacific Island Languages:	32
Cresskill borough	Bergen	8,356	938	11.23%	Korean	524	Spanish	101
Demarest borough	Bergen	4,686	615	13.12%	Korean	289	Russian, Polish, or other Slavic Languages	83
Dumont borough	Bergen	16,832	2401	14.26%	Spanish	1,151	Tagalog	431
East Rutherford borough	Bergen	8,883	1462	16.46%	Spanish	373	Russian, Polish, or other Slavic Languages	312
Edgewater borough	Bergen	11,841	1999	16.88%	Korean	736	Chinese	472
Elmwood Park borough	Bergen	18,803	3626	19.28%	Spanish	1,361	Other Indo-European languages:	736
Emerson borough	Bergen	7,282	892	12.25%	Spanish	192	Korean	172
Englewood city	Bergen	26,824	4218	15.72%	Spanish	3,188	Korean	255
Englewood Cliffs borough	Bergen	5,063	672	13.27%	Korean	278	Other Indo-European languages:	146
Fair Lawn borough	Bergen	31,299	3835	12.25%	Russian, Polish, or other Slavic Languages	2,105	Spanish	794
Fairview borough	Bergen	13,395	4484	33.48%	Spanish	3,615	Korean	231
Fort Lee borough	Bergen	35,633	8856	24.85%	Chinese	1,451	Spanish	733
Franklin Lakes borough	Bergen	10,761	446	4.14%	Spanish	107	Korean	104
Garfield city	Bergen	29,861	8306	27.82%	Spanish	4,286	Russian, Polish, or other Slavic Languages	2,673
Glen Rock borough	Bergen	10,811	515	4.76%	Korean	180	Other Asian and Pacific Island Languages:	102

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Hackensack city	Bergen	41,726	7595	18.20%	Spanish	5,327	Other Asian and Pacific Island Languages:	535
Harrington Park borough	Bergen	4,371	378	8.65%	Korean	256	Chinese	92
Hasbrouck Heights borough	Bergen	11,592	1438	12.41%	Spanish	767	Other Indo-European languages:	180
Haworth borough	Bergen	3,256	67	2.06%	Korean	19	Spanish	14
Hillsdale borough	Bergen	9,659	437	4.52%	Spanish	141	Other Indo-European languages:	88
Ho-Ho-Kus borough	Bergen	3,835	13	0.34%	Other Indo-European languages:	13		
Leonia borough	Bergen	8,529	1907	22.36%	Korean	1111	Spanish	346
Little Ferry borough	Bergen	10,246	2853	27.85%	Spanish	1136	Korean	702
Lodi borough	Bergen	23,472	5015	21.37%	Spanish	3,083	Gujarati	286
Lyndhurst township	Bergen	9,172	1241	13.53%	Spanish	1,401	Korean	290
Mahwah township	Bergen	6,684	216	3.23%	Spanish	285	Chinese	222
Maywood borough	Bergen	8,202	595	7.25%	Spanish	483	Korean	128
Midland Park borough	Bergen	2,464	720	29.22%	Spanish	204	Korean	44
Montvale borough	Bergen	15,178	1802	11.87%	Spanish	200	Korean	193
Moonachie borough	Bergen	15,048	3045	20.24%	Spanish	241	Italian	150
New Milford borough	Bergen	4,676	950	20.32%	Spanish	557	Other and unspecified languages	308
North Arlington borough	Bergen	5,634	1009	17.91%	Spanish	1,178	Portuguese or Portuguese Creole	234
Northvale borough	Bergen	12,197	813	6.67%	Korean	393	Spanish	144
Norwood borough	Bergen	5,645	546	9.67%	Korean	664	Chinese	77
Oakland borough	Bergen	7,771	642	8.26%	Spanish	102	Arabic	58
Old Tappan borough	Bergen	19,815	8346	42.12%	Korean	331	Chinese	165
Oradell borough	Bergen	25,284	3408	13.48%	Korean	159	Italian	107
Palisades Park borough	Bergen	8,349	233	2.79%	Korean	4,738	Spanish	2,035
Paramus borough	Bergen	14,207	422	2.97%	Korean	1,170	Chinese	337
Park Ridge borough	Bergen	10,840	3450	31.83%	Spanish	264	Korean	56
Ramsey borough	Bergen	11,944	2273	19.03%	Korean	187	Spanish	185

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Ridgefield borough	Bergen	23,593	1823	7.73%	Korean	1,066	Spanish	641
Ridgefield Park village	Bergen	10,817	1610	14.88%	Spanish	908	Korean	335
Ridgewood village	Bergen	644	39	6.06%	Korean	746	Spanish	393
River Edge borough	Bergen	17,450	1545	8.85%	Korean	611	Spanish	295
River Vale township	Bergen	23,472	5015	21.37%	Korean	196	Chinese	176
Rochelle Park township	Bergen	9,172	1241	13.53%	Spanish	288	Other Asian languages	124
Rockleigh borough	Bergen	6,684	216	3.23%	Korean	6	Spanish	5
Rutherford borough	Bergen	8,202	595	7.25%	Spanish	449	Korean	333
Saddle Brook township	Bergen	2,464	720	29.22%	Spanish	516	Polish	298
Saddle River borough	Bergen	3,099	309	9.97%	Spanish	72	Italian	37
Tenafly borough	Bergen	14,113	1560	11.05%	Korean	1,067	Chinese	252
Teterboro borough	Bergen	108	17	15.74%	Arabic	2	Spanish	1
Upper Saddle River borough	Bergen	7,843	506	6.45%	Gujarati	96	Korean	81
Waldwick borough	Bergen	9,284	525	5.65%	Spanish	200	Italian	58
Wallington borough	Bergen	11,011	3110	28.24%	Polish	2,144	Spanish	437
Westwood borough	Bergen	10,648	724	6.80%	Spanish	315	Other Slavic languages	161
Woodcliff Lake borough	Bergen	5,591	140	2.50%	Korean	61	Spanish	56
Wood-Ridge borough	Bergen	8,529	859	10.07%	Spanish	113	Polish	86
Wyckoff township	Bergen	2,242	40	1.78%	Spanish	210	Korean	194
Beverly city	Burlington	3,649	77	2.11%	Portuguese or Portuguese Creole	54	Russian	15
Bordentown city	Burlington	8,991	405	4.50%	Korean	46	Vietnamese	29
Burlington city	Burlington	706	49	6.94%	Spanish	239	Other Indic languages	81
Fieldsboro borough	Burlington	3,099	309	9.97%	Other Asian languages	7	Polish	6
Florence township	Burlington	11,945	493	4.13%	Other Asian languages	59	Hindi	49
Hainesport township	Burlington	5,890	35	0.59%	German	22	Russian	15
Lumberton township	Burlington	11,611	351	3.02%	Spanish	185	Other and unspecified languages	58

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Mansfield township	Burlington	8,289	384	4.63%	Urdu	128	Gujarati	97
Maple Shade township	Burlington	17,650	794	4.50%	Spanish	303	Vietnamese	235
Medford township	Burlington	22,284	436	1.96%	Spanish	249	Arabic	42
Medford Lakes borough	Burlington	3,812	20	0.52%	German	24	Spanish	14
Moorestown township	Burlington	19,709	673	3.41%	Spanish	72	Greek	50
Mount Holly township	Burlington	9,112	354	3.88%	Spanish	133	German	34
Mount Laurel township	Burlington	39,368	1857	4.72%	Chinese	331	Spanish	307
New Hanover township	Burlington	7,285	769	10.56%	Spanish	835	Arabic	23
North Hanover township	Burlington	6,634	245	3.69%	Spanish	82	Tagalog	13
Palmyra borough	Burlington	6,881	255	3.71%	Spanish	79	Vietnamese	24
Pemberton borough	Burlington	1,359	89	6.55%	Spanish	71	Polish	5
Pemberton township	Burlington	25,486	820	3.22%	Spanish	591	Korean	187
Riverside township	Burlington	7,400	898	12.14%	Portuguese or Portuguese Creole	682	Spanish	293
Riverton borough	Burlington	2,591	21	0.81%	Spanish	14	Other West Germanic languages	8
Shamong township	Burlington	5,919	155	2.62%	Spanish	31	Vietnamese	15
Southampton township	Burlington	9,733	97	1.00%	Spanish	56	Gujarati	16
Springfield township	Burlington	3,095	79	2.55%	Spanish	20	Greek	17
Tabernacle township	Burlington	6,506	58	0.89%	Spanish	24	--	--
Washington township	Burlington	765	29	3.79%	Spanish	31	Hungarian	8
Westampton township	Burlington	8,400	332	3.95%	Spanish	138	Urdu	39
Willingboro township	Burlington	29,913	1335	4.46%	Spanish	681	Vietnamese	144
Woodland township	Burlington	1,679	27	1.61%	Spanish	26	--	--
Wrightstown borough	Burlington	643	93	14.46%	Spanish	94	Chinese	58
Audubon borough	Camden	8,207	37	0.45%	Arabic	105	Spanish	87
Barrington borough	Camden	6,123	268	4.38%	Spanish	55	Italian	27
Bellmawr borough	Camden	10,798	1297	12.01%	Spanish	464	Gujarati	137
Berlin borough	Camden	7,154	58	0.81%	Spanish	45	Other Indic languages	16
Berlin township	Camden	5,129	648	12.63%	Other Indic languages	162	Gujarati	65
Brooklawn borough	Camden	1,897	164	8.65%	Spanish	63	Greek	29

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Camden city	Camden	67,357	13756	20.42%	Spanish	12,987	Vietnamese	555
Cherry Hill township	Camden	67,063	5804	8.65%	Chinese	1,250	Korean	824
Chesilhurst borough	Camden	1,412	58	4.11%	Spanish	92	African languages	7
Clementon borough	Camden	4,643	269	5.79%	Spanish	101	Polish	14
Collingswood borough	Camden	2,096	101	4.82%	Spanish	510	African languages	55
Gibbsboro borough	Camden	60,530	2464	4.07%	--	--	--	--
Gloucester township	Camden	10,220	529	5.18%	Spanish	703	Chinese	202
Gloucester City city	Camden	13,741	281	2.04%	Chinese	201	Spanish	128
Haddon township	Camden	10,606	136	1.28%	Chinese	105	Spanish	96
Haddonfield borough	Camden	7,135	93	1.30%	Italian	26	Chinese	20
Haddon Heights borough	Camden	906	72	7.95%	Arabic	38	Vietnamese	18
Hi-Nella borough	Camden	2,751	72	2.62%	Chinese	15	French Creole	10
Laurel Springs borough	Camden	15,904	1393	8.76%	Tagalog	19	Russian	12
Lawnside borough	Camden	3,961	194	4.90%	Tagalog	21	Spanish	20
Lindenwold borough	Camden	4,370	31	0.71%	Spanish	2,128	French (incl. Patois, Cajun)	72
Magnolia borough	Camden	3,709	59	1.59%	Spanish	87	French (incl. Patois, Cajun)	9
Merchantville borough	Camden	33,345	4972	14.91%	Spanish	367	Vietnamese	21
Mount Ephraim borough	Camden	13,287	518	3.90%	Other Asian languages	25	Greek	21
Oaklyn borough	Camden	1,823	40	2.19%	Chinese	40	Spanish	35
Pennsauken township	Camden	3,437	166	4.83%	Spanish	3,023	Vietnamese	891
Pine Hill borough	Camden	9,748	257	2.64%	Spanish	184	Hindi	53
Pine Valley borough	Camden	5	0	0.00%	--	--	--	--
Runnemede borough	Camden	7,833	393	5.02%	Spanish	135	Chinese	73
Somerdale borough	Camden	5,165	206	3.99%	Spanish	57	Italian	31
Stratford borough	Camden	6,702	289	4.31%	Other Indic languages	118	Russian	68
Tavistock borough	Camden	2	0	0.00%	--	--	--	--
Voorhees township	Camden	27,973	2777	9.93%	Korean	632	Chinese	536
Waterford township	Camden	10,213	240	2.35%	Spanish	71	German	8
Winslow township	Camden	36,995	1050	2.84%	Spanish	492	Korean	139

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Woodlynne borough	Camden	2,691	582	21.63%	Spanish	540	Vietnamese	246
Avalon borough	Cape May	1,375	12	0.87%	Tagalog	21	Korean	9
Cape May city	Cape May	3,237	139	4.29%	Other Indic languages	40	Spanish	15
Cape May Point borough	Cape May	176	1	0.57%	Spanish	1	--	--
Dennis township	Cape May	5,847	172	2.94%	Spanish	22	Polish	9
Lower township	Cape May	20,661	436	2.11%	Spanish	386	Russian	145
Middle township	Cape May	17,336	546	3.15%	Spanish	452	Vietnamese	159
North Wildwood city	Cape May	3,793	0	0.00%	Other Slavic languages	20	French Creole	12
Ocean City city	Cape May	10,666	250	2.34%	Spanish	405	Serbo-Croatian	37
Sea Isle City city	Cape May	2,122	24	1.13%	Italian	13	Spanish	3
Stone Harbor borough	Cape May	882	4	0.45%	German	12	--	--
Upper township	Cape May	11,339	26	0.23%	French (incl. Patois, Cajun)	58	Polish	34
West Cape May borough	Cape May	1,036	0	0.00%	Spanish	66	Chinese	12
West Wildwood borough	Cape May	362	5	1.38%	--	--	--	--
Wildwood city	Cape May	4,847	378	7.80%	Spanish	807	Other Indo-European languages	91
Wildwood Crest borough	Cape May	2,998	41	1.37%	Spanish	63	Italian	35
Woodbine borough	Cape May	2,159	158	7.32%	Spanish	160	--	--
Bridgeton city	Cumberland	22,683	5856	25.82%	Spanish	6,183	Gujarati	20
Commercial township	Cumberland	4,573	61	1.33%	Spanish	82	Italian	12
Deerfield township	Cumberland	26,450	1,207	4.56%	Spanish	201	French (incl. Patois, Cajun)	11
Downe township	Cumberland	367	28	7.63%	Portuguese or Portuguese Creole	8	Chinese	5
Fairfield township	Cumberland	951	6	0.63%	Spanish	457	Polish	11
Greenwich township	Cumberland	6,992	363	5.19%	--	--	--	--
Hopewell township	Cumberland	55,465	9,297	16.76%	Other Asian languages	20	Italian	9
Lawrence township	Cumberland	33,695	5,188	15.40%	Spanish	227	French (incl. Patois, Cajun)	11
Maurice River township	Cumberland	46,143	5,711	12.38%	Spanish	385	Hindi	155

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Millville city	Cumberland	7,598	515	6.78%	Spanish	624	Polish	84
Shiloh borough	Cumberland	11,800	676	5.73%	Spanish	43	--	--
Stow Creek township	Cumberland	28,146	5,264	18.70%	Spanish	12	Tagalog	4
Upper Deerfield township	Cumberland	59,796	5,455	9.12%	Spanish	216	Korean	71
Vineland city	Cumberland	2,000	32	1.60%	Spanish	6,878	Russian	294
Belleville township	Essex	7,131	720	10.10%	Spanish	4,309	Tagalog	606
Bloomfield township	Essex	7,075	177	2.50%	Spanish	2,548	Tagalog	368
Caldwell borough	Essex	50,014	9,190	18.37%	Italian	308	Korean	151
Cedar Grove township	Essex	28,398	2,463	8.67%	Spanish	267	Arabic	181
City of Orange township	Essex	23,175	1,419	6.12%	Spanish	3,377	French Creole	733
East Orange city	Essex	18,881	1,130	5.98%	Spanish	2,134	French Creole	1,170
Essex Fells borough	Essex	36,321	1,284	3.54%	Spanish	22	Chinese	9
Fairfield township	Essex	260,302	61,836	23.76%	Italian	108	Polish	96
Glen Ridge borough	Essex	26,450	1,207	4.56%	Other Indo-European languages	60	Spanish	47
Irvington township	Essex	367	28	7.63%	French Creole	3,135	Spanish	2,267
Livingston township	Essex	951	6	0.63%	Chinese	915	Korean	438
Maplewood township	Essex	6,992	363	5.19%	Spanish	946	French Creole	409
Millburn township	Essex	55,465	9,297	16.76%	Chinese	329	Russian	188
Montclair township	Essex	33,695	5,188	15.40%	Spanish	615	French Creole	79
Newark city	Essex	46,143	5,711	12.38%	Spanish	41,595	Portuguese or Portuguese Creole	11,958
North Caldwell borough	Essex	6,293	217	3.45%	Spanish	129	Other and unspecified languages	22
Nutley township	Essex	26,881	2142	7.97%	Spanish	736	Italian	310
Roseland borough	Essex	5,469	257	4.70%	Chinese	105	Korean	30
South Orange Village township	Essex	15,606	555	3.56%	Chinese	142	Spanish	132
Verona township	Essex	12,644	581	4.60%	Spanish	167	Italian	113
West Caldwell township	Essex	10,196	486	4.77%	Chinese	186	Other Indic languages	123
West Orange township	Essex	45,125	6233	13.81%	Spanish	3,726	French Creole	711
Clayton borough	Gloucester	8,178	225	2.75%	Spanish	89	Greek	39
Deptford township	Gloucester	28,846	1142	3.96%	Spanish	456	Portuguese or	327

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
							Portuguese Creole	
East Greenwich township	Gloucester	9,699	282	2.91%	Italian	51	Spanish	38
Elk township	Gloucester	4,011	163	4.06%	Other Pacific Island languages	14	--	--
Franklin township	Gloucester	15,575	253	1.62%	Spanish	445	Korean	54
Glassboro borough	Gloucester	18,883	776	4.11%	Spanish	151	Italian	91
Greenwich township	Gloucester	4,648	105	2.26%	Italian	27	--	--
Harrison township	Gloucester	12,242	203	1.66%	Spanish	151	Other Indo-European languages	43
Logan township	Gloucester	5,697	103	1.81%	Spanish	93	Vietnamese	31
Mantua township	Gloucester	14,228	107	0.75%	Urdu	66	Persian	41
Monroe township	Gloucester	35,060	1040	2.97%	Spanish	226	Korean	89
National Park borough	Gloucester	2,784	37	1.33%	Arabic	5	Spanish	4
Newfield borough	Gloucester	1,483	25	1.69%	Spanish	22	Italian	3
Paulsboro borough	Gloucester	5,553	195	3.51%	Spanish	106	Russian	16
Pitman borough	Gloucester	8,407	52	0.62%	Urdu	28	Italian	19
South Harrison township	Gloucester	2,948	77	2.61%	Spanish	69	Vietnamese	12
Swedesboro borough	Gloucester	2,405	389	16.17%	Spanish	186	Hindi	12
Washington township	Gloucester	45,316	1252	2.76%	Spanish	678	Italian	178
Wenonah borough	Gloucester	2,155	37	1.72%	--	--	--	--
West Deptford township	Gloucester	20,002	648	3.24%	Spanish	137	Chinese	75
Westville borough	Gloucester	3,941	66	1.67%	Hindi	55	Spanish	42
Woodbury city	Gloucester	9,221	492	5.34%	Spanish	256	Other Indic languages	112
Woodbury Heights borough	Gloucester	2,750	39	1.42%	Spanish	31	Chinese	11
Woolwich township	Gloucester	11,760	543	4.62%	Chinese	143	Gujarati	110
Bayonne city	Hudson	60,395	10129	16.77%	Spanish	3,010	Arabic	1,451
East Newark borough	Hudson	2,505	1050	41.92%	Spanish	736	Portuguese or Portuguese Creole	143
Guttenberg town	Hudson	10,619	3788	35.67%	Spanish	3,689	Chinese	110
Harrison town	Hudson	16,004	5207	32.54%	Spanish	2,952	Portuguese or Portuguese Creole	614
Hoboken city	Hudson	49,720	2715	5.46%	Spanish	2,215	Chinese	481
Jersey City city	Hudson	241,743	48957	20.25%	Spanish	23,105	Tagalog	4,395
Kearny town	Hudson	38,689	11940	30.86%	Spanish	6,231	Portuguese or	2,362

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
							Portuguese Creole	
North Bergen township	Hudson	57,491	18065	31.42%	Spanish	17,738	Gujarati	514
Secaucus town	Hudson	18,935	2243	11.85%	Spanish	868	Gujarati	277
Union City city	Hudson	63,724	25354	39.79%	Spanish	27,579	Chinese	219
Weehawken township	Hudson	13,767	1886	13.70%	Spanish	2,288	Italian	146
West New York town	Hudson	49,491	21534	43.51%	Spanish	20,740	Japanese	213
Alexandria township	Hunterdon	4,600	41	0.89%	Spanish	42	Italian	17
Bethlehem township	Hunterdon	3,657	84	2.30%	Spanish	77	German	9
Bloomsbury borough	Hunterdon	710	13	1.83%	Spanish	8	Portuguese or Portuguese Creole	2
Califon borough	Hunterdon	1,068	2	0.19%	Spanish	8	Polish	5
Clinton town	Hunterdon	2,582	194	7.51%	Spanish	150	Other Asian languages	31
Clinton township	Hunterdon	12,295	294	2.39%	Spanish	231	Chinese	65
Delaware township	Hunterdon	4,374	141	3.22%	Spanish	83	French (incl. Patois, Cajun)	41
East Amwell township	Hunterdon	3,806	54	1.42%	Spanish	38	Japanese	36
Flemington borough	Hunterdon	4,371	1160	26.54%	Spanish	587	Hindi	208
Franklin township	Hunterdon	3,198	53	1.66%	German	14	French (incl. Patois, Cajun)	6
Frenchtown borough	Hunterdon	1,374	59	4.29%	Spanish	10	--	--
Glen Gardner borough	Hunterdon	1,419	18	1.27%	Portuguese or Portuguese Creole	12	Other Indic languages	11
Hampton borough	Hunterdon	1,209	49	4.05%	Thai	25	Gujarati	7
High Bridge borough	Hunterdon	3,371	179	5.31%	Hindi	16	Other Slavic languages	14
Holland township	Hunterdon	4,956	28	0.56%	Spanish	42	Italian	9
Kingwood township	Hunterdon	3,622	17	0.47%	German	35	Chinese	34
Lambertville city	Hunterdon	3,754	154	4.10%	Spanish	112	Russian	29
Lebanon borough	Hunterdon	1,750	83	4.74%	Spanish	26	Chinese	10
Lebanon township	Hunterdon	5,970	33	0.55%	Other Slavic languages	64	Polish	62
Milford borough	Hunterdon	1,241	4	0.32%	Spanish	2	--	--
Raritan township	Hunterdon	21,196	529	2.50%	Chinese	163	Spanish	128
Readington township	Hunterdon	15,117	283	1.87%	Spanish	128	Other Slavic languages	54

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Stockton borough	Hunterdon	587	21	3.58%	Spanish	2	--	--
Tewksbury township	Hunterdon	5,486	153	2.79%	Spanish	71	Korean	38
Union township	Hunterdon	5,423	142	2.62%	Spanish	137	Polish	48
West Amwell township	Hunterdon	2,611	45	1.72%	Spanish	34	French Creole	8
East Windsor township	Mercer	25,244	5,116	20.27%	Spanish	2,784	Chinese	629
Ewing township	Mercer	34,145	1,739	5.09%	Spanish	374	Other Slavic languages	157
Hamilton township	Mercer	82,234	7,891	9.60%	Spanish	3,178	French Creole	1,394
Hightstown borough	Mercer	5,044	1,222	24.23%	Spanish	1,016	Polish	15
Hopewell borough	Mercer	1,795	52	2.90%	Russian	4	Italian	3
Hopewell township	Mercer	17,195	763	4.44%	Chinese	214	Spanish	98
Lawrence township	Mercer	31,113	3,211	10.32%	Polish	857	Spanish	819
Pennington borough	Mercer	2,406	39	1.62%	Spanish	42	Korean	19
Princeton	Mercer	27,655	2,000	7.2%	Chinese	707	Spanish	519
Robbinsville township	Mercer	13,866	945	6.82%	Korean	125	Arabic	73
Trenton city	Mercer	77,375	17,746	22.94%	Spanish	13,378	Polish	726
West Windsor township	Mercer	26,666	2,957	11.09%	Chinese	767	Korean	383
Carteret borough	Middlesex	22,184	3,975	17.92%	Spanish	2,387	Other Indic languages	1,187
Cranbury township	Middlesex	3,574	147	4.11%	Chinese	102	Polish	26
Dunellen borough	Middlesex	6,614	946	14.30%	Spanish	898	Vietnamese	111
East Brunswick township	Middlesex	45,713	5,811	12.71%	Chinese	1,619	Arabic	1,146
Edison township	Middlesex	94,321	16,135	17.11%	Gujarati	3,561	Chinese	3,080
Helmetta borough	Middlesex	2,374	123	5.18%	Other Indic languages	77	Polish	26
Highland Park borough	Middlesex	13,263	1,572	11.85%	Spanish	457	Russian	187
Jamesburg borough	Middlesex	5,327	850	15.96%	Spanish	281	Polish	48
Metuchen borough	Middlesex	13,129	1,055	8.04%	Chinese	182	Russian	120
Middlesex borough	Middlesex	12,892	1,598	12.40%	Spanish	525	Vietnamese	258
Milltown borough	Middlesex	6,448	558	8.65%	Arabic	130	Other Asian languages	128
Monroe township	Middlesex	42,801	3,340	7.80%	Spanish	474	Chinese	272
New Brunswick city	Middlesex	52,423	14,317	27.31%	Spanish	18,345	Russian	274
North Brunswick township	Middlesex	39,104	4,790	12.25%	Spanish	3,156	Gujarati	794

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Old Bridge township	Middlesex	61,857	6,691	10.82%	Spanish	1,313	Other Indic languages	1,166
Perth Amboy city	Middlesex	47,738	16,254	34.05%	Spanish	17,225	Portuguese or Portuguese Creole	192
Piscataway township	Middlesex	54,415	6,395	11.75%	Gujarati	1,660	Spanish	1,413
Plainsboro township	Middlesex	21,756	3,004	13.81%	Chinese	860	Other Asian languages	496
Sayreville borough	Middlesex	41,665	5,866	14.08%	Spanish	1,311	Other Indic languages	689
South Amboy city	Middlesex	7,991	640	8.01%	Polish	404	Spanish	242
South Brunswick township	Middlesex	43,052	4,867	11.30%	Chinese	825	Gujarati	575
South Plainfield borough	Middlesex	22,309	2,223	9.96%	Spanish	1,135	Vietnamese	366
South River borough	Middlesex	15,002	3,145	20.96%	Spanish	1,441	Portuguese or Portuguese Creole	632
Spotswood borough	Middlesex	7,744	480	6.20%	Spanish	109	Russian	79
Woodbridge township	Middlesex	94,156	13,978	14.85%	Spanish	4,637	Gujarati	1,968
Aberdeen township	Monmouth	17,625	772	4.38%	Spanish	387	Portuguese or Portuguese Creole	150
Allenhurst borough	Monmouth	469	8	1.71%	Spanish	2	--	--
Allentown borough	Monmouth	1,731	0	0.00%	Spanish	7	Russian	2
Asbury Park city	Monmouth	14,771	1721	11.65%	Spanish	2,508	French Creole	466
Atlantic Highlands borough	Monmouth	4,108	35	0.85%	Other and unspecified languages	26	Thai	23
Avon-by-the-Sea borough	Monmouth	1,722	65	3.77%	Spanish	17	Korean	1
Belmar borough	Monmouth	5,433	348	6.41%	Spanish	393	Portuguese or Portuguese Creole	40
Bradley Beach borough	Monmouth	4,108	182	4.43%	Spanish	192	Other Asian languages	28
Brielle borough	Monmouth	4,551	72	1.58%	Spanish	86	French (incl. Patois, Cajun)	21
Colts Neck township	Monmouth	9,391	193	2.06%	Italian	32	Tagalog	28
Deal borough	Monmouth	500	61	12.20%	Spanish	25	Hebrew	24
Eatontown borough	Monmouth	11,612	1126	9.70%	Spanish	702	Gujarati	152
Englishtown borough	Monmouth	2,071	94	4.54%	Spanish	44	Tagalog	13

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Fair Haven borough	Monmouth	5,456	47	0.86%	Spanish	31	French (incl. Patois, Cajun)	21
Farmingdale borough	Monmouth	1,210	37	3.06%	Other Indic languages	32	Tagalog	5
Freehold borough	Monmouth	10,951	2829	25.83%	Spanish	2,624	Chinese	183
Freehold township	Monmouth	33,399	2005	6.00%	Spanish	516	Chinese	294
Hazlet township	Monmouth	18,840	595	3.16%	Spanish	111	Tagalog	97
Highlands borough	Monmouth	4,543	71	1.56%	Spanish	81	--	--
Holmdel township	Monmouth	16,035	1160	7.23%	Chinese	588	Russian	132
Howell township	Monmouth	49,311	2532	5.13%	Spanish	762	Chinese	471
Interlaken borough	Monmouth	722	6	0.83%	Spanish	2	Greek*	2
Keansburg borough	Monmouth	9,270	585	6.31%	Spanish	328	Chinese	46
Keyport borough	Monmouth	6,652	663	9.97%	Spanish	537	Arabic	36
Lake Como borough	Monmouth	1,628	143	8.78%	Spanish	157	Other Indic languages	48
Little Silver borough	Monmouth	5,656	67	1.18%	Tagalog	53	Italian	34
Loch Arbour village	Monmouth	215	2	0.93%	Hebrew	8	Other and unspecified languages	3
Long Branch city	Monmouth	28,400	5727	20.17%	Spanish	3,822	Portuguese or Portuguese Creole	2,026
Manalapan township	Monmouth	37,634	1634	4.34%	Russian	318	Chinese	305
Manasquan borough	Monmouth	5,566	238	4.28%	Spanish	37	French (incl. Patois, Cajun)	36
Marlboro township	Monmouth	38,250	2832	7.40%	Chinese	581	Russian	544
Matawan borough	Monmouth	8,183	406	4.96%	Spanish	143	Other Asian languages	83
Middletown township	Monmouth	61,924	1596	2.58%	Spanish	399	Chinese	251
Millstone township	Monmouth	10,118	303	2.99%	Italian	39	Spanish	32
Monmouth Beach borough	Monmouth	3,059	40	1.31%	Spanish	31	Russian	17
Neptune township	Monmouth	26,465	1392	5.26%	Spanish	794	French Creole	461
Neptune City borough	Monmouth	4,433	79	1.78%	Spanish	178	French Creole	41
Ocean township	Monmouth	25,327	2248	8.88%	Spanish	1,230	French Creole	346
Oceanport borough	Monmouth	5,398	105	1.95%	Italian	69	French (incl. Patois, Cajun)	54

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Red Bank borough	Monmouth	11,202	1986	17.73%	Spanish	2,016	Korean	42
Roosevelt borough	Monmouth	794	21	2.64%	Spanish	21	Polish	4
Rumson borough	Monmouth	6,541	95	1.45%	Korean	45	Spanish	28
Sea Bright borough	Monmouth	1,260	9	0.71%	Spanish	25	--	--
Sea Girt borough	Monmouth	1,606	15	0.93%	Italian	5	Yiddish	4
Shrewsbury borough	Monmouth	3,862	120	3.11%	Spanish	48	Polish	29
Shrewsbury township	Monmouth	986	104	10.55%	Spanish	62	Tagalog	8
Spring Lake borough	Monmouth	2,904	44	1.52%	Spanish	23	Portuguese or Portuguese Creole	14
Spring Lake Heights borough	Monmouth	4,431	0	0.00%	Spanish	20	--	--
Tinton Falls borough	Monmouth	16,823	609	3.62%	Spanish	200	Korean	122
Union Beach borough	Monmouth	4,994	92	1.84%	Spanish	190	Italian	37
Upper Freehold township	Monmouth	6,624	147	2.22%	Chinese	51	Hungarian	27
Wall township	Monmouth	24,598	289	1.17%	Spanish	89	Other Indo-European languages	76
West Long Branch borough	Monmouth	7,480	163	2.18%	Portuguese or Portuguese Creole	54	Italian	50
Boonton town	Morris	7,929	907	11.44%	Spanish	524	Other Indic languages	178
Boonton township	Morris	4,141	103	2.49%	Russian	36	Italian	23
Butler borough	Morris	7,354	573	7.79%	Spanish	623	Other Slavic languages	58
Chatham borough	Morris	8,345	401	4.81%	Spanish	167	Hindi	61
Chatham township	Morris	9,839	229	2.33%	Korean	66	Tagalog	38
Chester borough	Morris	1,541	138	8.96%	Spanish	59	Italian	9
Chester township	Morris	7,575	177	2.34%	Spanish	55	French (incl. Patois, Cajun)	23
Denville township	Morris	15,606	403	2.58%	Spanish	260	Chinese	92
Dover town	Morris	17,159	6947	40.49%	Spanish	6,741	Other Pacific Island languages	71
East Hanover township	Morris	10,304	1113	10.80%	Chinese	313	Spanish	262
Florham Park borough	Morris	10,968	474	4.32%	Italian	99	Korean	94
Hanover township	Morris	13,777	989	7.18%	Chinese	325	Spanish	288
Harding township	Morris	3,643	45	1.24%	Spanish	9	Other Asian languages*	9

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Jefferson township	Morris	20,271	563	2.78%	Spanish	154	Italian	54
Kinnelon borough	Morris	9,496	385	4.05%	Hungarian	47	Spanish	37
Lincoln Park borough	Morris	9,831	630	6.41%	Korean	236	Spanish	184
Long Hill township	Morris	8,024	186	2.32%	Spanish	204	Other Indic languages	161
Madison borough	Morris	15,474	903	5.84%	Spanish	361	Chinese	148
Mendham borough	Morris	4,613	26	0.56%	Spanish	26	Chinese	16
Mendham township	Morris	5,353	202	3.77%	Chinese	41	Spanish	37
Mine Hill township	Morris	3,259	332	10.19%	Spanish	293	Italian	40
Montville township	Morris	20,434	1205	5.90%	Chinese	439	Spanish	423
Morris township	Morris	21,302	863	4.05%	Spanish	430	Other Indo-European languages	56
Morris Plains borough	Morris	5,448	196	3.60%	Spanish	173	Other Indic languages	33
Morristown town	Morris	18,122	2787	15.38%	Spanish	3,851	Italian	100
Mountain Lakes borough	Morris	4,088	198	4.84%	Chinese	61	Gujarati	32
Mount Arlington borough	Morris	5,137	272	5.29%	Polish	79	Spanish	37
Mount Olive township	Morris	27,137	1686	6.21%	Spanish	758	Chinese	181
Netcong borough	Morris	3,046	309	10.14%	Spanish	161	Chinese	41
Parsippany-Troy Hills township	Morris	49,764	7472	15.01%	Gujarati	1,398	Spanish	1,356
Pequannock township	Morris	14,567	401	2.75%	Spanish	229	Greek	51
Randolph township	Morris	24,345	1905	7.83%	Spanish	1,114	Chinese	341
Riverdale borough	Morris	3,875	256	6.61%	Spanish	33	Polish	25
Rockaway borough	Morris	6,196	801	12.93%	Spanish	385	Arabic	75
Rockaway township	Morris	23,934	1408	5.88%	Spanish	743	French (incl. Patois, Cajun)	190
Roxbury township	Morris	21,881	975	4.46%	Spanish	487	Gujarati	94
Victory Gardens borough	Morris	1,444	559	38.71%	Spanish	535	Tagalog	31
Washington township	Morris	17,332	375	2.16%	Spanish	219	Polish	120
Wharton borough	Morris	6,165	2003	32.49%	Spanish	1,455	Vietnamese	21
Barnegat township	Ocean	21,604	551	2.55%	Spanish	377	French Creole	71
Barnegat Light borough	Ocean	366	6	1.64%	Spanish	19	German	13
Bay Head borough	Ocean	1,016	0	0.00%	French (incl. Patois, Cajun)	3	--	--

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Beach Haven borough	Ocean	1,068	18	1.69%	Hebrew	3	--	--
Beachwood borough	Ocean	10,596	168	1.59%	Spanish	127	Korean	33
Berkeley township	Ocean	40,428	1779	4.40%	Spanish	397	Italian	211
Brick township	Ocean	71,300	2430	3.41%	Spanish	845	Italian	239
Eagleswood township	Ocean	1,511	8	0.53%	Chinese	11	German	5
Harvey Cedars borough	Ocean	469	6	1.28%	German	4	--	--
Island Heights borough	Ocean	1,449	10	0.69%	Spanish	24	French (incl. Patois, Cajun)	4
Jackson township	Ocean	53,269	1523	2.86%	Spanish	866	Italian	144
Lacey township	Ocean	27,137	224	0.83%	Spanish	158	German	56
Lakehurst borough	Ocean	2,526	199	7.88%	Spanish	111	Other Asian languages	20
Lakewood township	Ocean	84,902	6670	7.86%	Spanish	7,657	Russian	300
Lavallette borough	Ocean	2,119	37	1.75%	Italian	9	--	--
Little Egg Harbor township	Ocean	20,082	569	2.83%	Italian	110	Spanish	74
Long Beach township	Ocean	3,046	21	0.69%	Russian	12	Serbo-Croatian	8
Manchester township	Ocean	42,281	922	2.18%	Spanish	485	Russian	195
Mantoloking borough	Ocean	390	7	1.79%	Spanish	3	--	--
Ocean township	Ocean	8,683	49	0.56%	Spanish	199	Italian	46
Ocean Gate borough	Ocean	1,534	0	0.00%	Spanish	9	Italian	5
Pine Beach borough	Ocean	2,194	25	1.14%	Portuguese or Portuguese Creole	26	Vietnamese	12
Plumsted township	Ocean	8,098	118	1.46%	Spanish	166	Portuguese or Portuguese Creole	43
Point Pleasant borough	Ocean	17,643	582	3.30%	Spanish	139	Italian	42
Point Pleasant Beach borough	Ocean	4,436	147	3.31%	Spanish	116	Portuguese or Portuguese Creole	48
Seaside Heights borough	Ocean	2,627	277	10.54%	Spanish	459	Italian	28
Seaside Park borough	Ocean	1,580	0	0.00%	Spanish	5	German	4
Ship Bottom borough	Ocean	1,024	3	0.29%	Spanish	17	--	--
South Toms River borough	Ocean	3,376	114	3.38%	Spanish	147	German	6
Stafford township	Ocean	26,245	677	2.58%	Spanish	642	Italian	65
Surf City borough	Ocean	1,236	6	0.49%	French (incl. Patois, Cajun)	6	Hungarian*	6

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Toms River township	Ocean	87,027	2885	3.32%	Spanish	2,257	Italian	390
Tuckerton borough	Ocean	3,155	47	1.49%	Chinese	70	Portuguese or Portuguese Creole	56
Bloomingdale borough	Passaic	7,621	436	5.72%	Spanish	283	Polish	75
Clifton city	Passaic	80,492	17423	21.65%	Spanish	10,112	Polish	1,686
Haledon borough	Passaic	7,903	1477	18.69%	Spanish	1,124	Arabic	130
Hawthorne borough	Passaic	17,637	1149	6.51%	Spanish	758	Italian	250
Little Falls township	Passaic	13,618	908	6.67%	Chinese	176	Portuguese or Portuguese Creole	170
North Haledon borough	Passaic	8,080	374	4.63%	Spanish	234	Chinese	81
Passaic city	Passaic	63,390	22074	34.82%	Spanish	23,268	Gujarati	428
Paterson city	Passaic	134,212	43731	32.58%	Spanish	38,053	Arabic	1,677
Pompton Lakes borough	Passaic	10,445	1086	10.40%	Spanish	515	Other Indo-European languages	152
Prospect Park borough	Passaic	5,321	899	16.90%	Spanish	766	Other Indic languages	44
Ringwood borough	Passaic	11,500	495	4.30%	Polish	242	Spanish	147
Totowa borough	Passaic	10,459	1025	9.80%	Spanish	461	Italian	153
Wanaque borough	Passaic	11,073	421	3.80%	Italian	228	Arabic	131
Wayne township	Passaic	50,897	3576	7.03%	Spanish	939	Chinese	722
West Milford township	Passaic	25,032	854	3.41%	Spanish	124	Italian	92
Woodland Park borough	Passaic	11,734	1748	14.90%	Spanish	489	Italian	344
Alloway township	Salem	3,269	79	2.42%	Spanish	53	--	--
Carneys Point township	Salem	7,183	597	8.31%	Spanish	504	Arabic	41
Elmer borough	Salem	1,358	13	0.96%	Spanish	2	--	--
Elsinboro township	Salem	1,001	1	0.10%	German	5	--	--
Lower Alloways Creek township	Salem	1,662	6	0.36%	Spanish	5	French (incl. Patois, Cajun)	3
Mannington township	Salem	1,665	67	4.02%	Spanish	89	--	--
Oldmans township	Salem	1,554	31	1.99%	Spanish	43	Portuguese or Portuguese Creole	8
Penns Grove borough	Salem	4,516	630	13.95%	Spanish	797	Italian	8
Pennsville township	Salem	11,939	313	2.62%	Spanish	77	Tagalog	67
Pilesgrove township	Salem	3,780	68	1.80%	Spanish	8	--	--
Pittsgrove township	Salem	8,492	62	0.73%	Spanish	81	Korean	34

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Quinton township	Salem	2,242	15	0.67%	Spanish	4	--	--
Salem city	Salem	4,272	113	2.65%	Spanish	109	Portuguese or Portuguese Creole	23
Upper Pittsgrove township	Salem	3,228	75	2.32%	Spanish	38	Korean	30
Woodstown borough	Salem	3,388	101	2.98%	Spanish	34	--	--
Bedminster township	Somerset	7,627	505	6.62%	Spanish	125	Arabic	38
Bernards township	Somerset	26,117	1979	7.58%	Chinese	369	Korean	205
Bernardsville borough	Somerset	7,281	796	10.93%	Spanish	516	Tagalog	38
Bound Brook borough	Somerset	9,614	2281	23.73%	Spanish	2,297	Chinese	36
Branchburg township	Somerset	13,666	329	2.41%	Chinese	204	Other Slavic languages	159
Bridgewater township	Somerset	42,322	3814	9.01%	Spanish	1,292	Chinese	772
Far Hills borough	Somerset	818	33	4.03%	Spanish	50	Other Indic languages	18
Franklin township	Somerset	62,427	6120	9.80%	Spanish	2,180	Gujarati	683
Green Brook township	Somerset	6,923	710	10.26%	Chinese	291	Italian	93
Hillsborough township	Somerset	37,341	2305	6.17%	Spanish	699	Chinese	382
Manville borough	Somerset	9,475	959	10.12%	Spanish	828	Polish	272
Millstone borough	Somerset	457	17	3.72%	German	2	Polish*	2
Montgomery township	Somerset	22,135	1603	7.24%	Chinese	756	Spanish	200
North Plainfield borough	Somerset	19,908	3724	18.71%	Spanish	4,256	Arabic	156
Peapack and Gladstone borough	Somerset	2,422	133	5.49%	Spanish	110	African languages	6
Raritan borough	Somerset	7,572	937	12.37%	Spanish	479	Italian	134
Rocky Hill borough	Somerset	615	19	3.09%	Hungarian	5	German	4
Somerville borough	Somerset	11,194	1178	10.52%	Spanish	1,225	Tagalog	198
South Bound Brook borough	Somerset	4,089	410	10.03%	Spanish	587	Chinese	57
Warren township	Somerset	14,927	1085	7.27%	Spanish	284	Chinese	238
Watchung borough	Somerset	5,890	270	4.58%	Polish	122	Italian	81
Andover borough	Sussex	562	10	1.78%	Spanish	5	--	--
Andover township	Sussex	5,761	229	3.98%	Spanish	60	Other Indo-European languages	23
Branchville borough	Sussex	746	2	0.27%	--	--	--	--
Byram township	Sussex	7,595	375	4.94%	Spanish	30	Polish	23

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Frankford township	Sussex	5,144	30	0.58%	Spanish	74	German	12
Franklin borough	Sussex	4,499	80	1.78%	Spanish	130	Italian	23
Fredon township	Sussex	3,084	17	0.55%	Italian	11	Spanish	2
Green township	Sussex	3,331	121	3.63%	Spanish	55	Portuguese or Portuguese Creole	12
Hamburg borough	Sussex	2,996	58	1.94%	Spanish	35	German	34
Hampton township	Sussex	4,698	152	3.24%	Italian	60	Spanish	40
Hardyston township	Sussex	7,403	118	1.59%	Italian	66	Chinese	30
Hopatcong borough	Sussex	13,660	736	5.39%	Spanish	403	Polish	168
Lafayette township	Sussex	2,207	113	5.12%	Spanish	41	Other Indo-European languages	31
Montague township	Sussex	3,512	28	0.80%	Korean	16	Italian	8
Newton town	Sussex	7,669	396	5.16%	Spanish	439	Serbo-Croatian	36
Ogdensburg borough	Sussex	2,247	75	3.34%	Spanish	14	Italian	10
Sandyston township	Sussex	1,859	48	2.58%	Other Indic languages	33	--	--
Sparta township	Sussex	17,659	505	2.86%	Spanish	137	Polish	83
Stanhope borough	Sussex	3,245	44	1.36%	Spanish	129	Other Asian languages	22
Stillwater township	Sussex	3,778	0	0.00%	Thai	11	Korean	9
Sussex borough	Sussex	1,727	57	3.30%	Spanish	33	Tagalog	16
Vernon township	Sussex	21,188	464	2.19%	Spanish	197	Chinese	22
Walpack township	Sussex	6	0	0.00%	--	--	--	--
Wantage township	Sussex	10,589	189	1.78%	Italian	38	Portuguese or Portuguese Creole	35
Berkeley Heights township	Union	12,681	756	5.96%	Chinese	282	Italian	132
Clark township	Union	15,077	926	6.14%	Portuguese or Portuguese Creole	250	Spanish	249
Cranford township	Union	22,661	1001	4.42%	Spanish	258	Chinese	99
Elizabeth city	Union	118,184	50847	43.02%	Spanish	41,218	Portuguese or Portuguese Creole	3,699
Fanwood borough	Union	7,236	164	2.27%	Spanish	71	French Creole	70
Garwood borough	Union	4,050	336	8.30%	Spanish	122	Russian	18
Hillside township	Union	20,710	2884	13.93%	Spanish	1,489	Portuguese or Portuguese Creole	1,070

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Kenilworth borough	Union	7,750	1160	14.97%	Spanish	500	Hungarian	103
Linden city	Union	39,910	8006	20.06%	Spanish	3,947	Polish	1,607
Mountainside borough	Union	6,265	298	4.76%	Korean	60	Polish	39
New Providence borough	Union	12,117	756	6.24%	Chinese	165	Spanish	129
Plainfield city	Union	46,548	13993	30.06%	Spanish	12,604	Chinese	116
Rahway city	Union	27,533	4062	14.75%	Spanish	2,540	Portuguese or Portuguese Creole	305
Roselle borough	Union	20,504	3038	14.82%	Spanish	2,373	French Creole	478
Roselle Park borough	Union	12,922	2135	16.52%	Spanish	1,199	Polish	289
Scotch Plains township	Union	22,818	1047	4.59%	Spanish	447	Arabic	246
Springfield township	Union	16,209	1948	12.02%	Russian	435	Spanish	205
Summit city	Union	20,293	1,922	9.47%	Spanish	1,049	Chinese	201
Union township	Union	55,916	8,039	14.38%	Spanish	2,820	Portuguese or Portuguese Creole	1,495
Westfield town	Union	28,028	1,008	3.60%	Spanish	221	Chinese	143
Winfield township	Union	1,523	7	0.46%	Polish	4	Other Asian languages	3
Allamuchy township	Warren	4,442	170	3.83%	Japanese	16	French (incl. Patois, Cajun)	15
Alpha borough	Warren	1,949	99	5.08%	Spanish	55	Other Slavic languages	15
Belvidere town	Warren	2,383	56	2.35%	Spanish	13	Chinese	7
Blairstown township	Warren	5,564	67	1.20%	Spanish	73	Portuguese or Portuguese Creole	35
Franklin township	Warren	2,858	51	1.78%	Portuguese or Portuguese Creole	12	Spanish	10
Frelinghuysen township	Warren	2,241	43	1.92%	Spanish	19	Other West Germanic languages	6
Greenwich township	Warren	5,253	198	3.77%	Spanish	34	Tagalog	21
Hackettstown town	Warren	9,033	1,277	14.14%	Spanish	907	Russian	82
Hardwick township	Warren	1,445	3	0.21%	Italian	12	Korean	9
Harmony township	Warren	2,637	183	6.94%	German	11	Chinese	9
Hope township	Warren	1,680	62	3.69%	Tagalog	10	Polish	7
Independence township	Warren	5,155	172	3.34%	Chinese	34	Japanese	23
Knowlton township	Warren	2,867	39	1.36%	Spanish	20	German	18

Municipality	County	Total Pop. 5 Years or Older	Total LEP Pop.	LEP % of Over 5 Pop.	Most Common LEP Language		Second Most Common LEP Language	
					Language	# of LEP Spoken	Language	# of LEP Spoken
Liberty township	Warren	2,675	41	1.53%	Spanish	146	Russian	12
Lopatcong township	Warren	7,996	268	3.35%	Spanish	68	Tagalog	43
Mansfield township	Warren	6,982	442	6.33%	Spanish	206	Vietnamese	96
Oxford township	Warren	2,387	37	1.55%	Spanish	19	Other Slavic languages	12
Phillipsburg town	Warren	13,566	981	7.23%	Spanish	441	Chinese	97
Pohatcong township	Warren	3,024	51	1.69%	Spanish	9	French (incl. Patois, Cajun)*	9
Washington borough	Warren	6,160	206	3.34%	Spanish	302	Polish	42
Washington township	Warren	6,229	45	0.72%	Spanish	43	Other Slavic languages	41
White township	Warren	4,559	122	2.68%	Spanish	21	Tagalog	14

*Tied for most common LEP language

Attachment 2: Data Source References

LEP Population Estimates:

County and Municipal Level

U.S. Census Bureau / American FactFinder. "B16001: Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over." 2015–2019 American Community Survey.

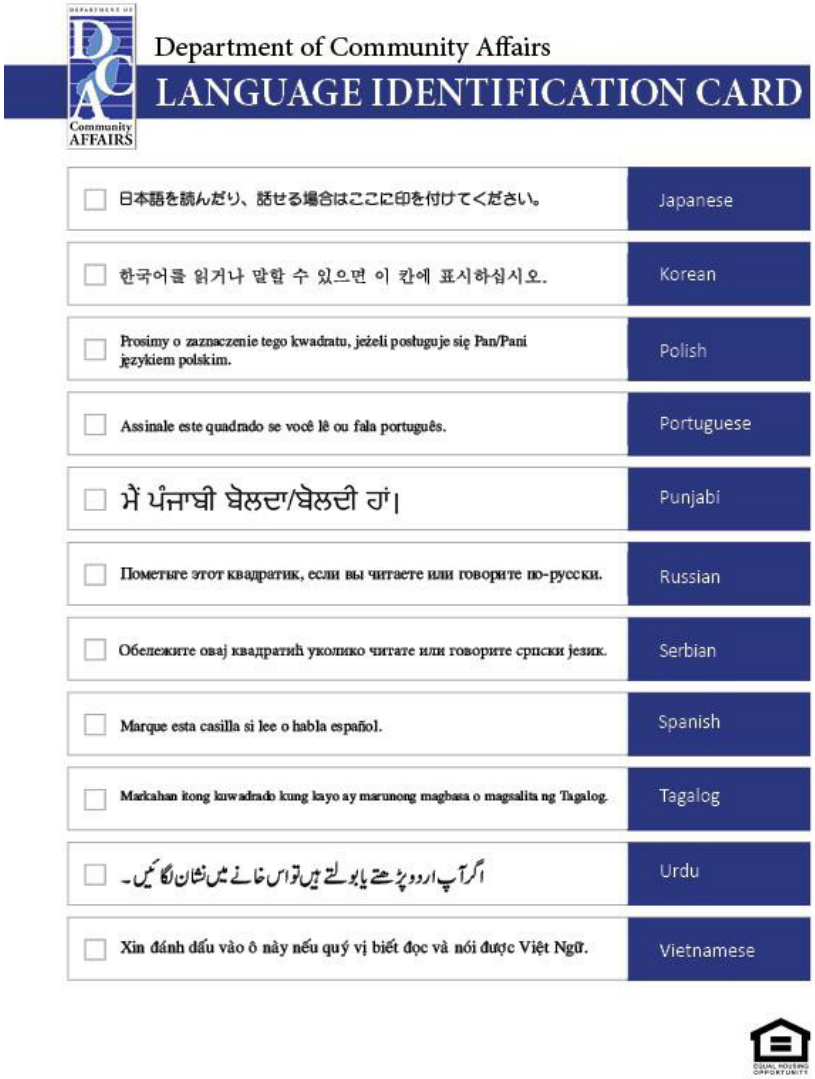
Appendix 6: “I Speak” Card



Department of Community Affairs

LANGUAGE IDENTIFICATION CARD

ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.	Arabic
Խնդրում ենք նշում կատարեք այս քառակուսում, եթե խոսում կամ կարդում եք հայերեն:	Armenian
如果你能读中文或讲中文，请选择此框。	Simplified Chinese
如果你能讀中文或講中文，請選擇此框。	Traditional Chinese
Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.	Croatian
Cocher ici si vous lisez ou parlez le français.	French
Make kazye sa a si ou li oswa ou pale kreyòl ayisyen.	French Creole (Haitian Creole)
Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.	Greek
તમે વાંચી અથવા ઈંગલિશ વાત જો આ બોક્સ માર્ક.	Gujarati
अगर आप हिन्दी बोलते या पढ़ सकते हों तो इस बक्स पर चिह्न लगाएँ।	Hindi
Marchi questa casella se legge o parla italiano.	Italian



Department of Community Affairs

LANGUAGE IDENTIFICATION CARD

日本語を読んだり、話せる場合はここに印を付けてください。	Japanese
한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.	Korean
Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim.	Polish
Assinale este quadrado se você lê ou fala português.	Portuguese
ਮੈਂ ਪੰਜਾਬੀ ਬੋਲਦਾ/ਬੋਲਦੀ ਹਾਂ।	Punjabi
Пометьте этот квадратик, если вы читаете или говорите по-русски.	Russian
Обележите овај квадратић уколико читате или говорите српски језик.	Serbian
Marque esta casilla si lee o habla español.	Spanish
Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog.	Tagalog
اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔	Urdu
Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ.	Vietnamese

Appendix 7: Language Disclaimer

If English is not your primary language, you may request language translation services for housing program documents that are available to the public. These translation services are available free of charge. For more information, please call 1-800-822-5552. The agent will connect you with an interpreter or arrange for an interpreter to return your call at your convenience.

Arabic / العربية

إذا لم تكن اإلنجليزية هي لغتك ألاساسية، فإنه يمكنك طلب خدمات الترجمة لوثائق برنامج اإلسكان المتوفرة للجمهور. خدمات لترجمة هذه متاحة مجانا. لمزيد من المعلومات، يرجى االتصال على الرقم: 1-800-822-5552. سيقوم المندوب .بربطك مع مترجم أو اتخاذ اإلجراءات كي يقوم مترجم بالرد على مكالمتك في الوقت الذي يناسبك

Mandarin – Chinese / 中文

如果英语不是您的母语，您可以要求将公众可查询的住房计划文件翻译成您的母语。这些翻译服务是免费的。欲了解更多信息，请致电1-800-822-5552。工作人员会为您连线一名传译员为您提供翻译服务，或者安排一名传译员在您方便的时候给您回电话。

Gujarati / **ગજરાતી**

જો અંગ્રેજી તમારી પ્રાથમિક ભાષા નથી, તો તમે હાઉસિંગ પ્રોગ્રામ દસ્તાવેજો માટે ભાષા અનુવાદ સેવાઓની વિનંતી કરી શકો છો જે લોકો માટે ઉપલબ્ધ છે. આ અનુવાદ સેવાઓ વિના મૂલ્યે ઉપલબ્ધ છે. વધુ માહિતી માટે, કૃપા કરીને કૉલ કરો, 1-800-822-5552 પર ફોન કરો. એજન્ટ તમને એક ઇન્ટરપ્રીટર ો સાથે કનેક્ટ કરાવી આપશે અથવા તમારી ગવડ તમને ઇન્ટરપ્રીટર દ્વારા ો સમો ફોન કરાવાની વ્યવસ્થા કરાવી આપશે.

Haitian Creole / Kreyól Ayisyen

Si Angle pa lang natif natal ou, ou ka mande sèvis tradiksyon lang pou dokiman yo nan pwogram lojman ki disponib pou piblik la. Sèvis tradiksyon sa yo disponib gratis. Pou w jwenn plis enfòmasyon, tanpri rele 1-800-822-5552. Reprezantan an ap konekte w avèk yon entèprèt oswa lap fè aranjman pou yon entèprèt retounen w apèl la nan lè kap bon pou ou.

Italian / Italiano

Se l'inglese non è la vostra lingua principale, è possibile richiedere il servizio di traduzione di documenti per l'edilizia popolare che sono a disposizione del pubblico. Il servizio di traduzione è disponibile gratuitamente. Per ulteriori informazioni, si prega di chiamare l'1-800-822-5552. L'addetto vi metterà in contatto con un interprete o farà in modo che un interprete vi richiami quando vi è più comodo.

Korean / 한국인

영어가 주요 언어가 아닌 경우 일반에게 공개되는 주택 계획 문서에 대한 번역 서비스를 요청할 수 있습니다. 이러한 번역 서비스는 무료로 제공됩니다. 자세한 정보는 1-800-822-5552에 연락해 주십시오. 에이전트가 통역사와 연결해 주거나 통역사에게 귀하가 편리한 시간에 귀하에게 연락하도록 조치를 취할것입니다.

Polish / Polski

Jesli angielski nie jest Twoim glownym jezykiem, mozna poprosic o uslugi tlumacza do wypelnienia dokumentow zwiazanych z programem mieszkalnym, ktore sa publicznie dostepne. Uslugi tlumacza sa darmowe. Po wiecej informacji, prosze dzwonic pod numer 1-800-822-5552. Agent polaczy Ciebie z tlumaczem albo zalatwi tlumacza, ktory oddzwoni “kiedy Tobie bedzie pasowalo”.

Portuguese / Português

Se inglês não é o seu principal idioma, você pode solicitar serviços de tradução de documentos do programa habitacional que estão disponíveis ao público. Estes serviços de tradução estão disponíveis gratuitamente. Para obter mais informações, ligue para 1-800-822-5552. O representante lhe conectará a um intérprete ou arranjará para que um intérprete retorne a sua ligação de acordo com a sua conveniência.

Spanish / Español

Si el inglés no es su lengua materna, usted puede solicitar servicios de traducción para los documentos del programa de alojamiento que están disponibles al público. Estos servicios de traducción están disponibles de forma gratuita. Para obtener más información, llame al 1-800-822- 5552. El agente lo conectará con un intérprete o dispondrá los arreglos necesarios para que un intérprete le devuelva el llamado según su conveniencia.

Vietnamese / Tiếng Việt

Nếu tiếng Anh không phải là ngôn ngữ chính của quý vị, quý vị có thể yêu cầu các dịch vụ biên dịch đối với các tài liệu chương trình nhà ở dành cho công chúng. Các dịch vụ biên dịch này được cung cấp miễn phí. Để biết thêm thông tin, vui lòng gọi số 1-800-822-5552. Đại diện sẽ kết nối quý vị với thông dịch viên hoặc bố trí cho một thông dịch viên gọi lại cho quý vị vào lúc thuận tiện cho quý vị.