



# Common Human Resource Information Standards

## Foreign Language (Reference Element)

Foreign Language is a language, other than English, for which a person may claim an ability to read, speak or listen.

For a crosswalk of tri-graph values to legacy di-graph values as well as the languages with alternate names and those that DoD no longer recognizes (with end dates), see memorandum at <http://www.prim.osd.mil/Documents/DoD-Language-Code-List-Nov-2014.pdf>.

### Permitted Values

ACHINESE - ACE  
 ACHOLI - ACH  
 ADIGEY (ALT: ADYGHE) - ADY  
 AFRIKAANS - AFR  
 AKAN - AKA  
 AKPOSSO (ALT: IKPOSSO) - KPO  
 ALBANIAN - SQI  
 ALBANIAN-GHEG - ALN  
 ALBANIAN-TOSK - ALS  
 ALEUT - ALE  
 AMASHI - MYG  
 AMERICAN SIGN LANGUAGE - ASE  
 AMHARIC - AMH  
 APACHE - APA  
 ARABIC - ARA  
 ARABIC (MODERN STANDARD) (ALT: ARABIC-EASTERN) - ARB  
 ARABIC-ALGERIAN - ARQ  
 ARABIC-CHADIAN (ALT: ARABIC-SHUWA) - SHU  
 ARABIC-CLASSICAL - QAC  
 ARABIC-EGYPTIAN - ARZ  
 ARABIC-GULF - QAG  
 ARABIC-HASSANIYYA - MEY  
 ARABIC-IRAQI - QAI  
 ARABIC-JORDANIAN - QAJ  
 ARABIC-LEBANESE - QLB  
 ARABIC-LEVANTINE - QAV  
 ARABIC-LIBYAN - AYL  
 ARABIC-MAGHREBI (ALT: ARABIC-WESTERN) - QAM  
 ARABIC-MOROCCAN - ARY  
 ARABIC-SAUDI - QAS  
 ARABIC-SUDANESE - APD  
 ARABIC-SYRIAN - QAL  
 ARABIC-TUNISIAN - AEB  
 ARABIC-YEMINI - QAY  
 ARAMAIC - SYR  
 ARMENIAN - HYE  
 ASSAMESE - ASM  
 ASSYRIAN - AII  
 AVAR - AVA  
 AVESTAN - AVE  
 AYMARA - AYM  
 AZERBAIJANI - AZE  
 AZERBAIJANI, NORTH - AZJ  
 AZERBAIJANI, SOUTH - AZB  
 BAHNAR - BDQ  
 BAKWERI - BRI  
 BALINESE - BAN  
 BALOCHI - BAL

BALOCHI-EASTERN - BGP  
BALOCHI-SOUTHERN - BCC  
BALOCHI-WESTERN - BGN  
BAMILIKE - BAI  
BANTU - BNT  
BASHKIR - BAK  
BASQUE - EUS  
BASSA (CAMAROONS) (ALT: BASA (CAMEROON)) - BAS  
BASSA-KRU (ALT: BASSA) - BSQ  
BATAK - BTK  
BAULE - QBA  
BEJA (ALT: BEDAWI, BEDAWIYET) - BEJ  
BELORUSSIAN - BEL  
BEMBA - BEM  
BENGALI - BEN  
BERBER - BER  
BHILI - BHB  
BICOL (ALT: BIKOL) - BIK  
BIHARI - BIH  
BINI - BIN  
BLACKFOOT - BLA  
BOSNIAN - BOS  
BRAHUI - BRH  
BRETON - BRE  
BUGINESE-MAKASSARESE - QBG  
BULGARIAN - BUL  
BURMESE - MYA  
BURUSHASKI - BSK  
CAJUN - FRC  
CAMBODIAN (ALT: KHMER) - KHM  
CATALAN - CAT  
CEBUANO - CEB  
CHALDEAN - CLD  
CHAVACANO - CBK  
CHECHEN - CHE  
CHEROKEE - CHR  
CHIGA - CGG  
CHINESE - ZHO  
CHINESE-AMOY (ALT: SOUTH MIN) - NAN  
CHINESE-ANHWEI (ALT: CHINESE-HUIZHOU) - CZH  
CHINESE-CANTONESE (ALT: CHINESE-YUE) - YUE  
CHINESE-FUCHOW - MNP  
CHINESE-FUKIENESE - QMN  
CHINESE-GAN - GAN  
CHINESE-HAKKA - HAK  
CHINESE-HSIANG - HSN  
CHINESE-MANDARIN (ALT: CHINESE-STANDARD) - CMN  
CHINESE-SWATOW - QCS  
CHINESE-TOISHAN - QTO  
CHINESE-WU - WUU  
CHOCTAW - CHO  
CHOKWE - CJK  
CHUKCHI - CKT  
CHUVASH - CHV  
COMORIAN - SWB  
CORNISH - COR  
CREE - CRE  
CROATIAN - HRV  
CZECH - CES  
DAKOTA - DAK  
DANISH - DAN  
DIMLI - DIQ  
DINKA - DIN  
DIVEHI - DIV  
DJERMA-SONGHAI - QDS  
DOGRI-KANGRI - DOI  
DUALA - DUA  
DUTCH (ALT: FLEMISH) - NLD

DUTCH-CREOLE - DCR  
DZONGKHA - DZO  
EFIK - EFI  
ENGLISH - ENG  
ENGLISH CARIBBEAN CREOLE - JAM  
ESKIMO - QES  
ESPERANTO - EPO  
ESTONIAN - EST  
EWE - EWE  
EWONDO - EWO  
FANA - FNG  
FANG - QFB  
FAROESE - FAO  
FIJIAN - FIJ  
FINNISH - FIN  
FON - FON  
FORMOSAN - QFO  
FRENCH - FRA  
FRENCH CREOLE - CPF  
FRISIAN - FRY  
FULANI - FUL  
FUTNIAN - FUD  
FUUTA JALON - FUF  
GA - GAA  
GALICIAN - GLG  
GALLA (ALT: OROMO) - ORM  
GEORGIAN - KAT  
GERMAN - DEU  
GERMAN-BAVARIAN - BAR  
GERMANIC - GEM  
GERMAN-SWISS - GSW  
GILAKI - GLK  
GOGO - GOG  
GONDI - GON  
GOTHIC - GOT  
GREEK - ELL  
GREEK (NEW TESTAMENT) - QGN  
GREEK DEMOTIC - QGD  
GREEK KATHAREVOUSA - QGK  
GREEK-ANCIENT - GRC  
GUAMANIAN - CHA  
GUARANI - GRN  
GUJARATI - GUJ  
GUSII (ALT: EKEGUSII) - GUZ  
HADIYYA - HDY  
HAITIAN-CREOLE - HAT  
HAUSA - HAU  
HAWAIIAN - HAW  
HAWAIIAN CREOLE - HWC  
HAYA - HAY  
HAZARAGI - HAZ  
HEBREW - HEB  
HEBREW-ANCIENT - HBO  
HERERO - HER  
HILIGAYNON - HIL  
HINDI - HIN  
HINDUSTANI - QHN  
HMONG - HMN  
HO - HOC  
HOPI - HOP  
HUNGARIAN - HUN  
IBAN - IBA  
IBANAG - IBG  
IBO (ALT: IGBO) - IBO  
ICELANDIC - ISL  
IJAW - IJO  
ILA-TONGA - ILB  
ILOCANO - ILO

INDIC - INC  
INDONESIAN - IND  
IRISH (ALT: GAELIC, IRISH) - GLE  
ITALIAN - ITA  
ITALIAN-NEAPOLITAN - NAP  
ITALIAN-SARDINIAN - SRD  
ITALIAN-SICILIAN - SCN  
JAPANESE - JPN  
JARAI - JRA  
JAVANESE - JAV  
KABRE - KBP  
KABYLE - KAB  
KACHIN - KAC  
KADAZAN-DUSUN - QDK  
KAMBA - KAM  
KAMBAATA - KTB  
KANARESE - KAN  
KANURI - KAU  
KAPINGAMARANGI - KPG  
KARACHAI-BALKHAR - KRC  
KAREN - KAR  
KASHMIRI - KAS  
KASHUBIAN - CSB  
KAZAKH - KAZ  
KERES - QKE  
KHERWARI (ALT: KHIRWAR) - QSB  
KIKONGO - KON  
KIKUYU - KIK  
KIMBUNDU - KMB  
KINYARWANDA (ALT: RWANDA) - KIN  
KIRGHIZ - KIR  
KIRIBATI - GIL  
KIRUNDI (ALT: RUNDI) - RUN  
KISSI - QKS  
KITUBA - KTU  
KONKANIS - KOK  
KOREAN - KOR  
KPELLE - KPE  
KRIO - KRI  
KUMBO / LAMNSO (ALT: LAMNSO') - LNS  
KURDISH (ALT: KURDI) - KUR  
KURDISH-CENTRAL - CKB  
KURDISH-NORTHERN - KMR  
KURDISH-SOUTHERN - SDH  
KURUKH - KRU  
KUSAIE - KOS  
LADINO - LAD  
LAHNDA - LAH  
LAHU - LHU  
LAKOTA - LKT  
LAMBAA - LAM  
LAMPUNG - LJP  
LANDSMAL - NNO  
LANNA - NOD  
LAO - LAO  
LAPP - SMI  
LATIN - LAT  
LATIN (ECCLESIASTIC) - QLE  
LATVIAN - LAV  
LINGALA - LIN  
LISU - LIS  
LITHUANIAN - LIT  
LOLO - QLO  
LOMA - LOM  
LOMONGO - LOL  
LOMWE - NGL  
LUBA KASAI - LUA  
LUBA KATANGA - LUB

LUBU - LCF  
LUGANDA (ALT: GANDA) - LUG  
LUNDA - LUN  
LUO - LUO  
LURI - LDD  
LUIVALE - LUE  
LUIYIA - LUY  
MACEDONIAN - MKD  
MADURESE - MAD  
MAGINDANAON - MDH  
MAKASSAR - MAK  
MAKUA - VMW  
MALAGASY - MLG  
MALAY - MLY  
MALAY PATTANI - MFA  
MALAYALAM - MAL  
MALTESE - MLT  
MANDINGO-BAMBARA - BAM  
MANDINGO-DIOULA - DYU  
MANDINGO-MALINKE - MLQ  
MANX - GLV  
MAORI - MRI  
MARANAO - MRW  
MARATHI - MAR  
MARSHALESE - MAH  
MASAI - MAS  
MAYA - MYN  
MAZANDERANI - MZN  
MEITHEI - MNI  
MENDE - MEN  
MERU - MER  
MINANGKABAU - MIN  
MISKITO - MIQ  
MONGOLIAN - MON  
MORDVIN - QMR  
MORO (ALT: TAUSUG) - TSG  
MORTLOCKESE - MRL  
MOSSI - MOS  
MPONGWE (ALT: MYENE) - MYE  
MUONG - MTQ  
MUSKOGEE - MUS  
NAHUATL - NAH  
NAURUAN - NAU  
NAVAJO - NAV  
NDEBELE - NDE  
NEPALESE - NEP  
NGBANI - QNG  
NIUE - NIU  
NORWEGIAN - NOB  
NUBIAN - NUB  
NUNG - NUT  
NUPE - NUP  
NYANJA - NYA  
NYANKOLE - NYN  
NYORO - NYO  
OGIBWA - OJI  
ORIYA - ORI  
OSSETIC - OSS  
OTETELA - TLL  
PAHARI - QPA  
PAKTAI - SOU  
PALAUAN - PAU  
PALI - PLI  
PAMPANGAN - PAM  
PANGASINAN - PAG  
PAPAGO-PIMA - OOD  
PAPIAMENTO - PAP  
PAPUAN - HMO

PENNSYLVANIA DUTCH - PDC  
PERSIAN-AFGHAN (ALT: DARI) - PRS  
PERSIAN-IRANIAN (ALT: FARSI) - PES  
PIDGIN ENGLISH - TPI  
PIZAR MALAY - MSI  
POLISH - POL  
PONAPEAN - PON  
PORTUGUESE - POR  
PORTUGUESE-BRAZILIAN - QPB  
PORTUGUESE-EUROPEAN - QPE  
PROVENCAL - PRV  
PULAP - PUW  
PUNJABI - PAN  
PUNJABI-WESTERN - PNB  
PUSHTU - PUS  
PUSHTU-AFGHAN - PBT  
PUSHTU-PESHAWARI - PBU  
QUECHUA - CALDERON HIGHLAND - QUD  
QUECHUA - CANAR HIGHLAND - QXR  
QUECHUA - CHIMBARZO HIGHLAND - QUG  
QUECHUA - IMBABURA HIGHLAND - QVI  
QUECHUA - LOJA HIGHLAND - QVJ  
QUECHUA - NAPO LOWLAND - QVO  
QUECHUA - QUE  
QUECHUA - SALASCA HIGHLAND - QXL  
QUECHUA - SANTIAGO DEL ESTERO - QUS  
QUECHUA - TENA LOWLAND - QUW  
QUECHUAN - NORTHERN PASTAZA - QVZ  
RAJASTHANI - MWR  
REJANG - REJ  
RHADE - RAD  
RHAETO-ROMANCE - ROH  
ROMANCE - ROA  
ROMANIAN - RON  
ROMANY - ROM  
ROROTONGAN - RAR  
RUSSIAN - RUS  
RYUKYUAN - QRY  
SAMA - QSM  
SAMOAN - SMO  
SANGO - SAG  
SANSKRIT - SAN  
SANTALI - SAT  
SAOTOMENSE - CRI  
SARA - SRB  
SASAK - SAS  
SCOTCH-GAELIC (ALT: GAELIC, SCOTTISH) - GLA  
SEDANG - SED  
SENA - SEH  
SERBIAN - SRP  
SERBO-CROATIAN - HBS  
SERER - SRR  
SHAN - SHN  
SHLUH - SHI  
SHONA - SNA  
SIDAMO - SID  
SINDHI - SND  
SINGHALESE - SIN  
SLOVAK - SLK  
SLOVENIAN - SLV  
SOGA - XOG  
SOMALI - SOM  
SONGE - SOP  
SONINKE - SNK  
SOTHO - QSO  
SPANISH - SPA  
SPANISH-AMERICAN - QSA  
SPANISH-CARIBBEAN - QCB

SPANISH-CASTILIAN - QSE  
SPANISH-CREOLE - QSC  
SUKUMA-NYAMWEZI - QSN  
SUMERIAN - SUX  
SUNDANESE - SUN  
SUSU - SUS  
SWAHILI - SWA  
SWATI - SSW  
SWEDISH - SWE  
SYLHETI - SYL  
SYRIAC - SYC  
TADJIK (ALT: TAJIK) - TGK  
TAGALOG - TGL  
TAHITIAN - TAH  
TAKI-TAKI - SRN  
TAMACHEK - TMH  
TAMAZIGHT - TZM  
TAMIL - TAM  
TAPACHULA - QTH  
TARIFT - RIF  
TATAR - TAT  
TELUGU - TEL  
TEMNE - TEM  
TETUM - TET  
THAI - THA  
THO - TOU  
TIBETAN - BOD  
TIGRE - TIG  
TIGRINYA - TIR  
TIV - TIV  
TOKELAUAN - TKL  
TONGA - TOI  
TRUKESE - CHK  
TSONGA - TSO  
TSWA - TSC  
TSWANA - TSN  
TULU - TCY  
TUMBUKA - TUM  
T-UNG - ZHA  
TUNGUSU - EVN  
TUPI - TUP  
TURKISH - TUR  
TURKOMAN (ALT: TURKMEN) - TUK  
TUVULAN - TVL  
UIGHUR (ALT: UYGHER) - UIG  
UKRAINIAN (ALT: RUTHENIAN) - UKR  
ULITHI - ULI  
UMBUNDU OR MBUNDU (ALT: M'BUNDU) - UMB  
URDU - URD  
UZBEK - UZB  
VAI (ALT: GALLINAS) - VAI  
VIETNAMESE-CENTRAL - QNC  
VIETNAMESE-HANOI - VIE  
VIETNAMESE-SAIGON - QNS  
VISAYAN OR BISAYAN (ALT: BISAYAN) - QBS  
VOLAPUK - VOL  
WA - WBM  
WALAMO - WAL  
WALLISIAN - WLS  
WARAY-WARAY - WAR  
WELSH - CYM  
WENDISH - WEN  
WESCOS - WES  
WESTERN KRAHN - KRW  
WOLEAI - WOE  
WOLOF - WOL  
XHOSA - XHO  
YAKAN - YKA

YAKUT - SAH  
YAO (CHINA) - QMI  
YAO (MALAWI & MOZAMBIQUE) - YAO  
YAPPESE - YAP  
YIDDISH - YID  
YORUBA - YOR  
ZANDE - ZNE  
ZAPOTECO - ZAP  
ZENAGA - ZEN  
ZERBA - JBN  
ZULU - ZUL  
ZUNI - ZUN

### Structural Business Rules

NA

### Reference Documents

DoDI 7280.03, Para. 6.1.1.1,  
DoDI 5160.70, Para. 5.14.1  
DoDD 5160.41E, Para. 5.13.1

PII	Owner	Steward
No	OSD P&R	Defense Language and National Security Education Office