

DEPARTMENT OF SOCIAL SERVICES

744 P Street, Sacramento, CA 95814
(916) 322-4134 TDD (800) 952-8349



December 2, 1981

ALL-COUNTY LETTER NO. 81-120

TO: ALL COUNTY WELFARE DIRECTORS

SUBJECT: CIVIL RIGHTS REGULATIONS

REFERENCE:MPP DIVISION 21-115.1

The Department of Social Services wishes to reaffirm its position regarding any current or impending personnel reductions in the county welfare departments, as they impact the counties' ability to meet the needs of the non-English speaking. This position was initially stated in All-County Letter 78-22 (attached) and remains the same.

While this department recognizes the increasingly difficult fiscal constraints under which each county must operate, as well as established layoff procedures (based on seniority), it is necessary that each county welfare department maintain bilingual staffing at the proportionate level required by Division 21, Section 115.1. Any reduction in personnel which would result in bilingual staffing at a level less than that required is prohibited by Division 21 and would be in violation of state and federal civil rights laws. Such action may result in the application of remedies indicated in Division 21, Section 205.3.

Specific questions regarding this position should be directed to Anthony R. Francis, Chief, Civil Rights Bureau, at (916) 322-4134.

Sincerely,

A handwritten signature in cursive script that reads "Marion J. Woods".

MARION J. WOODS
DIRECTOR

cc: CWDA

Attachment