

**KAISER MEDICAL CARE PROGRAM  
ORANGE COUNTY AREA  
POLICIES AND PROCEDURES**

<b>TITLE:</b>	CLINICAL LABORATORY P&P MANUAL	INDEX NO:	02-270 -01
<b>SECTION:</b>	GENERAL POLICIES	ORIGIN DATE:	8/08
<b>SUBJECT:</b>	LANGUAGE	REVISION DATE	5/16

## LANGUAGE

This language policy is justified by business necessity to ensure that accurate information is being exchanged and answers to questions concerning work are accurate while being discussed in the workplace.

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### **POLICY**

English must be spoken in the work area at all times.

English must be spoken in patient care areas while on duty.

This policy is not applicable when an employee is translating and is certified to do so.

This policy is not applicable when an employee is on break or off duty **and outside of the work area.**

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