

U.S. Department of Justice
Civil Rights Division



Federal Protections Against National Origin Discrimination



Issued October 2000

INTRODUCTION

Federal laws prohibit discrimination based on a person's national origin, race, color, religion, disability, sex, and familial status. Laws prohibiting national origin discrimination make it illegal to discriminate because of a person's birthplace, ancestry, culture or language. This means people cannot be denied equal opportunity because they or their family are from another country, because they have a name or accent associated with a national origin group, because they participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

The Department of Justice's Civil Rights Division is concerned that national origin discrimination may go unreported in the United States because victims of discrimination do not know their legal rights, or may be afraid to complain to the government. To address this problem, the Civil Rights Division has established a National Origin Working Group to help citizens and immigrants better understand and exercise their legal rights. If you think you, or someone you know, has been discriminated against because of national origin and want to learn more about exercising your legal rights, you should read this brochure.

This brochure explains the laws prohibiting national origin discrimination and provides some examples. You may find additional information about the Civil Rights Division and its Sections on the internet at <http://www.usdoj.gov/crt>. You may contact the Division to report complaints of discrimination as explained below.

KNOWING YOUR LEGAL RIGHTS

The Civil Rights Division of the Department of Justice enforces federal laws that prohibit discrimination in:

Education

Employment

Housing

Lending

Public Accommodations

Law Enforcement / Police Misconduct

Voting

The Division also enforces laws that prohibit discrimination on the basis of disability, protects the civil rights of persons who are institutionalized in certain state or local facilities, and prosecutes crimes that are motivated by a crime victim's race, color, or national origin.

In some cases, the Division may only become involved if there is a "pattern or practice" of discrimination. A "pattern or practice" generally means that there is more than a single incident of discrimination, and that there is a policy or repeated conduct that is discriminatory.

CRIMINAL VIOLATIONS OF CIVIL RIGHTS

- * *A young man of South Asian descent is assaulted as he leaves a concert at a nightclub. The assailant, a member of a skinhead group, yells racial epithets as he beats the victim unconscious in the club's parking lot with fists and a pipe.*
- * *At Ku Klux Klan meetings, a Klansman tells other members that Mexicans and Puerto Ricans should go "back where they came from." They burn a cross in the front yard of a young Hispanic couple in order to frighten them and force them to leave the neighborhood. Before burning the cross, the defendant displays a gun and gives one of his friends another gun in case the victims try to stop them.*
- * *An American company recruits workers in a small Mexican town, promising them good work at high pay. The company smuggles the Mexicans to the United States in an empty tanker truck. When they finally arrive in the U.S., the workers are threatened, told that if they attempt to leave their factory they will be killed.*

The Criminal Section of the Civil Rights Division prosecutes people who are accused of using force or violence to interfere with a person's federally protected rights because of that person's national origin. These rights include areas such as housing, employment, education, or use of public facilities. You can reach the Criminal Section at (202) 514-3204 or write to:

Criminal Section, P.O. Box 66018, Washington, D.C. 20035-6018.

DISABILITY RIGHTS

** An HMO that enrolls Medicaid patients tells a Mexican American woman with cerebral palsy to come back another day for an appointment while it provides immediate assistance to others.*

This example may be a violation of federal laws that prohibit discrimination because of disability as well as laws that prohibit discrimination because of national origin. If you believe you have been discriminated against because you have a disability you may contact the Disability Rights Section at (800) 514-0301 (voice) or 800-514-0383 (TTY). You may also write to: Disability Rights Section, P.O. Box 66738, Washington, D.C. 20035-6738.

EDUCATION

** A child has difficulty speaking English, but her school does not provide her with the necessary assistance to help her learn English and other subjects.*

** A majority Haitian school does not offer honors classes. Other schools in the district that do not have many Haitian students offer both honors and advanced placement courses.*

These examples may be violations of federal law, which prohibits discrimination in education because of a person's national origin. The Division's Educational Opportunities Section enforces these laws in elementary and secondary schools as well as public colleges and universities. The Education Section's work addresses discrimination in all aspects of education, including assignment of students to schools and classes, transportation of students, hiring and placement of faculty and administrators, distribution of school

resources, and provision of educational programs that assist limited English speaking students in learning English.

To file a complaint or for more information, contact the Education Section at (202) 514-4092, or write to: Educational Opportunities Section, P.O. Box 65958, Washington, D.C. 20035-5958.

EMPLOYMENT

** A transit worker's supervisor makes frequent racial epithets against the worker because his family is from Iran. Last week, the boss put up a fake sign on the bulletin board telling everyone not to trust the worker because he is a terrorist.*

** A woman who immigrated from Russia applies for a job as an accountant. The employer turns her down because she speaks with an accent even though she is able to perform the job requirements.*

** A food processing company requires applicants who appear or sound foreign to show work authorization documents before allowing them to complete an employment application while native born Caucasian applicants are not required to show any documents before completing employment applications. Moreover, the documents of the ethnic employees are more closely scrutinized and more often rejected than the same types of documents shown by native born Caucasian employees.*

These examples may be violations of the law that prohibits discrimination against an employee or job applicant because of his or her national origin. This means an employer cannot discipline, harass, fire, refuse to hire or promote a person because of his or her national origin.

If you believe an employer, labor organization or employment agency has discriminated against you because of your national origin, contact:

Equal Employment Opportunity Commission
(800) 669-4000
(Employers with 15 or more employees)

Office of Special Counsel
(800) 255-7688
P.O. Box 27728
Washington, D.C. 20038-7728.
(Employers with 4 to 14 employees)

Employment Litigation Section
(202) 514-3831
P.O. Box 65968
Washington, D.C. 20035-5968
(State or local government employer with a pattern or practice of illegal discrimination)

In addition, an employer may violate federal law by requiring specific work authorization documents, such as a green card, or rejecting such documents only from applicants of certain national origins. For more information or to file a charge, contact the Division's Office of Special Counsel at the above address or toll-free number.

HOUSING

** A Native Hawaiian family is looking for an apartment. They are told by the rental agent that no apartments are available, even though apartments are available and are shown to white applicants.*

** A realtor shows a Latino family houses only in Latino neighborhoods and refuses to show the family houses in white neighborhoods.*

These examples may be violations of the federal Fair Housing Act. That law prohibits discrimination because of national origin, race, color, sex, religion, disability, or familial status (presence of children under 18) in housing. Individual complaints of discrimination may be reported to the Department of Housing and Urban Development (HUD) at (800) 669-9777. If you believe there is a pattern or practice of discrimination, contact the Division's Housing and Civil Enforcement Section at (202) 514-4713.

LENDING

** A Latina woman is charged a higher interest rate and fees than white male customers who have similar financial histories and apply for the same type of loan.*

This example may be a violation of federal laws that prohibit discrimination in lending because of national origin, race, color, sex, religion, disability and marital status or because any of a person's income comes from public assistance. If you believe you have been denied a loan because of your national origin or other protected reason, you may ask the lender for an explanation in writing of why your application was denied.

If the loan is for a home mortgage, home improvement, or other housing-related reasons, you may file a complaint with the Department of Housing and Urban Development at (800) 669-9777. If the loan is for purposes other than housing (such as a car loan), you may file a complaint either with the Division's Housing and Civil Enforcement Section or with the lender's regulatory agency. If your experience was part of a pattern or practice of discrimination you may also call the Housing and Civil Enforcement Section at (202) 514-4713, to obtain more information about your rights or to file a complaint.

PUBLIC ACCOMMODATIONS

** In a restaurant, a group of Asian Americans waits for over an hour to be served, while white and Latino customers receive prompt service.*

** Haitian American visitors to a hotel are told they must pay in cash rather than by credit card, are charged higher rates than other customers, and are not provided with the same amenities, such as towels and soap.*

These examples may be violations of federal laws that prohibit discrimination because of national origin, race, color, or religion in places of public accommodation. Public accommodations include hotels, restaurants, and places of entertainment. If you believe you have been denied access to or equal enjoyment of a public accommodation where there is a pattern or practice of discrimination, contact the Housing and Civil Enforcement Section at (202) 514-4713. You may also write to: Housing and Civil Enforcement Section, P.O. Box 65998, Washington, D.C. 20035-5998.

POLICE MISCONDUCT

** Police officers constantly pull over cars driven by Latinos, for certain traffic violations, but rarely pull over white drivers for the same violations.*

** A police officer questioning a man of Vietnamese origin on the street gets angry when the man is unable to answer his questions because he does not speak English. The Officer arrests the man for disorderly conduct.*

These examples may be violations of the Equal Protection Clause of the United States Constitution. They may also be violations of the Omnibus Crime Control and Safe Streets Act of 1968. That law prohibits discrimination because of national origin, race, color, religion, or sex by a police department that gets federal funds through the U.S. Department of Justice. They may also violate Title VI of the Civil Rights Act of 1964, which prohibits discrimination by law enforcement agencies that receive any federal financial assistance, including asset forfeiture property.

Complaints of individual discrimination can be filed with the Coordination and Review Section at P.O. Box 66560, Washington, D.C. 20035-6560, or contact the Coordination and Review Section at 1-888-848-5306.

Complaints of individual discrimination may also be filed with the Office of Justice Programs at Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice, Washington, D.C. 20531, or contact Office of Justice Programs at (202) 307-0690.

The Special Litigation Section investigates and litigates complaints that a police department has a pattern or practice of discriminating on the basis of national origin. To file a complaint, contact the Special Litigation Section at (202) 514-6255 or write to: Special Litigation Section, P.O. Box 66400, Washington, D.C. 20035-6400.

CIVIL RIGHTS OF INSTITUTIONALIZED PERSONS

** A jail will not translate disciplinary hearings for detainees who do not speak English.*

** A state's psychiatric hospital has no means of providing treatment for people who do not speak English.*

These examples may be violations of the Equal Protection Clause of the United States Constitution. The Special Litigation Section enforces the constitutional rights of people held in state or local government institutions, such as prisons, jails, juvenile correctional facilities, mental health facilities, developmental disability or mental retardation facilities, and nursing homes. If you are a resident of any such facility and you believe there is a pattern or practice of discrimination based on your national origin, contact the Special Litigation Section at (202) 514-6255. You may also write to: Special Litigation Section, P.O. Box 66400, Washington, DC 20035-6400.

FEDERALLY ASSISTED PROGRAMS

** A local social services agency does not provide information or job training in Korean even though one quarter of local residents speak only Korean.*

** A hospital near the Texas/Mexico border dresses its security officers in clothes that look like INS uniforms to scare Latinos away from the emergency room. Latino patients are told to bring their own translators before they can see a doctor.*

These examples may be violations of federal laws that prohibit discrimination because of national origin, race or color by recipients of federal funds. If you believe you have been discriminated against by a state or local government agency or an organization that receives funds from the federal government, you may file a complaint with the Division's Coordination and Review Section at (888) 848-5306. You may also write to: Coordination and Review Section, P.O. Box 66560, Washington, D.C. 20035-6560. The Coordination and Review Section will refer the complaint to the federal funding agency that is primarily responsible for enforcing nondiscrimination prohibitions applicable to its recipients.

VOTING

** Despite requests from voters in a large Spanish-speaking community, election officials refuse to provide election materials, including registration forms and sample ballots, in Spanish or to allow Spanish speakers to bring translators into the voting booth.*

** A polling official requires a dark-skinned voter, who speaks with a foreign accent and has an unfamiliar last name, to provide proof of American citizenship, but does not require proof of citizenship from white voters.*

The election officials' conduct may violate the federal laws prohibiting voting discrimination. The Voting Rights Acts do not specifically prohibit national origin discrimination. However, provisions of the Acts make it illegal to limit or deny the right to vote of any citizen not only because of race or color, but also because of membership in a language minority group. In addition, the Acts also require in certain jurisdictions that election materials and assistance be provided in languages other than English.

Additionally, Section 208 of the Voting Rights Act, allows voters, who need help because of blindness, disability or because they cannot read or write, to bring someone (other than an employer or union representative) to help. This means that a voter who needs help reading the ballot in English can bring a friend or family member to translate. In some places, election officials must provide information, such as voter registration and the ballot, in certain language(s) other than English. This can include interpreters to help voters vote.

If you believe that you have been discriminated against in voting or denied assistance in casting your ballot, you may contact the Division's Voting Section at (800) 253-3931. You may also write to: Voting Section, P.O. Box 66128, Washington, DC 20035-6128.

Note: For persons with disabilities, this document will be available in large print, audio tape, computer disc, and braille.

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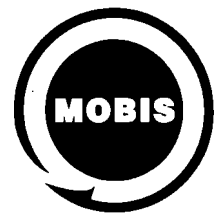
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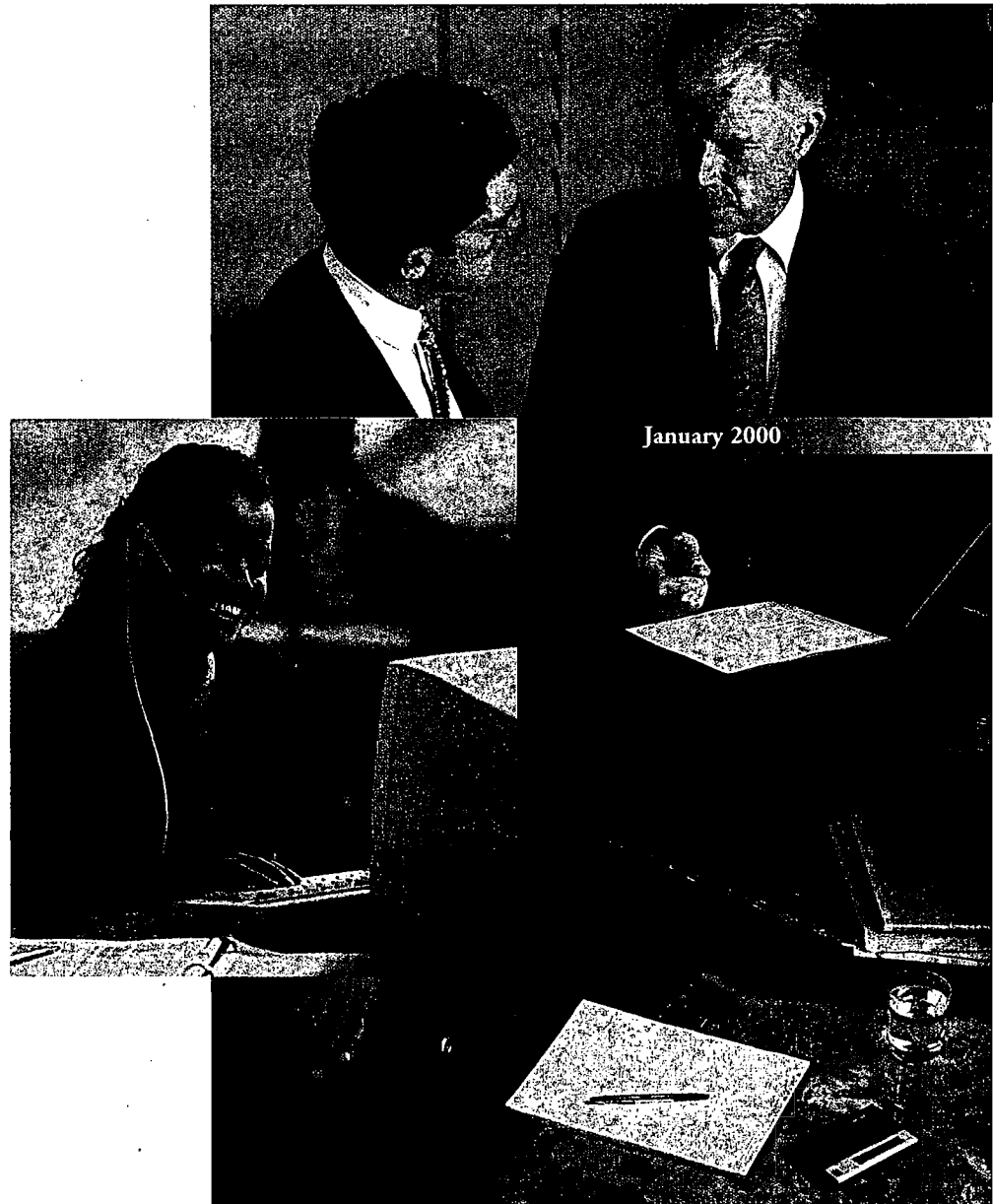
Federal Supply Schedule

General Services Administration



GSA
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Management, Organizational and Business
Improvement Services



January 2000



Multiple Award
Variable Contract Periods
5 Years from Date of Award

<http://pub.fss.gsa.gov/sched>

JOSHUA BERNSTEIN
Senior Policy Analyst, Washington, D.C. office
National Immigration Law Center (NILC)

Mr. Bernstein specializes in immigrant rights to public benefits. He monitors, analyzes, and makes recommendations regarding federal legislative developments that affect immigrants. Prior to joining NILC in 1994, he served as a judicial clerk to the Hon. Harry Pregerson of the Ninth Circuit Court of Appeals. Mr. Bernstein's advocacy on behalf of low income persons dates back to 1982, when he was Director of Californians for a Fair Share, a statewide coalition of low income families and their allies that was formed to combat welfare cuts. He has also served as a welfare advocate for the Legal Aid Foundation of Los Angeles and the Inner City Law Center, a Los Angeles skid row legal clinic. Mr. Bernstein holds a Juris Doctor from the University of California (Boalt Hall).

The National Immigration Law Center (NILC) is a national support center whose mission is to protect and promote the rights of low income immigrants and their family members. NILC staff specialize in immigration law, and the employment and public benefits rights of immigrants. The Center conducts policy analysis and impact litigation and provides publications, technical advice, and trainings to a broad constituency of legal aid agencies, community groups, and pro bono attorneys. NILC maintains offices in Los Angeles, Oakland, and Washington, D.C. and operates the Sacramento policy office for the California Immigrant Welfare Collaborative.

NILC- DC ; 1101 14th St., N.W., Suite 410 Washington, D.C. 20005
(202) 216-0261; (202) 216-0266 fax; bernstein@nilc-dc.org

PORTHIRA CHIMM
Advocacy Initiative Project Manager
Southeast Asia Resource Action Center (SEARAC)

Mr. Porthira Chhim is of Cambodian descent and arrived into the United States with his family in April, 1975. He is the Advocacy Initiative Project Manager at the Southeast Asia Resource Action Center (SEARAC), based in Washington D.C. SEARAC is a national organization advocating for the rights and interests of Cambodians, Laotians and Vietnamese in the United States.

SEARAC was founded in 1979 as the Indochina Refugee Action Center to facilitate the relocation of Southeast Asian refugees into American society and the development of nonprofit organizations led by and for Southeast Asians. SEARAC's principal mission is to advance the interests of Southeast Asian Americans. They promote community empowerment and leadership development. They are advocates and key representatives for diverse Southeast Asian American communities. As a national organization, they serve as a coalition builder and leader, facilitator, mediator, representative, and coordinator.

Mr. Chhim was awarded a Juris Doctorate from the City University of New York School of Law. He holds a Bachelor of Science in Political Science and a Bachelor of Arts in Language and Literature from St. Mary's College of Maryland. Mr. Chhim's interest in Law is rooted in his desire to pursue advocacy work on behalf of refugee populations. Active within his community from an early age Mr. Chhim was made aware of issues of access to services and the challenges faced by the Southeast Asian refugees as new residents of the United States.

SEARAC: 1628 16th Street NW 3rd Floor – Washington D.C. 20009 Tel: (202) 667-4690 – Fax: (202) 667-6449 Website: www.searac.org Email: advocacy@searac.org

MARISA J. DEMEO
Regional Counsel
Mexican American Legal Defense and Educational Fund (MALDEF)

Marisa J. Demeo is the Regional Counsel of the Mexican American Legal Defense and Educational Fund's (MALDEF) D.C. Office. Ms. Demeo develops policy positions for MALDEF and performs legislative advocacy on the national level for Latino civil rights in the areas of immigration, education, political access, employment, and access to public funds.

MALDEF is the nation's leading Latino litigation, advocacy, and educational outreach institution. Founded in 1968 in San Antonio, Texas, MALDEF works to safeguard the civil rights of Latinos and empower the community to fully participate in American society. This is accomplished through advocacy, community education, research, leadership development, the awarding of law school and communications scholarships, and when necessary, through legal action. As the voice of the nation's 31 million Latinos, MALDEF works to bring this community into the mainstream of political empowerment, to provide better educational opportunities, to encourage participation in all aspects of society, and to offer a positive vision for the future.

Ms. Demeo currently serves as Vice Chair to the Secretary of Commerce's Decennial Census Advisory Committee. Before coming to MALDEF, Ms. Demeo was a trial attorney for three years in the Civil Rights Division of the U.S. Department of Justice. While at Justice, Ms. Demeo received two Special Achievement Awards for her work.

Ms. Demeo received her undergraduate degree from Princeton University and her law degree from New York University School of Law, where she was a Root-Tilden-Snow scholar. Ms. Demeo is a member of the New York Bar, the District of Columbia Bar, the Hispanic National Bar Association, the Hispanic Bar Association of D.C., and Gay and Lesbian Attorneys of Washington. She served as a member of the District of Columbia Bar's Nominations and Civility Implementation Committees.

MALDEF Washington, D.C. Regional Office, 1717 K Street, NW Suite 311, Washington, D.C. 20036; Tel: 202.293.2828; Fax: 202.293.2849; <http://www.maldef.org>; mdemeo@maldef.org

MAURICE EMSELLEM
Public Policy Director
National Employment Law Project (NELP)

Maurice Emsellem is Public Policy Director with the National Employment Law Project (NELP), a non-profit organization that advocates on behalf of the working poor and immigrant workers through litigation, policy advocacy and technical support for state and local organizing and advocacy organizations. Mr. Emsellem specializes in government systems of support, including the unemployment compensation system, workforce development programs and the welfare system. Mr. Emsellem received his B.A. in 1982 from the University of Michigan and his J.D. in 1986 from Northeastern University School of Law.

NELP has advocated for over 30 years on behalf of low-wage workers, the poor, the unemployed, and other groups that face significant barriers to employment and government systems of support. Several common themes connect NELP's work: ensuring that employment laws cover all workers, including immigrant workers; supporting worker organizing and alliance-building among key constituent groups working with low-wage and immigrant workers; helping workers stay connected to jobs and employment benefits; and expanding employment laws to meet the needs of workers and families in changing economic conditions. NELP also provides technical assistance on employment law to immigrant-based organizing and advocacy groups including the Committee Against Anti-Asian Violence (CAAUV) and the Workplace Project, both in New York, Korean Immigrant Worker Advocates in Los Angeles, and the Chinese Progressive Association in Boston.

National Employment Law Project; 55 John Street, 7th Floor; New York, NY 10038
Tel: (212) 285-3025, ext. 106; (212) 285-3044 (fax); emsellem@nelp.org; www.nelp.org

VINCENT A. ENG
Legal Director
National Asian Pacific American Legal Consortium (NAPALC)

Vincent A. Eng is the Legal Director of the National Asian Pacific American Legal Consortium, a nonprofit, nonpartisan organization. Headquartered in Washington, D.C., its mission is to advance the legal and civil rights of Asian Pacific Americans through litigation advocacy, public education, and public policy development.

NAPALC is affiliated with the Asian Law Caucus in San Francisco, the Asian Pacific American Legal Center in Los Angeles, and the Asian American Legal Defense and Education Fund in New York. It is one of the leading experts on immigration, welfare reform, voting rights, anti-Asian violence, language rights, affirmative action, and the census.

Before joining NAPALC, Mr. Eng was head of publications and Managing Editor at Bernan, the nation's largest provider of government information and the official publisher of the World Trade Organization and UNESCO. There Mr. Eng directed Bernan's editorial, production, acquisition, and

marketing efforts. Prior to that he was an attorney-advisor at the United States Department of Justice, Office of Justice Programs, where he was the recipient of the Assistant Attorney General's Award, the highest award given by that agency.

Currently, Mr. Eng is an adjunct professor at the American University, Washington College of Law. Mr. Eng is a graduate of Brandeis University, where he received his B.A. in Politics. From The American University, he received his J.D., M.S. in Criminal Justice, and worked toward his M.B.A. Mr. Eng is admitted to practice before the Court of Appeals of Maryland and the Supreme Court of the United States of America. He has authored a number of publications.

National Asian Pacific American Legal Consortium, 1140 Connecticut Avenue NW, Suite 1200, Washington, DC 20036, Tel: (202) 296-2300; Email: sscanlon@napalc.org ; www.napalc.org

GEORGE EXCEUS
Organizing Director
Unite For Dignity

Unite for Dignity is a diverse community based Labor organization which represents 6000 workers across the State of Florida. Created in 1997, Unite for Dignity became an integral part of struggle for justice and the Haitian, Latin American and poor communities, especially in Dade, Palm Beach and Broward Counties. Unite for dignity is also a strong advocate for staffing and better working conditions.

Unite for Dignity, 1405 Southwest 167th, Miami 33169 ; Tel: 305-623-3000; Fax: 305-623-3071'
gexceus@aol.com

AARON GERSHOWITZ
Associate Director, Refugee and Immigrant Services
Hebrew Immigrant Aid Society (HIAS)

Mr. Gershowitz is a graduate of the University of Pennsylvania, and has a master's degree in International Affairs from Columbia University. He has worked at HIAS for over 11 years, working in the administration of the refugee resettlement program and in the direct legal representation of asylum seekers and other immigrants.

HIAS is the international migration agency of the organized American Jewish community, and the oldest international migration and refugee resettlement agency in the United States. For 120 years HIAS has played a role in the rescue and relocation of Jewish and non-Jewish refugees from countries of persecution and danger to safety in the United States and other countries of refuge. Through its network of affiliated local Jewish social service agencies, HIAS provides support and assistance to Jewish and non-Jewish refugees and immigrants to build their new lives in the United States.

Hebrew Immigrant Aid Society, 333 Seventh Avenue, New York, NY 10001-5004
Tel: 212.967.4100; www.hias.org; Aaron_Gershowitz@HIAS.org

CAROL KHAWLY
Legal Advisor
Arab-American Anti-Discrimination Committee

Ms. Khawly is the Legal Advisor for the Arab-American Anti-Discrimination Committee (ADC), which is a non-sectarian, non-partisan civil rights organization committed to defending the rights of people of Arab descent and promoting their rich cultural heritage. Since its founding in 1980 by former Senator James Abourezk, ADC has grown into the largest Arab-American grassroots organization in the United States, with more than 80 chapters nationwide.

The educational branch of ADC, the Research Institute (ADCRI) publishes information on issues of concern to Arab Americans. The Legal Services Department offers counseling and selected impact litigation in the areas of immigration, discrimination, and defamation.

ADC acts as an organized framework through which Arab Americans can channel their efforts toward unified, collective, and effective advocacy. ADC issues a bi-monthly 24-page newsletter, the *ADC Times*; Issue Papers, and Special Reports, studying key issues of defamation and discrimination; community studies; legal, media and educational guides; and Action Alerts.

ADC: 4201 Connecticut Avenue, NW Suite 300, Washington, DC 20008
Tel: 202-244-2990; Fax: 202-244-3196; E-mail: adc@adc.org; <http://www.adc.org/adc>

ELLEN J. TABACHNICK
Attorney
Bay Area Legal Aid

For 18 years, Ellen J. Tabachnick has worked to ensure that eligible residents of Contra Costa County, California received the public assistance and public health benefits to which they were entitled. A primary focus of her work has been to ensure access by Limited English Proficient clients, particularly those from Southeast Asia. She is employed by Bay Area Legal Aid and is licensed to practice law in Florida, Massachusetts, and the federal courts.

On January 1, 2000, San Francisco Neighborhood Legal Assistance Foundation (founded in 1966), Community Legal Services of Santa Clara County founded in 1996), and Contra Costa Legal Services Foundation (founded in 1966) merged to create Bay Area Legal Aid, the largest legal aid program in the San Francisco Bay Area. Bay Area Legal Aid provides free legal services to low-income clients in the counties of Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, and Santa Clara. The vision is to provide clients equal access to our services and high quality legal assistance throughout the Bay Area regardless of a client's location, language, or disability. Bay Area Legal Aid offers legal assistance to the entire low-income population of the greater Bay Area - all age groups, all communities, all neighborhoods, all ethnicities.

Bay Area Legal Aid: 1017 Macdonald Ave., Richmond, CA 94801; Tel: 510-233-9954;
Fax 510-236-6846; <http://www.baylegal.org>;

KARIN WANG
Staff Attorney
Asian Pacific American Legal Center (APALC)

Karin Wang is a Staff Attorney at the Asian Pacific American Legal Center (APALC) in Los Angeles, where she directs APALC's Immigrant Welfare Project. Her work involves state and local policy advocacy around immigrant welfare and health issues; monitoring of local welfare and health programs; and training and assisting Asian/Pacific Islander organizations on immigrant welfare and health issues.

Prior to joining APALC, Karin graduated from UC-Berkeley's Boalt Hall School of Law and practiced with the law firm of Morrison & Foerster in San Francisco. Currently, Karin is Co-Chair of the Asian Pacific Policy & Planning Council Health Committee and a member of the Los Angeles County health department Cultural & Linguistic Standards Working Group and the state welfare department Civil Rights Task Force. Karin is also a co-counsel to a 1999 Title VI civil rights complaint filed against the Los Angeles County welfare department, regarding the county's failure to provide equal access to the county's welfare-to-work and other programs for limited-English speaking recipients.

The Asian Pacific American Legal Center (APALC) was established in 1983 and has become the largest organization in Southern California that provides Asian Pacific Islander and other communities with multi-lingual, culturally sensitive services and legal education. In-house attorneys and paralegals have developed expertise in a variety of areas, such as immigration and naturalization, workers' rights, family law and domestic violence, immigrant welfare, voting rights and anti-discrimination, and have also worked towards building inter-ethnic relations. APALC's mission is: "To advocate for civil rights, provide legal services and education, and build coalitions to positively influence and impact Asian Pacific Americans and to create a more equitable and harmonious society"

Asian Pacific American Legal Center, 1145 Wilshire Boulevard, 2nd Floor, Los Angeles, CA 90017, tel 213-977-7500, fax 213-977-7595, www.apalc.org

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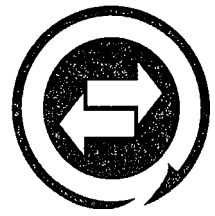
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