

Reno-Tahoe Airport Authority Title VI Plan

1. Title VI Policy Statement¹

The Reno-Tahoe 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.

The Reno-Tahoe Airport Authority further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not. The Reno-Tahoe Airport Authority 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 Reno-Tahoe Airport Authority will take action to involve them and the general public in the decision making process.

The Reno-Tahoe 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 the Reno-Tahoe Airport Authority and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Tom Luria, available at 775-328-6484 and titlevi@renoairport.com, is responsible for overseeing the Reno-Tahoe Airport Authority’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

Daren Griffin
President/Chief Executive Officer

January 11, 2024

Effective Date

January 11, 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

The Reno-Tahoe Airport Authority Board of Trustees has reviewed and adopted this Title VI Plan for the Reno-Tahoe 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 President/CEO's or Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the Reno-Tahoe Airport Authority Board of Trustees and resubmittal to FAA.

In addition to the Coordinator and Reno-Tahoe Airport Authority's leadership, the following people also assist with our Title VI program requirements: **none**.

The Reno-Tahoe Airport Authority has the following airport program sub-recipients: **None**

As of the date of this plan, the Reno-Tahoe Airport Authority has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
<i>FAA AIP</i>	<i>TBD</i>	<i>\$911,000</i>

The Reno-Tahoe Airport Authority's sub-recipients have the following pending applications for Federal financial assistance (either directly from the FAA, or passed through the State DOT): None.

Federal Source	Grant Number	Amount
<i>None</i>		

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

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

3. Grant and Procurement Assurances

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

The Reno-Tahoe 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.

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. Reno-Tahoe 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

The Reno-Tahoe Airport Authority ensures compliance through prime contract provisions and an annual audit of 25% of subcontracts and subleases.

4. Title VI Coordinator Responsibilities

The Coordinator is responsible for ensuring that they and other staff supporting the 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 Training Section for more information for expected training for all staff.

Among other responsibilities, the Coordinator:

- Proactively ensures that the Reno-Tahoe Airport Authority is in compliance with nondiscrimination requirements of Title VI and reports to Reno-Tahoe 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 Reno-Tahoe Airport Authority'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, 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. In the event of a disparity, a senior executive at the RTAA would be the one to communicate the disparity to the governing bodies that appoint members to the RTAA's Board of Trustees.
- 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)

The Reno-Tahoe 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 the website linked below and a completed copy is attached. See Section 15 Appendix.

https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/

The Reno-Tahoe Airport Authority has posted the above Title VI policy statement at its staff offices.

The Reno-Tahoe Airport Authority will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed within 30 days of FAA approval of the plan by an all tenant bulletin with a link to the Title VI Plan and will be made available on the RTAA's website.

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

1st Floor

Security Checkpoint Entrance.

Bag Claim North Restroom Vestibule

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

Bag Claim South Restroom Vestibule
 Public Phone across from United Ticketing Counter
 Public Phone across from Southwest Ticketing Counter

2nd Floor

RTAA Administrative Reception Desk
 Entrance into Connector Restrooms
 Entrance into Gate B1 Restrooms
 Entrance into Gate B6 Restrooms
 Entrance into Gate C1 Restrooms
 Entrance into Gate C6 Restrooms

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
<i>Ground Floor</i>	<i>5</i>		
<i>RTAA Administrative Offices</i>	<i>1</i>		
<i>Concourse Connector</i>		<i>1</i>	
<i>B Concourse</i>		<i>2</i>	
<i>C Concourse</i>		<i>2</i>	

Outreach to Affected Communities

The RTAA’s Clerk of the Board ensures that notices for public meetings reach all segments of the impacted community through posting notices of public meetings consistent with the requirements of Nevada’s Open Meeting Laws. The Clerk of the Board does not post to social media, only the RTAA’s Marketing and Public Affairs team does.

The RTAA’s **Marketing and Public Affairs** team conducts robust community outreach efforts, including placing RTAA leaders on community boards and through regular outreach to a diverse group of community organizations about RTAA news, projects, and events. Marketing and Public Affairs utilizes social media and email to share announcements, and continually evaluates the best methods to conduct effective outreach. Additionally, RTAA leadership is highly engaged in with community leaders and elected officials, including those of Affected Communities³. Through the outreach described above, the RTAA solicits and receives feedback, including feedback regarding the adequacy of translated materials.

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.

The RTAA will create a detailed CPP by **December 31, 2023**. A copy of the plan will be available on the RTAA’s website.

To ensure that the community is effectively informed of and able to participate in public hearings, **the RTAA’s Clerk of the Board** ensures that upon request, public notices are translated. Notices of public meetings include information on how to obtain free translation services. Additionally, such notices will include direction 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 Reno-Tahoe Airport Authority will be able to identify, understand, and engage with communities. In doing so, the Reno-Tahoe Airport Authority needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by Reno-Tahoe Airport Authority’s airport program.

Affected Communities⁴	Population
<i>Reno Southeast CCD</i>	<i>83,655⁵</i>
<i>Sparks CCD</i>	<i>61,735</i>

(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 Communities⁶

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,” Reno-Tahoe Airport Authority is collecting information about affected and potentially affected low-income communities. According to United States Census Bureau Quick Facts, the overall poverty level for Washoe County, Nevada is approximately 11.2%. The poverty rate remains similar compared with the rest of the State of Nevada. 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 Sourced from American Community Survey, ACS Demographic and Housing Estimates – DP05

⁶ 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 Rate⁷
<i>Reno Southeast CCD</i>	<i>12.0%</i>
<i>Sparks CCD</i>	<i>10.7%</i>

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 follows:

Affected Community: Reno Southeast CCD Total Affected Community Population: 83,655

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	<i>47,029</i>	<i>56%</i>
<i>Black or African American</i>	<i>1,898</i>	<i>2%</i>
<i>American Indian or Alaska Native</i>	<i>881</i>	<i>1%</i>
<i>Asian</i>	<i>6,269</i>	<i>7%</i>
<i>Native Hawaiian or Other Pacific Islander</i>	<i>965</i>	<i>1%</i>
<i>Hispanic or Latino</i>	<i>23,181</i>	<i>28%</i>
<i>More than one</i>	<i>3,256</i>	<i>4%</i>
<i>Some Other Race</i>	<i>176</i>	<i>>1%</i>

Affected Community: Sparks CCD Total Affected Community Population: 61,735

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	<i>9,911</i>	<i>16%</i>
<i>Black or African American</i>	<i>1,941</i>	<i>3%</i>
<i>American Indian or Alaska Native</i>	<i>1,130</i>	<i>2%</i>
<i>Asian</i>	<i>3,760</i>	<i>6%</i>
<i>Native Hawaiian or Other Pacific Islander</i>	<i>768</i>	<i>1%</i>
<i>Hispanic or Latino</i>	<i>22,905</i>	<i>37%</i>
<i>More than one</i>	<i>9,148</i>	<i>15%</i>
<i>Some Other Race</i>	<i>12,172</i>	<i>20%</i>

⁷ Source: "low income" percentages as per www.ejscreen.epa.gov

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that **the Reno-Tahoe Airport Authority** communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁸ 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.⁹ 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.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
<i>Spanish</i>	13,442	+/-1,558

Frequency of contact with LEP individuals at the airport and airport-related activities (all languages):

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)
<i>Spanish</i>				X

Additional languages spoken by significant numbers of LEP persons in the Affected Communities, local schools, emergency service providers, and others, include: **none**.

This information is updated annually through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	https://data.census.gov/cedsci/table?q=B16001&tid=ACSDT1Y2019.B16001

⁸ 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.

⁹ 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.

Beneficiary Diversity.

Demographic information is collected from airport customers and participants in public solicitation processes, through voluntary disclosures.

Description of Beneficiary Demographic Information Collection Methods

- *The RTAA conducts occasional 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.*
- *RTAA asks for voluntary disclosure of demographic information during bidding and outreach processes*

Staff and Advisory Board Diversity.

Demographic information is 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 are asked to submit the same information when submitting their job application through the job application website.*
- *When new board members are appointed, RTAA solicits demographic information from the new board members by asking them to voluntarily provide demographic information.*

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 RTAA activity must have a discriminatory disparate impact on the basis of 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.¹⁰

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
Airfield Infrastructure	Reno Southeast CCD & Sparks CCD
Terminal/Landside	Reno Southeast CCD

¹⁰ In order to carry out an alternative with a discriminatory impact, the RTAA must demonstrate that there was a substantial legitimate justification for the decision. The RTAA must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

GA Facilities	Reno Southeast CCD
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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
Concourse Redevelopment	Reno Southeast CCD
Homegardens South	Reno Southeast CCD
Ground Transportation Center	Reno Southeast CCD
Stellar FBO Facilities	Reno Southeast CCD
Taxiway Bravo Reconstruction	Reno Southeast CCD & Sparks CCD
New GA Runup Area	Reno Southeast CCD & Sparks CCD
Taxiway Renaming Project and Airfield Signage Replacement	Reno Southeast CCD & Sparks CCD
PC Air & 400 HZ Unit Replacement	Reno Southeast CCD
GA East Apron and Taxiway Reconstruction	Reno Southeast CCD & Sparks CCD
New Admin HQ	Reno Southeast CCD

We have analyzed the above existing facilities and facility construction projects for disparate impacts on the basis of race, color, or national origin (including LEP) in Affected Communities. The following have disparate impacts: **none**.

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the **RTAA** 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
<i>Spanish</i>

RTAA also collects data for languages spoken by airport guests.¹¹ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
<i>Airline-provided data</i>	<i>N/A</i>

¹¹ 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.

<i>Assumption from flight origin / destination</i>	<i>N/A</i>
<i>Assistance requests to airport information desks</i>	<i>N/A</i>

Based on the above data, the following additional languages have been identified as likely to be spoken by LEP airport guests: **none**.

The RTAA 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 **RTAA** 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: **none**.
- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
<i>Administration Offices Front Desk</i>	<i>All Languages</i>
<i>Airport website translate view</i>	<i>Spanish</i>
<i>Multi-lingual staff pool</i>	<i>Spanish, Tagalog, Hindi, Punjabi, Urdu</i>

Interpretation Services:

- The following vendors have been identified for interpretation services: **none**.
- Information regarding interpretation services can be obtained at: the RTAA Administrative Offices Front Desk.

Location for Interpretation Assistance	Languages
<i>Administration Offices Front Desk</i>	<i>All languages</i>

Description of Interpretation Assistance Processes

- *RTAA staff have access to an ISpeak card with a variety of commonly encountered languages and are trained to use the card as a translation starting point.*
- *RTAA People Operations maintains a list of multilingual employees, the languages they speak, and their associated office telephone numbers. The list indicates whether each employee is proficient to provide interpretation and/or translation services. The list is updated occasionally is available to all airport employees through the internal website. Generally, these employee volunteers are available to assist members of the public with*

verbal real-time interpretation, during normal business hours.

- RTAA staff are innovative and versatile, and help members of the travelling public and others that request language assistance through the use of free translation websites and applications, personal connections (i.e. friends and family), and other means that they find to ensure translation assistance is provided.*
 - For written translations, RTAA would first attempt to utilize bilingual staff. If the RTAA does not have a bilingual employee for the language or the document is too complex, the RTAA will hire a professional translator on an ad hoc basis to translate the document.*
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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 have coordinated with **Regional Transportation Commission of Washoe County** 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
Sparks CCD/Southeast Reno CCD	Fixed-route buses	Existing
Sparks CCD/Southeast Reno CCD	Paratransit Service	Existing

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
<i>Rental Car Suppliers</i>	<i>Participation in Rental Car Supplier Diversity Outreach Day</i>
<i>Concessions</i>	<i>Community Roadshow/Leadership Outreach</i>
<i>General Employment</i>	<i>Job Fairs in Minority-Majority Neighborhoods</i>

Selections are in compliance with Title VI, Part 21, and related requirements. Information on the

award process and documentation for specific bid decisions is kept with **the RTAA's Purchasing Department**.

11. Training

New employee orientation incorporates Title VI training. Topics include:

- Title VI and related laws prohibit discrimination on the basis of 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 at least every two years.

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

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

- Compliance reviews or audits concerning civil rights requirements¹²
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹³

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, **RTAA** 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.” In order to be a Title VI Complaint, the complaint must:

1. Allege discrimination on the basis of 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 matters¹⁴
3. Allege misconduct by the **RTAA** including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the **RTAA** including airport employees, contractors, concessionaires, lessees, or tenants.

¹² Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the Reno-Tahoe Airport Authority or any of its sub-recipients by any State, local or Federal agency.

¹³ 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 Reno-Tahoe Airport Authority itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

¹⁴ Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If an Reno-Tahoe Airport Authority 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.

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 **RTAA**.¹⁵ 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 in the complaint and promptly send copies of the complaint to **the Chief Legal Officer and President/CEO**.

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

Tom Luria, Associate General Counsel
2001 E. Plumb Lane
Reno, NV 89502
775-328-6484
tluria@renoairport.com

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 to 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 the complaint 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 **the Reno-Tahoe 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 **60** 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 **informal 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 **the Reno-Tahoe 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 **RTAA's Chief Legal Officer**.
- The written appeal must be received **within 10** 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 **RTAA's Chief Legal Officer** 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 **Reno-Tahoe Airport Authority** will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. **Reno-Tahoe 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 **Tom Luria**.

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

Website, In-person, and Other Distribution Methods

1 *Airport website, Title VI page at www.renoairport.com/at-the-airport/civil-rights/title-vi-procedures/*

2 Email completed complaint to titlevi@renoairport.com or tluria@renoairport.com

14. Population / Language Data
B16001 and S1701 tables for Affected Communities


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:	2015	
DATASET:	ACSDT5Y2015	
PRODUCT:	ACS 5-Year Estimates Detailed Tables	
UNIVERSE:	Population 5 years and over	
FTP URL:	https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/	
API URL:	https://api.census.gov/data/2015/acs/acs5	
USER SELECTIONS		
TABLES	B16001	
GEOS	Reno Southeast CCD, Washoe County, Nevada	
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?q=B16001:+LANGUAGE+SPOKEN+AT+HOME+BY+ABILITY+TO+SPEAK+ENGLISH+FOR+THE+POPULATION+5+YEARS+AND+OVER&g=060XX00US3203194709&tid=ACSDT5Y2015.B16001	

Table: ACSDT5Y2015.B16001

	Sparks CCD, Washoe County, Nevada	
Label	Estimate	Margin of Error
Total:	55,028	±1,043
Speak only English	38,378	±1,098
Spanish or Spanish Creole:	13,891	±966
Speak English "very well"	8,254	±678
Speak English less than "very well"	5,637	±669
French (incl. Patois, Cajun):	88	±67
Speak English "very well"	78	±68
Speak English less than "very well"	10	±16
French Creole:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Italian:	29	±28
Speak English "very well"	29	±28
Speak English less than "very well"	0	±29
Portuguese or Portuguese Creole:	16	±23
Speak English "very well"	16	±23
Speak English less than "very well"	0	±29
German:	149	±91
Speak English "very well"	109	±81
Speak English less than "very well"	40	±39
Yiddish:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29

Table: ACSDT5Y2015.B16001

	Sparks CCD, Washoe County, Nevada	
Label	Estimate	Margin of Error
Other West Germanic languages:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Scandinavian languages:	59	±77
Speak English "very well"	51	±77
Speak English less than "very well"	8	±13
Greek:	26	±30
Speak English "very well"	26	±30
Speak English less than "very well"	0	±29
Russian:	147	±168
Speak English "very well"	51	±66
Speak English less than "very well"	96	±104
Polish:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Serbo-Croatian:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Other Slavic languages:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Armenian:	0	±29
Speak English "very well"	0	±29

Table: ACSDT5Y2015.B16001

	Sparks CCD, Washoe County, Nevada	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±29
Persian:	56	±67
Speak English "very well"	51	±67
Speak English less than "very well"	5	±10
Gujarati:	52	±125
Speak English "very well"	30	±74
Speak English less than "very well"	22	±51
Hindi:	96	±188
Speak English "very well"	69	±139
Speak English less than "very well"	27	±51
Urdu:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Other Indic languages:	61	±63
Speak English "very well"	16	±25
Speak English less than "very well"	45	±44
Other Indo-European languages:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Chinese:	296	±197
Speak English "very well"	143	±127
Speak English less than "very well"	153	±131

Table: ACSDT5Y2015.B16001

	Sparks CCD, Washoe County, Nevada	
Label	Estimate	Margin of Error
Japanese:	30	±45
Speak English "very well"	16	±24
Speak English less than "very well"	14	±22
Korean:	52	±40
Speak English "very well"	12	±18
Speak English less than "very well"	40	±37
Mon-Khmer, Cambodian:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Hmong:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Thai:	34	±47
Speak English "very well"	28	±46
Speak English less than "very well"	6	±11
Laotian:	35	±56
Speak English "very well"	35	±56
Speak English less than "very well"	0	±29
Vietnamese:	36	±39
Speak English "very well"	22	±35
Speak English less than "very well"	14	±20
Other Asian languages:	0	±29
Speak English "very well"	0	±29

Table: ACSDT5Y2015.B16001

	Sparks CCD, Washoe County, Nevada	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±29
Tagalog:	1,214	±360
Speak English "very well"	796	±261
Speak English less than "very well"	418	±170
Other Pacific Island languages:	90	±81
Speak English "very well"	47	±44
Speak English less than "very well"	43	±55
Navajo:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Other Native North American languages:	20	±31
Speak English "very well"	20	±31
Speak English less than "very well"	0	±29
Hungarian:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Arabic:	65	±104
Speak English "very well"	48	±78
Speak English less than "very well"	17	±26
Hebrew:	7	±11
Speak English "very well"	7	±11

Table: ACSDT5Y2015.B16001

	Sparks CCD, Washoe County, Nevada	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±29
African languages:	101	±160
Speak English "very well"	101	±160
Speak English less than "very well"	0	±29
Other and unspecified languages:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29

Table: ACSDT5Y2015.B16001

TABLE NOTES	<p>Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.</p> <p>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.</p>
	<p>Tell us what you think. Provide feedback to help make American Community Survey data more useful for you.</p> <p>Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that 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.</p>

Table: ACSDT5Y2015.B16001

	<p>Explanation of Symbols: * An "***" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.</p> <p>* An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.</p> <p>* An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution.</p> <p>* An "+" following a median estimate means the median falls in the upper interval of an open-ended distribution.</p> <p>* An "****" entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.</p> <p>* An "*****" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.</p> <p>* An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.</p> <p>* An "(X)" means that the estimate is not applicable or not available.</p>
	<p>Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.</p>
	<p>While the 2011-2015 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions 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 definitions due to differences in the effective dates of the geographic entities.</p>
	<p>Methodological changes to data collection in 2013 may have affected language data for 2013. Users should be aware of these changes when using multi-year data containing data from 2013. For more information, see: Language User Note.</p>

Table: ACSDT5Y2015.B16001

	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 Accuracy of the Data). The effect of nonsampling error is not represented in these
	Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates
COLUMN NOTES	None

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Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
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Table: ACSDT5Y2015.B16001

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Label	Estimate	Margin of Error
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Speak English less than "very well"	0	±29
Scandinavian languages:	59	±77
Speak English "very well"	51	±77
Speak English less than "very well"	8	±13
Greek:	26	±30
Speak English "very well"	26	±30
Speak English less than "very well"	0	±29
Russian:	147	±168
Speak English "very well"	51	±66
Speak English less than "very well"	96	±104
Polish:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Serbo-Croatian:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Other Slavic languages:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Armenian:	0	±29
Speak English "very well"	0	±29

Table: ACSDT5Y2015.B16001

	Sparks CCD, Washoe County, Nevada	
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Speak English "very well"	30	±74
Speak English less than "very well"	22	±51
Hindi:	96	±188
Speak English "very well"	69	±139
Speak English less than "very well"	27	±51
Urdu:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Other Indic languages:	61	±63
Speak English "very well"	16	±25
Speak English less than "very well"	45	±44
Other Indo-European languages:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
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Table: ACSDT5Y2015.B16001

	Sparks CCD, Washoe County, Nevada	
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Speak English "very well"	12	±18
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Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Hmong:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Thai:	34	±47
Speak English "very well"	28	±46
Speak English less than "very well"	6	±11
Laotian:	35	±56
Speak English "very well"	35	±56
Speak English less than "very well"	0	±29
Vietnamese:	36	±39
Speak English "very well"	22	±35
Speak English less than "very well"	14	±20
Other Asian languages:	0	±29
Speak English "very well"	0	±29

Table: ACSDT5Y2015.B16001

	Sparks CCD, Washoe County, Nevada	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±29
Tagalog:	1,214	±360
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Speak English less than "very well"	418	±170
Other Pacific Island languages:	90	±81
Speak English "very well"	47	±44
Speak English less than "very well"	43	±55
Navajo:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Other Native North American languages:	20	±31
Speak English "very well"	20	±31
Speak English less than "very well"	0	±29
Hungarian:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29
Arabic:	65	±104
Speak English "very well"	48	±78
Speak English less than "very well"	17	±26
Hebrew:	7	±11
Speak English "very well"	7	±11

Table: ACSDT5Y2015.B16001

	Sparks CCD, Washoe County, Nevada	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±29
African languages:	101	±160
Speak English "very well"	101	±160
Speak English less than "very well"	0	±29
Other and unspecified languages:	0	±29
Speak English "very well"	0	±29
Speak English less than "very well"	0	±29

Table: ACSST5Y2021.S1701

	Reno Southeast CCD, Washoe County, Nevada					
	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	82,916	±2,241	9,947	±1,398	12.0%	±1.6
AGE						
Under 18 years	19,383	±1,253	2,961	±734	15.3%	±3.4
Under 5 years	5,332	±704	724	±284	13.6%	±5.0
5 to 17 years	14,051	±1,102	2,237	±637	15.9%	±4.1
Related children of householder under 18 years	19,308	±1,257	2,886	±729	14.9%	±3.4
18 to 64 years	52,386	±1,613	5,920	±828	11.3%	±1.6
18 to 34 years	20,289	±1,353	2,359	±483	11.6%	±2.2
35 to 64 years	32,097	±1,246	3,561	±633	11.1%	±1.9
60 years and over	16,209	±913	1,692	±368	10.4%	±2.1
65 years and over	11,147	±655	1,066	±284	9.6%	±2.4
SEX						
Male	40,703	±1,571	4,113	±733	10.1%	±1.7
Female	42,213	±1,195	5,834	±896	13.8%	±2.1
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	54,927	±2,061	5,213	±986	9.5%	±1.7
Black or African American alone	2,018	±465	407	±193	20.2%	±8.9
American Indian and Alaska Native alone	1,092	±244	308	±109	28.2%	±9.2
Asian alone	6,381	±1,238	319	±127	5.0%	±2.3
Native Hawaiian and Other Pacific Islander alone	994	±295	79	±56	7.9%	±5.8
Some other race alone	10,056	±1,422	2,218	±824	22.1%	±7.5
Two or more races	7,448	±1,324	1,403	±816	18.8%	±9.2
Hispanic or Latino origin (of any race)	22,873	±1,707	4,224	±1,123	18.5%	±4.4
White alone, not Hispanic or Latino	46,653	±1,897	4,370	±849	9.4%	±1.8
EDUCATIONAL ATTAINMENT						
Population 25 years and over	57,056	±1,490	6,008	±868	10.5%	±1.5
Less than high school graduate	6,671	±693	1,414	±305	21.2%	±4.1
High school graduate (includes equivalency)	13,591	±951	2,222	±528	16.3%	±3.9
Some college, associate's degree	17,863	±1,242	1,446	±352	8.1%	±1.9
Bachelor's degree or higher	18,931	±1,262	926	±350	4.9%	±1.8
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	46,153	±1,537	3,130	±578	6.8%	±1.2
Employed	43,832	±1,448	2,288	±436	5.2%	±1.0

Table: ACSST5Y2021.S1701

	Reno Southeast CCD, Washoe County, Nevada					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Male	22,759	±883	807	±221	3.5%	±0.9
Female	21,073	±995	1,481	±372	7.0%	±1.8
Unemployed	2,321	±452	842	±340	36.3%	±10.5
Male	975	±236	290	±145	29.7%	±12.9
Female	1,346	±409	552	±302	41.0%	±13.4
WORK EXPERIENCE						
Population 16 years and over	65,793	±1,739	7,325	±944	11.1%	±1.4
Worked full-time, year-round in the past 12 months	32,142	±1,490	773	±253	2.4%	±0.8
Worked part-time or part-year in the past 12 months	15,150	±947	2,181	±411	14.4%	±2.7
Did not work	18,501	±1,116	4,371	±701	23.6%	±3.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	4,785	±970	(X)	(X)	(X)	(X)
125 percent of poverty level	13,626	±1,756	(X)	(X)	(X)	(X)
150 percent of poverty level	17,283	±1,695	(X)	(X)	(X)	(X)
185 percent of poverty level	23,474	±1,850	(X)	(X)	(X)	(X)
200 percent of poverty level	25,652	±2,029	(X)	(X)	(X)	(X)
300 percent of poverty level	36,397	±2,013	(X)	(X)	(X)	(X)
400 percent of poverty level	47,175	±2,267	(X)	(X)	(X)	(X)
500 percent of poverty level	56,977	±2,691	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	21,095	±1,345	4,414	±652	20.9%	±2.7
Male	10,745	±803	1,692	±299	15.7%	±2.7
Female	10,350	±885	2,722	±539	26.3%	±4.4
15 years	62	±39	62	±39	100.0%	±41.8
16 to 17 years	13	±18	13	±18	100.0%	±91.2
18 to 24 years	2,743	±553	701	±220	25.6%	±7.4
25 to 34 years	5,258	±884	890	±306	16.9%	±4.4
35 to 44 years	2,206	±384	501	±197	22.7%	±7.1
45 to 54 years	2,990	±536	616	±299	20.6%	±8.4
55 to 64 years	3,523	±485	1,017	±317	28.9%	±7.2
65 to 74 years	2,556	±334	342	±129	13.4%	±4.7
75 years and over	1,744	±327	272	±132	15.6%	±6.3
Mean income deficit for unrelated individuals (dollars)	8,007	±598	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	10,271	±991	298	±139	2.9%	±1.3
Worked less than full-time, year-round in the past 12 months	4,577	±547	1,336	±294	29.2%	±5.7
Did not work	6,247	±701	2,780	±574	44.5%	±6.1

Table: ACSST5Y2021.S1701

	Reno Southeast CCD, Washoe County, Nevada					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population in housing units for whom poverty status is determined	82,741	±2,243	9,807	±1,394	11.9%	±1.6

Table: ACSST5Y2021.S1701

	Sparks CCD, Washoe County, Nevada					
	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	61,967	±1,873	6,624	±1,248	10.7%	±1.9
AGE						
Under 18 years	13,694	±1,038	2,096	±605	15.3%	±4.1
Under 5 years	3,523	±635	697	±288	19.8%	±7.5
5 to 17 years	10,171	±907	1,399	±491	13.8%	±4.5
Related children of householder under 18 years	13,597	±1,033	2,020	±594	14.9%	±4.1
18 to 64 years	38,966	±1,431	3,711	±737	9.5%	±1.8
18 to 34 years	15,639	±1,209	1,835	±527	11.7%	±3.0
35 to 64 years	23,327	±1,160	1,876	±467	8.0%	±2.0
60 years and over	12,891	±840	1,214	±313	9.4%	±2.4
65 years and over	9,307	±644	817	±217	8.8%	±2.3
SEX						
Male	31,642	±1,085	2,662	±569	8.4%	±1.8
Female	30,325	±1,306	3,962	±821	13.1%	±2.5
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	38,162	±1,999	3,349	±692	8.8%	±1.8
Black or African American alone	1,333	±405	191	±132	14.3%	±9.5
American Indian and Alaska Native alone	965	±330	136	±99	14.1%	±9.3
Asian alone	3,316	±684	282	±207	8.5%	±5.9
Native Hawaiian and Other Pacific Islander alone	597	±283	0	±31	0.0%	±6.5
Some other race alone	8,593	±1,470	1,556	±798	18.1%	±7.7
Two or more races	9,001	±1,965	1,110	±667	12.3%	±6.2
Hispanic or Latino origin (of any race)	25,637	±2,013	3,339	±1,060	13.0%	±3.9
White alone, not Hispanic or Latino	28,667	±1,666	2,534	±538	8.8%	±1.8
EDUCATIONAL ATTAINMENT						
Population 25 years and over	42,377	±1,227	3,595	±589	8.5%	±1.4
Less than high school graduate	8,701	±1,012	1,304	±462	15.0%	±4.9
High school graduate (includes equivalency)	12,414	±908	1,009	±256	8.1%	±1.9
Some college, associate's degree	13,484	±921	972	±260	7.2%	±1.8
Bachelor's degree or higher	7,778	±627	310	±159	4.0%	±2.0
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	33,813	±1,531	2,371	±549	7.0%	±1.5
Employed	31,533	±1,482	1,936	±461	6.1%	±1.4

Table: ACSST5Y2021.S1701

	Sparks CCD, Washoe County, Nevada					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Male	17,577	±926	689	±204	3.9%	±1.2
Female	13,956	±875	1,247	±372	8.9%	±2.5
Unemployed	2,280	±364	435	±212	19.1%	±8.4
Male	1,281	±322	139	±92	10.9%	±6.5
Female	999	±310	296	±195	29.6%	±15.3
WORK EXPERIENCE						
Population 16 years and over	50,041	±1,483	4,790	±886	9.6%	±1.7
Worked full-time, year-round in the past 12 months	22,399	±1,247	547	±210	2.4%	±1.0
Worked part-time or part-year in the past 12 months	12,248	±973	1,709	±418	14.0%	±3.1
Did not work	15,394	±1,070	2,534	±580	16.5%	±3.3
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	2,236	±616	(X)	(X)	(X)	(X)
125 percent of poverty level	9,924	±1,528	(X)	(X)	(X)	(X)
150 percent of poverty level	12,889	±1,600	(X)	(X)	(X)	(X)
185 percent of poverty level	17,462	±1,654	(X)	(X)	(X)	(X)
200 percent of poverty level	20,261	±1,776	(X)	(X)	(X)	(X)
300 percent of poverty level	34,078	±2,171	(X)	(X)	(X)	(X)
400 percent of poverty level	43,847	±2,131	(X)	(X)	(X)	(X)
500 percent of poverty level	50,117	±2,155	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	14,023	±1,218	2,443	±508	17.4%	±3.1
Male	7,375	±812	828	±219	11.2%	±2.7
Female	6,648	±693	1,615	±382	24.3%	±5.0
15 years	0	±31	0	±31	-	**
16 to 17 years	76	±57	76	±57	100.0%	±37.7
18 to 24 years	1,993	±634	708	±342	35.5%	±10.0
25 to 34 years	2,978	±590	389	±150	13.1%	±4.5
35 to 44 years	1,488	±397	65	±61	4.4%	±4.0
45 to 54 years	1,681	±343	148	±74	8.8%	±4.2
55 to 64 years	2,353	±412	405	±156	17.2%	±7.0
65 to 74 years	1,799	±256	363	±132	20.2%	±7.0
75 years and over	1,655	±341	289	±158	17.5%	±8.4
Mean income deficit for unrelated individuals (dollars)	7,459	±753	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	6,405	±828	108	±74	1.7%	±1.2
Worked less than full-time, year-round in the past 12 months	3,394	±569	900	±346	26.5%	±7.9
Did not work	4,224	±541	1,435	±355	34.0%	±6.4

Table: ACSST5Y2021.S1701

	Sparks CCD, Washoe County, Nevada					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population in housing units for whom poverty status is determined	61,926	±1,868	6,593	±1,251	10.6%	±1.9

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: Reno-Tahoe Airport Authority Title VI Coordinator
Phone: 775-328-6400
Address: 2001 E. Plumb Ln. Reno, NV 89502

Discriminación 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

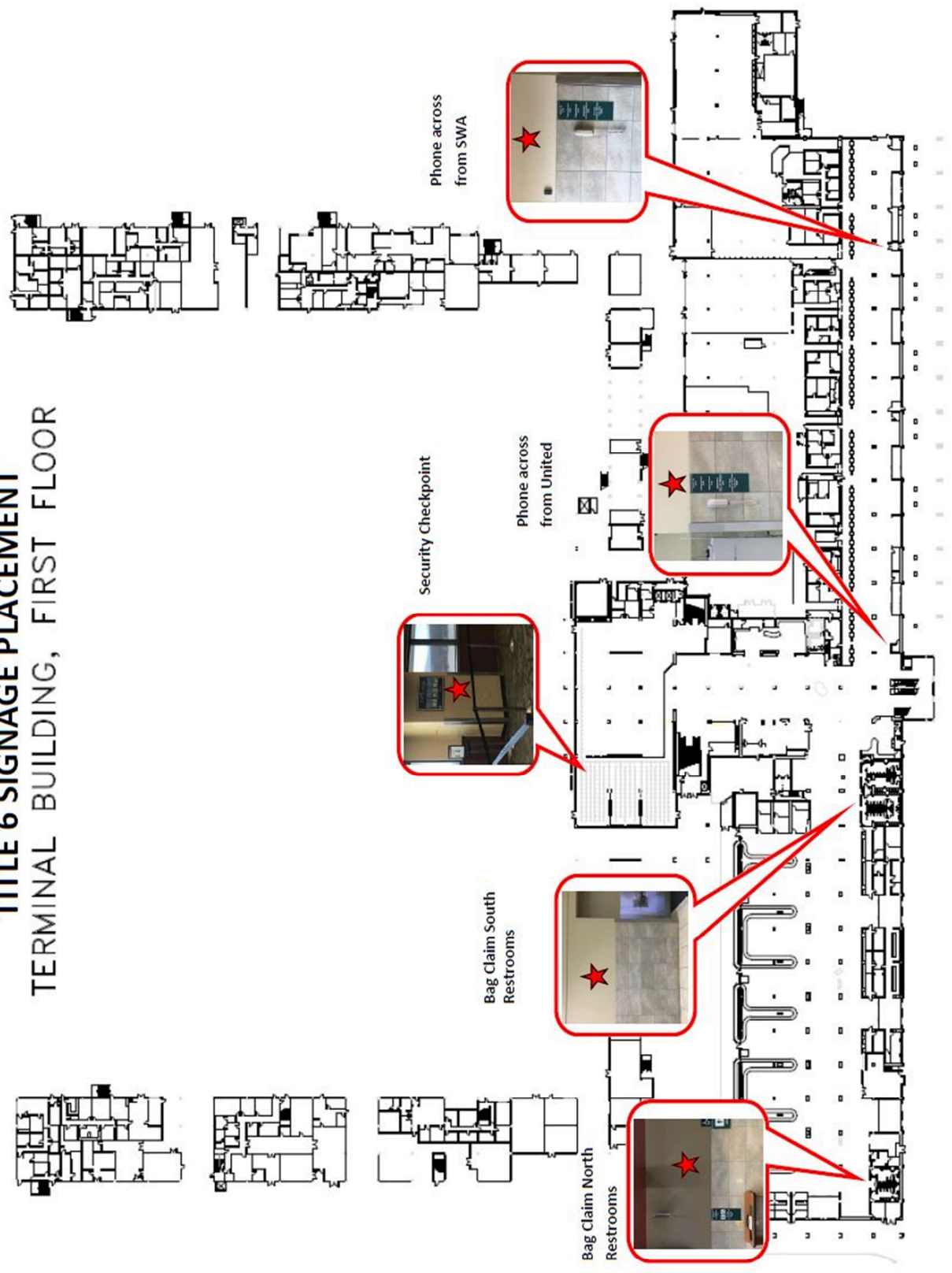
Los reglamentos sobre discriminación ilegal están a la disposición de los interesados para su examen en la oficina del Administrador del Aeropuerto.

Coordinador: Reno-Tahoe Airport Authority Title VI Coordinator
Teléfono: 775-328-6400
Dirección: 2001 E. Plumb Ln., Reno, NV 89502

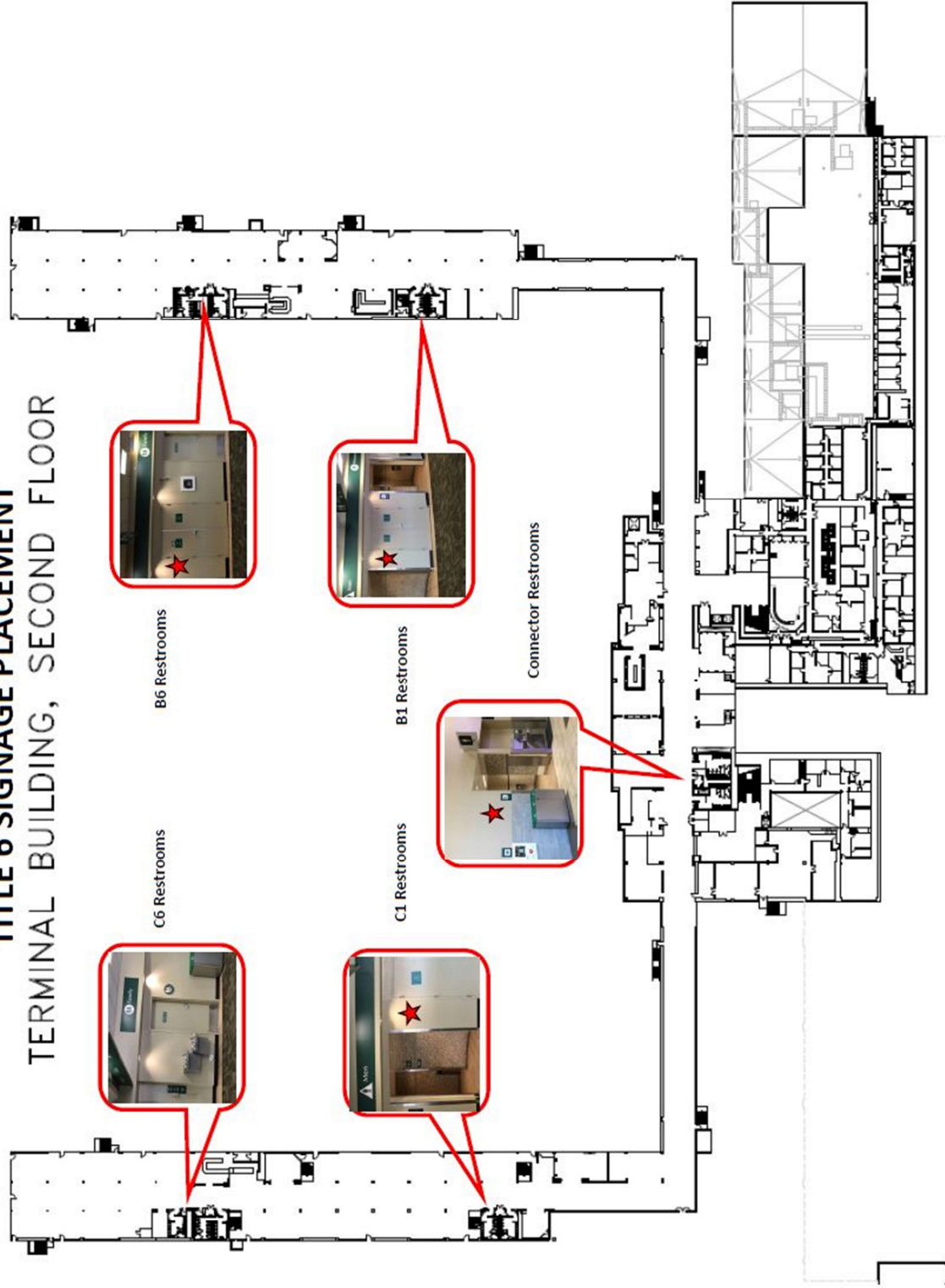


U.S. Department of Transportation
Federal Aviation Administration

TITLE 6 SIGNAGE PLACEMENT
TERMINAL BUILDING, FIRST FLOOR



TITLE 6 SIGNAGE PLACEMENT TERMINAL BUILDING, SECOND FLOOR



16. Affected Communities

445

Sparks CCD

580

Reno Southeast CCD