

Hall County Airport Authority Title VI Plan

1. Title VI Policy Statement¹

Hall County Airport Authority assures that no person shall on the grounds of race, color, national origin (including limited English proficiency (LEP)), sex (including sexual orientation and gender identity), creed, or age, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 (PL 100.259), Section 520 of the Airport and Airway Improvement Act of 1982, and related authorities (hereafter, "Title VI and related requirements"), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity that receives U.S. Department of Transportation (DOT) funding. Title VI also prohibits retaliation for asserting or otherwise participating in claims of discrimination.

Hall County Airport Authority further assures every effort will be made to ensure nondiscrimination in all its programs and activities, whether those programs are federally funded or not, including any programs or activities of our sub-recipients. The Airport Sponsor agrees, among other things, to understand the communities surrounding or in the flight path, as well as customers that use the airport. Anytime communities may be impacted by programs or activities the **Hall County Airport Authority** will take action to involve them and the public in the decision-making process.

Hall County Airport Authority requires nondiscrimination assurances, as prescribed by FAA, from each tenant, contractor, and concessionaire providing an activity, service, or facility at the airport. Assurances must be included in any related lease, contract, or franchise agreement between **Hall County Airport Authority** and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Maggie McDermott, available at **308-385-5170 ext. 116** and **maggie@flygrandisland.com**, is responsible for overseeing the Airport Sponsor's compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.



Signature

Michael J. Olson, AAE

Executive Director

6/30/2024

Effective Date

6/30/2027

3-Year Expiration Date

¹ This policy statement will be translated into languages other than English, upon request and based on patron and local language demographics.

2. Administration

Hall County Airport Authority Board of Directors has reviewed and adopted this Title VI Plan for **Hall County Airport Authority**. This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the Airport Director's or Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the **Hall County Airport Authority Board of Directors** and resubmittal to FAA.

In addition to the Coordinator and airport sponsor's leadership, the following people also assist with our Title VI program requirements:

Staff Supporting Title VI Program	Airport Sponsor Program / Office
Nichole Czaplewski	Hall County Airport Authority

Hall County Airport Authority has the following airport program sub-recipients:

Sub-Recipients
Unknown

As of the date of this plan, **Hall County Airport Authority** has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
FAA AIP	3-31-0034-052	\$764,464

In addition, **Hall County Airport Authority's or State DOT's** sub-recipients have the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
Unknown	Unknown	Unknown

Updated information for pending and awarded grant applications will be available through the following methods:

Federal Source	Grant Award Information Available at:
FAA AIP	https://www.faa.gov/airports/aip/

3. Grant and Procurement Assurances

49 CFR § 21.7 (a)(1); 49 CFR Part 21 Appendix C (b)

Hall County Airport Authority will complete standard grant assurances for Title VI and related requirements, in the form prescribed by FAA. See [https://www.faa.gov/airports/aip/grant assurances/#current-assurances](https://www.faa.gov/airports/aip/grant_assurances/#current-assurances).

Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments, must contain the

contractual requirements and clauses, in the form prescribed by FAA. See https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/. Note that unlike many other clauses, Civil Rights clauses are required in all contracts. Note also special clauses that are required for certain types of contracts, such as land acquisition.

- b. **Hall County Airport Authority** requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

Description of Oversight Methods for Subcontracts

Subcontracts are audited by the Hall County Airport Authority Administration staff to verify they include Title VI language, for not less than 10 percent of contractors each year.

4. Title VI Coordinator Responsibilities

The Coordinator is responsible for ensuring that they and other staff supporting Title VI are trained in Title VI requirements. Essential training topics include:

- Basic Title VI requirements
- Airport language assistance resources and practices
- Collecting and assessing demographic data
- Reporting Title VI complaints and other required FAA notifications.

See the Training Section for more information about expected training for all staff.

Among other responsibilities, the Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to **Hall County Airport Authority** leadership on the status of Title VI compliances.
- Responds promptly to requests by FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.
- Receives discrimination complaints covered by Title VI and related requirements, and forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.
- Provides the FAA with updates regarding its response and status of early resolution efforts to complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information throughout staff and the Airport Sponsor's leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, and other methods described in the airport Community Participation Plan (CPP).
- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the

membership selecting official/committee, particularly when vacancies occur.

- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

See Notice, Compliance reviews, Audits, Lawsuits, and Other Investigations, and Complaints Sections of this Plan.

The Coordinator has requested and received access to the Title VI portion of the FAA Civil Rights Connect System (<https://faa.civilrightsconnect.com/>).

5. Notice

49 CFR Part 21 Appendix C(b)(2)(ii)

Hall County Airport Authority will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity. The Coordinator ensures that these posters are visible, accessible,² and maintained. The poster template is available at [https://www.faa.gov/about/office org/headquarters offices/acr/com civ support/non disc pr/](https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/) and a completed copy is attached. See Section 15 Appendix.

Hall County Airport Authority will post the above Title VI policy statement at its staff offices.

Hall County Airport Authority will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by **September 1, 2024**, via email.

Posters will be displayed in the terminal and other areas on airport property, including the following public locations:

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
Passenger Terminal	2	2	
Fixed Base Operator	1	1	

Outreach to Affected Communities

Hall County Airport Authority Administration Office ensures that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify effective media platforms to share announcements and notices. Announcements are made in general circulation newspapers. **Hall County Airport Authority Administration Office** will contact leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities³ and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

² For more information about website accessibility, please visit ADA.gov.

³ We will not subject any persons to discrimination based on race, color, national origin, age, sex, or creed. The term "protected communities" is used within this Title VI Plan to highlight the requirements of Title VI, 49 U.S.C. § 47123, the Age Discrimination Act of 1975, and in some instances, includes low-income populations under Executive Order 12898.

Detailed information on our public notice and outreach procedures will be available in the **Hall County Airport Authority** Community Participation Plan (CPP). A copy of the CPP will be available at the Hall County Airport Authority Administration Office. A copy of each CPP report completed since the last Title VI Plan will be available at the Hall County Airport Authority Administration Office.

Hall County Airport Authority will create a detailed CPP by **September 1, 2024**. A copy of the plan will be available at the Hall County Airport Authority Administration Office.

To ensure that the community is effectively informed of and able to participate in public hearings, **Hall County Airport Authority Administration Office** includes public notices translated into appropriate languages, including for any language spoken by a sizable number or proportion of the Affected Community population that has limited English proficiency (LEP). Such media postings and notices will include directions for obtaining an interpreter, free of charge, for public hearings. 28 CFR § 42.405(d). See Limited English Proficiency (LEP) Section.

6. Community Statistics

Title VI regulations require Federal grant recipients to know their community demographics. See 49 CFR § 21.9(b). By knowing this information, the **Hall County Airport Authority** will be able to identify, understand, and engage with communities. In doing so, the **Hall County Airport Authority** needs to know about communities eligible to be served, actually or potentially affected, benefited, or burdened by **Hall County Airport Authority's** airport program.

Affected Communities ⁴	Population
Grand Island, NE	51,986

(Hereafter, the above communities will be referred to collectively as “the Affected Communities”).

We have identified the following facts about the Affected Communities:

Low Income Communities⁵

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” **Hall County Airport Authority** is collecting information about affected and potentially affected low-income communities. According to **U.S. Census Report, S1701: Poverty Status in the Past 12 Months**, the overall poverty level for the **metropolitan area** is approximately **13.7%**. The poverty rate remains similar compared with the rest of the **state**. The poverty rates for the specific Affected Communities are as follows.

⁴ “Affected communities” means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.

⁵ Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements). For example, this data will be utilized in our Community Participation Plan (CPP) to help ensure the meaningful involvement of low-income communities in airport programs and activities.

Affected Communities	Poverty Rate
Grand Island, NE	13.7%

Racial and Ethnic Communities.

Demographic data for race, color, and national origin was evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows⁶:

Affected Community: Grand Island, NE
Total Affected Community Population: 51,986

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	35,750	69%
Black or African American	2,045	4%
American Indian or Alaska Native	517	1%
Asian	703	1%
Native Hawaiian or Other Pacific Islander	173	.03%
Hispanic or Latino	17,771	34%
More than one	4,292	8%

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that **Hall County Airport Authority** communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁷ that are spoken in LEP households in the Affected Communities. The data source is **American Community Survey**.

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.⁸ The safe harbor for our community is **1,000**. Please refer to the end of this document to find data for all languages in our community (state of NE).

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold in Nebraska	Number	Margin of Error
Spanish	60,000	+/- 1,686
French (incl. Cajun)	1,698	+/- 522
Nepali, Marathi, or other Indic languages	1,423	+/- 451
Other Indo-European Languages	1,458	+/- 417

⁶ Recommend using demographic groups from the U.S. Census.

⁷ Recommend using language groups from the U.S. Census and using data for the "Speak English less than 'very well'" category for each language over the threshold.

⁸ See the DOT LEP Policy Guidance at <https://www.federalregister.gov/d/05-23972/p-133>. The safe harbor provisions apply to the translation of written documents only; however, it provides a consistent starting point for identifying significant LEP populations.

Chinese (incl. Mandarin, Cantonese)	2,396	+/- 421
Vietnamese	4,100	+/- 457
Other Languages of Asia	4,895	+/- 736
Arabic	2,413	+/- 602
Amharic, Somali, or other Afro-Asiatic Languages	2,820	+/- 644
Swahili or other Languages of Central, Eastern, and Southern Africa	1,742	+/- 498

Frequency of contact with LEP individuals at the airport and airport-related activities:

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
Spanish				X
French (incl. Cajun)	X			
Nepali, Marathi, or other Indic languages	X			
Other Indo-European Languages	X			
Chinese (incl. Mandarin, Cantonese)	X			
Vietnamese	X			
Other Languages of Asia	X			
Arabic	X			
Amharic, Somali, or other Afro-Asiatic Languages	X			
Swahili or other Languages of Central, Eastern, and Southern Africa	X			

Beneficiary Diversity.

Demographic information will be collected from airport customers, attendees at community meetings, and businesses seeking opportunities at the airport, through voluntary disclosures.

Description of Beneficiary Demographic Information Collection Methods

- Airport Customer Service Office conducts biannual surveys of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey includes a voluntary request for demographic information.
- Participants at small business workshops, pre-bid meetings, and other public meetings are asked to complete an anonymous survey that includes demographic information.
- Businesses that submit bids or offers are asked to complete an anonymous survey that includes demographic information, submitted through a data collection website.

Staff and Advisory Board Diversity.

Demographic information will be collected from airport program employees and members of planning and advisory boards, through voluntary disclosures.

Description of Employee and Advisory Board Demographic Information Collection Methods

- Employees are asked to submit voluntary confidential demographic information at time of hiring. Job applicants will be asked to submit the same information when submitting their job application through the job application website.
- Every 3 years, the airport administration sends an email to all board members asking them to voluntarily and anonymously enter demographic information through an online survey.

7. Potential or Known Community Impacts

Projects or services receiving federal financial assistance have the potential to touch so many aspects of American life. Thus, in general, no **Hall County Airport Authority** activity must have a discriminatory disparate impact based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.⁹

The following airport facilities are already in use or under construction and expected to be in use within the next 3 years:

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
Passenger Terminal	None
Fire Station	None
Maintenance Shop	None
Administration Building	None
General Aviation Terminal	None

The following airport facility projects (including all alternatives) are in construction or expected to be in construction within the next 3 years:

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
Snow Removal Equipment Building	None

We have analyzed the above existing facilities and facility construction projects for disparate impacts based on race, color, or national origin (including LEP) in Affected Communities. The following have disparate impacts.

Facilities or Construction Projects with Disparate Impacts	Affected Community Impacted	Impact Can Be Eliminated?
None	None	N/A

⁹ To conduct an alternative with a discriminatory impact, the airport sponsor must demonstrate that there was a substantial legitimate justification for the decision. The sponsor must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the **Hall County Airport Authority** will consider the volume, proportion, or frequency of contact with LEP persons in determining the appropriate language assistance to provide.

In Community Statistics section, we identified the following languages spoken by LEP persons in Affected Communities.:

Language
Spanish
Chinese (incl. Mandarin, Cantonese)
Tagalog (incl. Filipino)
Vietnamese
Arabic
Korean
French
Hindi
Portuguese

Hall County Airport Authority also collects data for languages spoken by airport guests.¹⁰ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
Assumption from flight origin / destination	N/A
Assistance requests to airport information desks	N/A

The Title VI Coordinator will also actively engage with community educators, community groups, places of work, business groups, social groups, and the like to confirm that translation and interpretation services are accurate and effective. Additionally, the Title VI Coordinator will inform leadership and staff of the **Hall County Airport Authority** of the responsibility to provide language access. We have made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the airport:

Translation Services:

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.
- The following vendors have been identified for written translations:

Translation Vendors	Languages
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¹⁰ We aim to provide appropriate language assistance services to every LEP person encountered. This includes instances when LEP statistical data for a particular language was not available beforehand, or the safe harbor threshold for written translation was not met.

Esparza and Associates	Spanish
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- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
Airport website	Spanish

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
Paid bi-lingual staff	Spanish

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
None	None

Description of Interpretation Assistance Processes

Bi-lingual staff member is available 5 days a week for 8 hours a day to assist with Spanish translation.

9. Transportation

49 Part CFR 21 Appendix C (a)(1)(ix)

In the Community Statistics section of this plan, we identified Affected Communities and provided demographic and related data for the community populations. The minority and disadvantaged community areas located within the Affected Communities are identified below. Other minority and disadvantaged community areas that are near the airport but not within Affected Communities are also identified below.

We will coordinate with **planning entities** to encourage them to provide transit service access between the airport and these areas.

The following chart identifies existing and planned transit services connecting the airport employment centers with the identified minority and disadvantaged community areas.

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
None	None	None

10. Minority Businesses

49 CFR 21 Appendix C (a)(1)(x)

Bids for airport concessions and other business opportunities are solicited from area minority and woman-owned businesses through the following methods:

Airport Business Opportunity	Minority Business Outreach Methods
All Airport Business Opportunities	Advertised through local paper

Selections follow Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept with the **Hall County Airport Authority Administration Office**.

11. Training

New employee orientation incorporates Title VI training. Topics include:

- Title VI and related laws prohibit discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age.
- Title VI complaints must be forwarded to the Coordinator.
- Protections against retaliation for filing civil rights complaints or related actions.
- Title VI notices must be displayed throughout the airport public facilities.
- All contracts must include Title VI clauses.
- Language interpretation and translation services.
- Cultural and community relations sensitivity training.
- Anti-harassment training.

Refresher information will be provided annually.

12. Compliance Reviews, Audits, Complaints, Lawsuits, Other Investigations

FAA Notification. The Coordinator will notify FAA of any pending investigations and reviews, including:

- Compliance reviews or audits concerning civil rights requirements¹¹
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹²

¹¹ Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the airport sponsor or any of its sub-recipients by any State, local or Federal agency.

¹² Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

As discussed in the Title VI Complaints Section, Title VI complaints must be forwarded to FAA contacts within 15 days of receipt. For all other civil rights investigations, **Hall County Airport Authority** must notify FAA contacts of any new investigations prior to grant execution.

At regular intervals, the Coordinator will provide FAA contacts with status updates for the investigations and reviews, until completed. For each existing investigation or review completed within 5 years of this plan, the Coordinator will also provide a statement about the outcome, unless previously provided.

13. Title VI Complaints

49 CFR 21.11; 49 CFR 21 Appendix C (b)(3); 28 CFR 42.406(d)

Scope. These procedures are for complaints of discrimination under Title VI and related laws (hereafter "Title VI Complaints." To be a Title VI Complaint, the complaint must:

1. Allege discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters¹³
3. Allege misconduct by the **Hall County Airport Authority or its sub-recipients**, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concerning an airport facility or actions by the **Hall County Airport Authority** including airport employees, contractors, concessionaires, lessees, or tenants.

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a complaint with the **Hall County Airport Authority**.¹⁴ Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Departments of Justice or Transportation, or the Federal Aviation Administration (FAA), or seek other legal remedies.

Receipt of Complaint. The Coordinator will log the complaint and promptly send copies of the complaint to the office named in the complaint and the Airport Director.

Complaints must be filed within **180** days of the discriminatory event, must be in writing, and must be delivered to:

Maggie McDermott, Office Manager
3579 Sky Park Road
Grand Island, NE 68801
308-385-5170 ext. 116
maggie@flygrandisland.com

¹³ Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If an Airport sponsor employment activity is supported by FAA-provided financial assistance or it is alleged that the employment discrimination affects the broader airport program, complaints about that activity must also be reported to FAA.

¹⁴

If a complaint is initially made by phone, it must be supplemented with a written complaint before **180** days after the discriminatory event has passed. If a verbal complaint is received, the complainant should be given a copy of the Airport Discrimination Complaint Procedures and instructed to submit a written complaint. Accommodation will be provided upon request for individuals unable to file a written complaint due to a disability.

Initial Procedure. The Coordinator may meet with the complainant to clarify the issues, obtain additional information, and determine if informal resolution might be possible in lieu of an investigation. If successfully resolved, the Coordinator will issue a closure letter to the complainant, record the disposition in the complaints log, and report the resolution to FAA.

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within **72 hours**.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Coordinator was notified). The Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof, to the FAA Civil Rights staff. (Note: complaints based on disability do not have to be forwarded to FAA.) To transmit complaint information to the FAA, the Coordinator will **upload it to the FAA Civil Rights Connect System**. The Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation, and resolution process.

Investigation Procedure

Assignment of Investigator. The Coordinator will immediately begin the investigation or designate an investigator.

Cooperation with FAA. The Coordinator will promptly investigate all Title VI complaints, including those referred by the FAA for investigation. If the FAA is investigating a complaint against **Hall County Airport Authority**, the Coordinator will avoid interfering with the FAA investigation, cooperate with the FAA when needed, and share factual information with the FAA.

Prompt Investigation. The Coordinator will make every effort to complete discrimination complaint investigations within **sixty** calendar days after the complaint is received. Some investigations may take longer with a justification for the delay and assurance that the investigation is being completed as quickly as possible.

Contact with Complainant. The Coordinator will meet with the complainant to clarify the issues and obtain additional information, and also speak with community members and potential witnesses, as appropriate.

Investigation Report. After completing the investigation, the Coordinator will prepare a written report.

Consultation with Legal Counsel. In each case, the Coordinator will consult with Legal Counsel regarding the investigation and the report. Airport Legal Counsel will ensure that the report is consistent with the DOT and FAA Title VI nondiscrimination requirements.

Prompt Resolution of Disputes. The Coordinator will emphasize voluntary compliance and quickly and fairly resolve disputes with complainants, or with contractors, tenants, or other persons, through **negotiation, and/or mediation.**

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state **Hall County Airport Authority's** conclusion regarding whether unlawful discrimination occurred and will describe the complainant's appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via **the FAA Civil Rights Connect System.**

Appeal Rights. The complainant must be notified of their right to appeal the findings or determinations, and of the procedures and requirements for an appeal:

- The complainant may appeal in writing to the **Executive Director.**
- The written appeal must be received **within ten** business days after receipt of the written decision.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The **Executive Director** will issue a final written decision in response to the appeal.

Avoiding Future Discrimination. In addition to taking action with respect to any specific instances of discrimination, the **Hall County Airport Authority** will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. **Hall County Airport Authority** employees, contractors, and tenants will not intimidate or retaliate against a person who has filed a complaint alleging discrimination.

For information on filing a complaint with DOT/FAA, please contact **Title VI Coordinator.**

This complaint procedure is shared with the public through the following methods:

Website, In-person, and Other Distribution Methods

<https://flygrandisland.com/title-vi/>

14. Population / Language Data

Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over



Note: The table shown may have been modified by user selections. Some information may be missing.

DATA NOTES

TABLE ID: B16001
SURVEY/PROGRAM: American Community Survey
VINTAGE: 2022
DATASET: ACSDTSY2022
PRODUCT: ACS 5-Year Estimates Detailed Tables
UNIVERSE: Population 5 years and over
MLA: U.S. Census Bureau, "Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over," American Community Survey, ACS 5-Year Estimates Detailed Tables, Table B16001, 2022, <https://data.census.gov/table/ACSDTSY2022,B16001?q=-b16001&g=0400X00U531>, Accessed on June 5, 2024.
FTP URL: None
API URL: <https://api.census.gov/data/2022/acs/acs5>

USER SELECTIONS

TABLES: B16001
GEOS: Nebraska

EXCLUDED COLUMNS: None

APPLIED FILTERS: None

APPLIED SORTS: None

PIVOT & GROUPING

PIVOT COLUMNS: None
PIVOT MODE: Off
ROW GROUPS: None
VALUE COLUMNS: None

WEB ADDRESS: <https://data.census.gov/table/ACSDTSY2022,B16001?q=-b16001&g=0400X00U531>

TABLE NOTES

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the decennial census is the official source of population totals for April 1st of each decennial year. In between censuses, the Census Bureau's Population Estimates Program produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units for states and counties.

Information about the American Community Survey (ACS) can be found on the ACS website, Supporting documentation including code lists, subject definitions, data accuracy, and statistical testing, and a full list of ACS tables and table shells (without estimates) can be found on the Technical Documentation section of the ACS website.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see ACS Technical Documentation). The effect of nonsampling error is not represented in these tables.

In 2016, changes were made to the languages and language categories presented in tables B16001, C16001, and B16002. For more information, see: 2016 Language Data User note.
Geographical restrictions have been applied to Table B16001 - LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER for the 5-year data estimates. These restrictions are in place to protect data privacy for the speakers of smaller languages. Geographic areas published for the 5-year B16001 table include: Nation (010), States (040), Metropolitan Statistical Area-Metropolitan Divisions (314), Combined Statistical Areas (330), Congressional Districts (500), and Public Use Microdata Sample Areas (PUMAs) (795). For more information on these geographical delineations, see the Metropolitan Statistical Area Reference Files, County and tract-level data are no longer available for table B16001; for specific language data for these smaller geographies, please use table C16001. Additional languages are also available in the Public Use Microdata Sample (PUMS), at the State and Public Use Microdata Sample Area (PUMA) levels of geography.

The 2018-2022 American Community Survey (ACS) data generally reflect the March 2020 Office of Management and Budget (OMB) delineations of metropolitan and micropolitan statistical areas. In certain instances, the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB delineation lists due to differences in the effective dates of the geographic entities.

Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on 2020 Census data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Explanation of Symbols: The estimate could not be computed because there were an insufficient number of sample observations. For a ratio of medians estimate, one or both of the median estimates falls in the lowest interval or highest interval of an open-ended distribution. For a 5-year median estimate, the margin of error associated with a median was larger than the median itself. N The estimate or margin of error cannot be displayed because there were an insufficient number of sample cases in the selected geographic area. (X) The estimate or margin of error is not applicable or not available. median- The median falls in the lowest interval of an open-ended distribution (for example "2,500-")median+ The median falls in the highest interval of an open-ended distribution (for example "250,000+"). ** The margin of error could not be computed because there were an insufficient number of sample observations. *** The margin of error could not be computed because the median falls in the lowest interval or highest interval of an open-ended distribution. **** A margin of error is not appropriate because the corresponding estimate is controlled to an independent population or housing estimate. Effectively, the corresponding estimate has no sampling error and the margin of error may be treated as zero.

COLUMN NOTES: None

Nebraska	Estimate	Margin of Error
Total:	1,831,627	±319
Speak only English	1,614,661	±3,158
Spanish:	140,211	±2,324
Speak English "very well"	79,771	±2,083
Speak English less than "very well"	60,440	±1,686
French (incl. Cajun):	5,021	±816
Speak English "very well"	3,323	±572
Speak English less than "very well"	1,698	±522
Haitian:	267	±161
Speak English "very well"	242	±150
Speak English less than "very well"	25	±29
Italian:	593	±183
Speak English "very well"	495	±156
Speak English less than "very well"	98	±59
Portuguese:	1,014	±366
Speak English "very well"	594	±214
Speak English less than "very well"	420	±300
German:	4,329	±431
Speak English "very well"	3,637	±362
Speak English less than "very well"	692	±173
Yiddish, Pennsylvania Dutch, other West Germanic languages:	501	±149
Speak English "very well"	391	±119
Speak English less than "very well"	110	±84
Greek:	321	±129
Speak English "very well"	287	±122
Speak English less than "very well"	34	±27
Russian:	2,215	±481
Speak English "very well"	1,594	±388
Speak English less than "very well"	621	±231
Polish:	685	±243
Speak English "very well"	497	±166
Speak English less than "very well"	188	±134
Serbo-Croatian:	715	±271
Speak English "very well"	472	±240
Speak English less than "very well"	243	±95
Ukrainian or other Slavic languages:	2,071	±673
Speak English "very well"	1,479	±429
Speak English less than "very well"	592	±333
Armenian:	18	±20
Speak English "very well"	18	±20
Speak English less than "very well"	0	±24
Persian (incl. Farsi, Dari):	1,598	±705

Speak English "very well"	955	±494
Speak English less than "very well"	643	±286
Gujarati:	246	±182
Speak English "very well"	209	±173
Speak English less than "very well"	37	±33
Hindi:	1,636	±329
Speak English "very well"	1,353	±322
Speak English less than "very well"	283	±203
Urdu:	208	±123
Speak English "very well"	145	±92
Speak English less than "very well"	63	±60
Punjabi:	197	±150
Speak English "very well"	156	±118
Speak English less than "very well"	41	±43
Bengali:	317	±172
Speak English "very well"	170	±101
Speak English less than "very well"	147	±99
Nepali, Marathi, or other Indic languages:	3,109	±771
Speak English "very well"	1,686	±572
Speak English less than "very well"	1,423	±451
Other Indo-European languages:	3,290	±655
Speak English "very well"	1,832	±441
Speak English less than "very well"	1,458	±417
Telugu:	2,051	±499
Speak English "very well"	1,675	±448
Speak English less than "very well"	376	±166
Tamil:	686	±312
Speak English "very well"	424	±220
Speak English less than "very well"	262	±183
Malayalam, Kannada, or other Dravidian languages:	539	±342
Speak English "very well"	502	±332
Speak English less than "very well"	37	±38
Chinese (incl. Mandarin, Cantonese):	4,764	±643
Speak English "very well"	2,368	±428
Speak English less than "very well"	2,396	±421
Japanese:	1,568	±343
Speak English "very well"	935	±261
Speak English less than "very well"	633	±179
Korean:	1,416	±450
Speak English "very well"	876	±422
Speak English less than "very well"	540	±153
Hmong:	218	±110
Speak English "very well"	130	±76

Speak English less than "very well"	88	±77
Vietnamese:	6,905	±758
Speak English "very well"	2,805	±460
Speak English less than "very well"	4,100	±457
Khmer:	252	±174
Speak English "very well"	107	±96
Speak English less than "very well"	145	±140
Thai, Lao, or other Tai-Kadai languages:	1,235	±296
Speak English "very well"	583	±193
Speak English less than "very well"	652	±165
Other languages of Asia:	7,197	±1,002
Speak English "very well"	2,302	±464
Speak English less than "very well"	4,895	±736
Tagalog (incl. Filipino):	2,589	±417
Speak English "very well"	1,834	±341
Speak English less than "very well"	755	±247
Ilocano, Samoan, Hawaiian, or other Austronesian languages:	1,185	±322
Speak English "very well"	859	±249
Speak English less than "very well"	326	±145
Arabic:	6,079	±1,048
Speak English "very well"	3,666	±701
Speak English less than "very well"	2,413	±602
Hebrew:	140	±74
Speak English "very well"	97	±59
Speak English less than "very well"	43	±37
Amharic, Somali, or other Afro-Asiatic languages:	4,152	±767
Speak English "very well"	1,332	±388
Speak English less than "very well"	2,820	±644
Yoruba, Twi, Igbo, or other languages of Western Africa:	1,543	±469
Speak English "very well"	1,117	±333
Speak English less than "very well"	426	±306
Swahili or other languages of Central, Eastern, and Southern Africa:	3,803	±769
Speak English "very well"	2,061	±457
Speak English less than "very well"	1,742	±498
Navajo:	178	±118
Speak English "very well"	178	±118
Speak English less than "very well"	0	±24
Other Native languages of North America:	727	±212
Speak English "very well"	685	±201
Speak English less than "very well"	42	±39
Other and unspecified languages:	1,177	±361
Speak English "very well"	678	±248
Speak English less than "very well"	499	±215

Poverty Status in the Past 12 Months



Note: The table shown may have been modified by user selections. Some information may be missing.

DATA NOTES

TABLE ID: S1701
 SURVEY/PROGRAM: American Community Survey
 VINTAGE: 2022
 DATASET: ACSST5Y2022
 PRODUCT: ACS 5-Year Estimates Subject Tables
 UNIVERSE: None
 MLA: U.S. Census Bureau, "Poverty Status in the Past 12 Months." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S1701, 2022, <https://data.census.gov/table/ACSST5Y2022.S1701?g=160XX00US3119595>. Accessed on June 5, 2024.
 FTP URL: None
 API URL: <https://api.census.gov/data/2022/acs/acs5/subject>

USER SELECTIONS

GEOS Grand Island city, Nebraska

EXCLUDED COLUMNS

None

APPLIED FILTERS

None

APPLIED SORTS

None

PIVOT & GROUPING

PIVOT COLUMNS: None
 PIVOT MODE: Off
 ROW GROUPS: None
 VALUE COLUMNS: None

WEB ADDRESS

<https://data.census.gov/table/ACSST5Y2022.S1701?g=160XX00US3119595>

TABLE NOTES

Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the decennial census is the official source of population totals for April 1st of each decennial year. In between censuses, the Census Bureau's Population Estimates Program produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units for states and counties.

Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation including code lists, subject definitions, data accuracy, and statistical testing, and a full list of ACS tables and table shells (without estimates) can be found on the Technical Documentation section of the ACS website.

Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see ACS Technical Documentation). The effect of nonsampling error is not represented in these tables.

Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.

The 2018-2022 American Community Survey (ACS) data generally reflect the March 2020 Office of Management and Budget (OMB) delineations of metropolitan and micropolitan statistical areas. In certain instances, the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB delineation lists due to differences in the effective dates of the geographic entities.

Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on 2020 Census data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

Explanation of Symbols: The estimate could not be computed because there were an insufficient number of sample observations. For a ratio of medians estimate, one or both of the median estimates falls in the lowest interval or highest interval of an open-ended distribution. For a 5-year median estimate, the margin of error associated with a median was larger than the median itself. N The estimate or margin of error cannot be displayed because there were an insufficient number of sample cases in the selected geographic area. (X) The estimate or margin of error is not applicable or not available. median- The median falls in the lowest interval of an open-ended distribution (for example "2,500-") median+ The median falls in the highest interval of an open-ended distribution (for example "250,000+").** The margin of error could not be computed because there were an insufficient number of sample observations.*** The margin of error could not be computed because the median falls in the lowest interval or highest interval of an open-ended distribution.***** A margin of error is not appropriate because the corresponding estimate is controlled to an independent population or housing estimate. Effectively, the corresponding estimate has no sampling error and the margin of error may be treated as zero.

COLUMN NOTES

None

	Grand Island city, Nebraska					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	51,986	±134	7,107	±1,084	13.7%	±2.1
AGE						
Under 18 years	14,623	±270	2,858	±658	19.5%	±4.5
Under 5 years	4,051	±185	911	±299	22.5%	±7.2
5 to 17 years	10,572	±260	1,947	±485	18.4%	±4.5
Related children of householder under 18 years	14,590	±273	2,825	±660	19.4%	±4.5
18 to 64 years	29,743	±290	3,353	±520	11.3%	±1.8
18 to 34 years	11,461	±298	1,587	±334	13.8%	±3.0
35 to 64 years	18,282	±320	1,766	±405	9.7%	±2.2
65 years and over	10,210	±353	1,106	±279	10.8%	±2.7
65 years and over	7,620	±263	896	±251	11.8%	±3.2
SEX						
Male	26,534	±266	3,009	±580	11.3%	±2.1
Female	25,452	±250	4,098	±685	16.1%	±2.7
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	35,750	±978	3,825	±640	10.7%	±1.8
Black or African American alone	2,045	±336	469	±220	22.9%	±12.4
American Indian and Alaska Native alone	517	±313	79	±72	15.3%	±16.8
Asian alone	703	±165	275	±213	39.1%	±24.0
Native Hawaiian and Other Pacific Islander alone	173	±219	11	±17	6.4%	±17.4
Some other race alone	8,506	±1,165	1,917	±694	22.5%	±7.3
Two or more races	4,292	±1,013	531	±328	12.4%	±6.6
Hispanic or Latino origin (of any race)	17,771	±304	3,748	±854	21.1%	±4.7
White alone, not Hispanic or Latino	30,693	±451	2,381	±409	7.8%	±1.3
EDUCATIONAL ATTAINMENT						
Population 25 years and over	32,830	±257	3,523	±527	10.7%	±1.6
Less than high school graduate	5,507	±562	1,184	±312	21.5%	±5.3
High school graduate (includes equivalency)	10,039	±725	1,115	±277	11.1%	±2.4
Some college, associate's degree	10,334	±682	885	±233	8.6%	±2.3
Bachelor's degree or higher	6,950	±657	539	±124	4.9%	±1.7
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	26,785	±668	1,779	±319	6.6%	±1.2
Employed	25,943	±648	1,553	±277	6.0%	±1.1
Male	13,919	±465	522	±169	3.8%	±1.2
Female	12,024	±456	1,031	±225	8.6%	±1.9
Unemployed	842	±253	226	±133	26.8%	±13.5
Male	425	±173	55	±46	12.9%	±11.7
Female	417	±164	171	±123	41.0%	±22.8
WORK EXPERIENCE						
Population 16 years and over	38,905	±324	4,442	±606	11.4%	±1.6
Worked full-time, year-round in the past 12 months	18,815	±688	497	±181	2.6%	±1.0
Worked part-time or part-year in the past 12 months	9,145	±706	1,350	±276	14.8%	±2.8
Did not work	10,945	±667	2,595	±486	23.7%	±3.9
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	3,502	±745	(X)	(X)	(X)	(X)
125 percent of poverty level	10,530	±1,090	(X)	(X)	(X)	(X)
150 percent of poverty level	13,301	±1,194	(X)	(X)	(X)	(X)
185 percent of poverty level	16,711	±1,415	(X)	(X)	(X)	(X)
200 percent of poverty level	18,507	±1,361	(X)	(X)	(X)	(X)
300 percent of poverty level	29,367	±1,317	(X)	(X)	(X)	(X)
400 percent of poverty level	37,715	±1,158	(X)	(X)	(X)	(X)
500 percent of poverty level	43,621	±832	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	10,820	±794	2,304	±413	21.3%	±3.4
Male	5,647	±578	1,023	±289	18.1%	±4.8
Female	5,173	±443	1,281	±285	24.8%	±4.9
15 years	0	±24	0	±24	**	**
16 to 17 years	33	±42	33	±42	100.0%	±45.3
18 to 24 years	1,254	±261	206	±123	16.4%	±8.6
25 to 34 years	2,155	±385	285	±117	13.2%	±5.5
35 to 44 years	1,549	±282	344	±148	22.2%	±8.5
45 to 54 years	1,183	±290	379	±196	32.0%	±13.3
55 to 64 years	1,661	±328	351	±129	21.1%	±6.9
65 to 74 years	1,394	±276	367	±198	26.3%	±11.5
75 years and over	1,591	±186	339	±139	21.3%	±8.1
Mean income deficit for unrelated individuals (dollars)	7,975	±780	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	4,783	±608	110	±68	2.3%	±1.4
Worked less than full-time, year-round in the past 12 months	2,149	±341	523	±171	24.3%	±6.3
Did not work	3,888	±413	1,671	±373	43.0%	±6.9
Population in housing units for whom poverty status is determined	51,724	±135	6,968	±1,089	13.5%	±2.1

15. Completed Unlawful Discrimination Poster

Unlawful Discrimination

It is unlawful for airport operators and their lessees, tenants, concessionaires and contractors to discriminate against any person because of race, color, national origin, sex, creed, or disability in public services and employment opportunities. Allegations of discrimination should be promptly reported to the Airport Manager or:

Federal Aviation Administration
Office of Civil Rights, ACR-1
800 Independence Avenue, S.W.
Washington, D.C. 20591

Federal regulations on unlawful discrimination are available for review in the Airport Manager's Office.

Coordinator: Maggie McDermott
Phone: 308-385-5170 ext. 116
Address: 3579 Sky Park Road
Grand Island, NE 68801

Discriminacion Ilegal

Se prohíbe a los operadores de aeropuertos y a sus arrendatarios, inquilinos, concesionarios y contratistas discriminar contra cualquier persona por motivo de raza, color, nacionalidad de origen, sexo, creencias religiosas, impedimento físico o discapacidad en lo que respecta a servicios públicos y oportunidades de empleo. Las alegaciones de discriminación deberán ser dirigidas inmediatamente al Administrador del Aeropuerto o a:

Federal Aviation Administration
Office of Civil Rights, ACR-1
800 Independence Avenue, S.W.
Washington, D.C. 20591

Los reglamentos sobre discriminación ilegal están a la disposición de los interesados para su examen en la oficina del Administrador del Aeropuerto.

Coordinador: Maggie McDermott
Teléfono: 308-385-5170 ext. 116
Dirección: 3579 Sky Park Road
Grand Island, NE 68801



U.S. Department of Transportation
Federal Aviation Administration

HC-101098

