

NEVADA STATE BOARD OF NURSING LANGUAGE ACCESS PLAN

Pursuant to NRS 232.0081, NRS 632 and NAC 632, the following is the Language Access Plan for the Nevada State Board of Nursing.

1. **NRS 632.005 Legislative declaration.** The Legislature hereby declares that the practice of nursing is a learned profession affecting the safety, health and welfare of the public and is subject to regulation to protect the public from the practice of nursing by unqualified and unlicensed persons and from unprofessional conduct by persons licensed to practice nursing. The Legislature further declares that the purpose of the State Board of Nursing is to regulate the practice of nursing and to enforce the provisions of this chapter.

The Nevada State Board of Nursing does not provide services to the public or programs to the public. The Nevada State Board of Nursing issues nursing licenses and certificates to qualified individuals. Per NRS 632.160, NRS 632.280, NAC 632.175, NAC 632.180 and NAC 632.160 the ability to read, write and speak English is required for Nevada applicants.

Communication is vitally important between health care providers. Regardless of the background of a health care provider, there must be a common language to promote continuity of care for the patient. That accepted common language between health care providers is English.

2. A language access plan must assess existing needs of persons served by the agency for language services and the degree to which the agency has met those needs. The plan must include recommendations to expand language services if needed to improve access to the services provided by the agency.

The Nevada State Board of Nursing has assessed the existing needs of persons served by the Board and finds the Board has met those needs.

The language access plan must:

(2) (a) Outline the compliance of the agency and any contractors, grantees, assignees, transferees or successors of the agency with existing federal and state laws and regulations and any requirements associated with funding received by the agency concerning the availability of language services and accessibility of the services provided by the agency or any contractors, grantees, assignees, transferees or successors to persons with limited English proficiency;

The Nevada State Board of Nursing is in compliance with existing federal and state laws and regulations associated with funding.

- (b) List the relevant demographics of persons served by or eligible to receive services from the agency, including, without limitation:
 - (1) The types of services received by such persons or for which such persons are eligible;

- (2) The preferred language and literacy level of such persons;
- (3) The ability of such persons to access the services of the agency electronically;
- (4) The number and percentage of such persons who are indigenous; and
- (5) The number and percentage of such persons who are refugees;

The Nevada State Board of Nursing provides the following list of relevant demographics:

- (1) The only product produced by the Board and received by any applicant is a license to practice nursing or a certificate to practice as a Certified Nursing Assistant.**
- (2) By regulation, each applicant must be proficient in the English Language.**
- (3) The application process for initial licensure and renewal of licensure is entirely electronic.**
- (4) Approximately 1% (479) RNs and 2% (73) LPNs are American Indian or Alaska Native. Approximately 2% (687) RNs and 3% (103) LPNs are Native Hawaiian or other Pacific Islander. This data is collected by National Council State Boards of Nursing via a voluntary workforce request.**
- (5) The Board does not ask a question on any application about the refugee status of the applicant, because the answer to that question is irrelevant to obtaining a license or certificate.**

(c) Provide an inventory of language services currently provided, including, without limitation:

- (6) Procedures for designating certain information and documents as vital and providing such information and documents to persons served by the agency in the preferred language of such persons, in aggregate and disaggregated by language and type of service to which the information and documents relate;
- (7) Oral language services offered by language and type;
- (8) A comparison of the number of employees of the agency who regularly have contact with the public to the number of such employees who are fluent in more than one language, in aggregate and disaggregated by language;
- (9) A description of any position at the agency designated for a dual-role interpreter; Procedures and resources used by the agency for outreach to persons with limited English proficiency who are served by the agency or eligible to receive services from the agency, including, without limitation, procedures for building relationships with community-based organizations that serve such persons; and
- (10) Any resources made available to employees of the agency related to cultural competency;

The Nevada State Board of Nursing provides the following language services:

- (1) The Board complies with the Nevada Open Meeting Law, virtually all of the data received from applicants is confidential, See, NRS 632.405. Additionally, by regulation, each applicant must be proficient in the English Language.**
- (2) The Board does not offer any oral language services.**
- (3) All the employees of the Nevada State Board of Nursing are fluent in English. Two employees are fluent in Spanish.**
- (4) The Board does not have any position at the agency designated as a dual-role interpreter.**

(5) The Board does not have any procedure or resource for outreach to persons with limited English proficiency.

(6) Continuing education courses on cultural competency are required for all nurses. The Board has list of Board approved cultural competency courses on the Board's website.

(c) Provide an inventory of the training and resources provided to employees of the agency who serve persons with limited English proficiency, including, without limitation, training and resources regarding:

(1) Obtaining language services internally or from a contractor;

(2) Responding to persons with limited English proficiency over the telephone, in writing or in person;

(3) Ensuring the competency of interpreters and translation services;

(4) Recording in the electronic records of the agency that a person served by the agency is a person with limited English proficiency, the preferred language of the person and his or her literacy level in English and in his or her preferred language;

(5) Communicating with the persons in charge of the agency concerning the needs of the persons served by and eligible to receive the services from the agency for language services; and

(6) Notifying persons with limited English proficiency who are eligible for or currently receiving services from the agency of the services available from the agency in the preferred language of those persons at a literacy level and in a format that is likely to be understood by such persons;

The Nevada State Board of Nursing provides the following training and resources to Board employees:

(1) By regulation, each applicant must be proficient in the English Language.

(2) Although, by regulation, each applicant must be proficient in the English Language, the Board does respond to persons with limited English proficiency over the telephone, in writing and in person.

(3) The Board will utilize translation services by State of Nevada approved providers.

(4) No such record of limited English proficiency is necessary as all licensees and certificate holders must be proficient in English.

(5) The Executive Director of the Board is aware of the needs of persons who seek licensure and the possible need for language services.

(6) All applicants for licensure are provided with information regarding how to take and submit certification of English proficiency that is required by regulation.

(d) Identify areas in which the services described in paragraph (c) and the training and resources described in paragraph (d) do not meet the needs of persons with limited English proficiency served by the agency, including, without limitation:

(1) Estimates of additional funding required to meet those needs;

(2) Targets for employing persons who are fluent in more than one language;

(3) Additional requirements necessary to ensure:

(I) Adequate credentialing and oversight of translators and interpreters employed by or serving as independent contractors for the agency; and

(II) That translators and interpreters used by the agency adequately represent the preferred languages spoken by persons served by the agency or eligible to receive services from the agency; and

(4) Additional requirements, trainings, incentives and recruiting initiatives to employ or contract with interpreters who speak the preferred languages of persons with limited English proficiency who are eligible for or currently receiving services from the agency and ways to partner with entities involved in workforce development in imposing those requirements, offering those trainings and incentives and carrying out those recruiting initiatives.

The Nevada State Board of Nursing has identified that no services described in paragraph (c) and the training and resources described in paragraph (d) that do not meet the needs of persons with limited English proficiency served by the Board, including:

- (1) The Board does not need any additional funding.**
- (2) Targeting additional employees who are fluent in more than one language.**
- (3) Other requirements were ensured:**
 - (I) Identifying where a translation service might be available.**
 - (II) Translators used by the Board met the needs of the agency.**
- (4) Identifying incentives to aid in the recruitment of new employees.**

3. If there is insufficient information available to develop or update the language access plan in accordance with the requirements of this section, the employee or employees designated pursuant to subsection 1 shall develop procedures to obtain that information and include the information in any revision to the language access plan.

The Nevada State Board of Nursing will continue to develop or update the Language Access Plan as required.

4. Each agency of the Executive Department shall:

- (a) Solicit public comment concerning the language access plan developed pursuant to this section and each revision thereof;
- (b) Make recommendations to the Legislature concerning any statutory changes necessary to implement or improve a language access plan; and
- (c) Include any funding necessary to carry out a language access plan, including, without limitation, any additional funding necessary to meet the needs of persons with limited English proficiency served by the agency as identified pursuant to paragraph (f) of subsection 2, in the proposed budget for the agency submitted pursuant to NRS 353.210.

The Nevada State Board of Nursing has/will:

- (a) solicited public comment regarding the Language Access Plan by sending the Plan to interested parties and requesting comment and placing the request for comment on our public website. No public comments were received.**
- (b) make recommendations to the Legislature concerning any statutory changes necessary to implement this Language Access Plan.**
- (c) not request any general fund money because the Board is funded by licensure fees.**

5. As used in this section:

- (a) “Agency of the Executive Department” means an agency, board, commission, bureau, council, department, division, authority or other unit of the Executive Department of the State Government. The term does not include the Nevada System of Higher Education.
- (b) “Dual-role interpreter” means a multilingual employee who:
 - (1) Has been tested for language skills and trained as an interpreter; and
 - (2) Engages in interpreting as part of his or her job duties.
- (c) “Language services” means oral language services and translation services.
- (d) “Oral language services” means services to convey verbal information to persons with limited English proficiency. The term:
 - (1) Includes, without limitation, staff interpreters, dual-role interpreters, other multilingual employees, telephone interpreter programs, audiovisual interpretation services and non-governmental interpreters.
 - (2) Does not include family members, friends and other acquaintances of persons with limited English proficiency who have no formal training in interpreting.
- (e) “Person with limited English proficiency” means a person who reads, writes or speaks a language other than English and who cannot readily understand or communicate in the English language in written or spoken form, as applicable based on the manner in which information is being communicated.
- (f) “Translation services” means services used to provide written information to persons with limited English proficiency. The term does not include translation tools that are accessed using the Internet.

The Nevada State Board of Nursing agrees with and follows the above provided definitions.