

**91E.2 Non-English speaking employees — employer obligations.**

If more than ten percent of an employer's employees are non-English speaking and speak the same non-English language, the employer shall provide all of the following:

1. *a.* An interpreter available at the work site for each shift during which non-English speaking employees are employed.
- b.* If a Spanish-speaking interpreter is needed, the employer shall select an interpreter from a list of interpreters developed by the department of workforce development.
2. A person employed by the employer whose primary responsibility is to serve as a referral agent to community services.

[90 Acts, ch 1134, §3](#); [96 Acts, ch 1186, §23](#); [2008 Acts, ch 1032, §201](#); [2016 Acts, ch 1073, §17](#)