

Title VI
Nondiscrimination
Policy

City of Boulder City
Municipal
Airport

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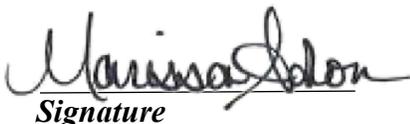
1. Title VI Policy Statement

The Boulder City Municipal Airport 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 Boulder City Airport 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 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 Boulder City Airport will take action to involve them and the general public in the decision-making process.

The Boulder City Airport 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 Boulder City Airport and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Matthew McAlevey, available at 702-293-9405 opt. 4 and mmcalevey@bcnv.org, 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
Marissa Adou
Airport Manager

07/01/2024

Effective Date

07/01/2027

3-Year Expiration Date

2. Administration

Boulder City Airport Administration has reviewed and adopted this Title VI Plan for The Boulder City Municipal Airport. 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 Manager’s or Coordinator’s name. Significant revisions to our policies or federal

guidelines may warrant re-adoption by the Airport Administration 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
<i>Marissa Adou</i>	<i>Airport Manager</i>
<i>Matthew McAlevey</i>	<i>Assistant Airport Manager/Title VI Coordinator</i>

The Boulder City Airport has the following airport program sub-recipients:

None.

As of the date of this plan, The Boulder City Airport has the following pending applications for Federal financial assistance:

None.

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 Boulder City Municipal Airport 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. The Boulder City Airport requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements. All contracts, sub-contracts, leases, and sub-leases are reviewed by the Airport Administration prior to being approved to ensure all parties are compliant with Title VI policies. Subcontract template must be used in all subcontracts related to the airport program. Subcontracts are audited

by the Boulder City and the Boulder City Airport administration to verify the inclusion of the template language for not less than 10 percent annually.

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 Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to The Boulder City Municipal Airport 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.

5. Notice

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

The Boulder City Municipal Airport 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, and maintained. The poster template is available at 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.

The Boulder City Airport has posted the above Title VI policy statement at its staff offices.

The Boulder City Airport will dispute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be accessible by July 15, through the Airport's website: <https://flybvu.com/722/Documents-Forms>.

Posters are displayed in each 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
<i>Boulder City Aviation Services</i>	<i>1</i>	<i>0</i>	
<i>Grand Canyon Airlines Terminal</i>	<i>1</i>	<i>0</i>	
<i>Boulder City Taxilane Restrooms</i>	<i>0</i>	<i>1</i>	

Outreach to Affected Communities

The Airport Administration 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 social media, general circulation newspapers, community newspapers, email broadcast, and the Airport's website. Airport

Administration contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities 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.

The Boulder City Airport will create a detailed Community Participation Plan (CPP) by September 30th, 2024. A copy of the plan will be available at <https://flybvuv.com/722/Documents-Forms>.

To ensure that the community is effectively informed of and able to participate in public hearings, The Airport Administration includes public notices translated into appropriate languages, including for any language spoken by a significant number or proportion of the Affected Community population that has limited English proficiency (LEP). Such social 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 Boulder City Municipal Airport will be able to identify, understand, and engage with communities. In doing so, the Boulder City Municipal Airport needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by Boulder City Municipal Airport’s airport program.

Affected Communities	Population
<i>Boulder City, Nevada</i>	<i>15,729</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 Communities

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,” The Boulder City Airport is collecting information about affected and potentially affected low-income communities. According to a *U.S. Census Report, such as S1701: Poverty Status in the Past 12 Months*], the overall poverty level for Boulder City, Nevada is approximately 11.6%. The poverty rate remains low compared with the rest of Nevada. The poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
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<i>Boulder City, Nevada</i>	<i>11.6</i>
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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: *Boulder City, Nevada*
Total Affected Community Population: 15729

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	<i>14,272</i>	<i>90.7%</i>
<i>Black or African American</i>	<i>160</i>	<i>1%</i>
<i>American Indian or Alaska Native</i>	<i>70</i>	<i>0.4%</i>
<i>Asian</i>	<i>218</i>	<i>1.4%</i>
<i>Native Hawaiian or Other Pacific Islander</i>	<i>0</i>	<i>0%</i>
<i>Hispanic or Latino</i>	<i>1208</i>	<i>7.7%</i>
<i>Some Other Race</i>	<i>44</i>	<i>.03%</i>

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that The Boulder City Airport communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages that are spoken in LEP households in the Affected Communities. The data source is <https://data.census.gov/>

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. The safe harbor for our community is 786. 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>English</i>	<i>13,788</i>	<i>+/-425</i>
<i>Asian and Pacific Islander</i>	<i>92</i>	<i>+/-30</i>
<i>Other Indo-European</i>	<i>203</i>	<i>+/-50</i>
<i>Spanish</i>	<i>327</i>	<i>+/-150</i>
<i>French</i>	<i>142</i>	<i>+/-100</i>
<i>German</i>	<i>106</i>	<i>+/-82</i>

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>English</i>				X
<i>Asian and Pacific Islander</i>	X			
<i>Other Indo-European</i>	X			
<i>Spanish</i>	X			
<i>French</i>	X			
<i>German</i>	X			

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

Beneficiary Diversity.

Demographic information is collected from Contractor and Sub-contractor bids for improvement projects as well as City Council Meetings through voluntary disclosures.

Description of Beneficiary Demographic Information Collection Methods

- *The Boulder City Municipal Airport collects demographic information from Airport improvement bids through our Disadvantage Business Enterprise (DBE) program.*
- *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 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 voluntarily confidential demographic information at time of applying and hiring from Airport Administration. Job applicants are asked to submit the same information when submitting their job application through the job application website.*

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 Boulder City Airport 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.

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

None.

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

None.

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 Boulder City Municipal Airport 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>
<i>Asian and Pacific Islander</i>
<i>Other Indo-European</i>
<i>Vietnamese</i>
<i>French</i>
<i>German</i>

The Boulder City Airport also collects data for languages spoken by airport guests. Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
<i>Airport language line usage data</i>	<i>www.language.com</i>

Based on the above data, the following additional languages have been identified as likely to be spoken by LEP airport guests:

None.

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 Boulder City Airport 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>Airport website translate view</i>	<i>All Languages</i>

Interpretation Services:

- The following vendors have been identified for interpretation services:

None.

- Information regarding interpretation services can be obtained at:

None.

Description of Interpretation Assistance Processes

- *Airport Administration utilizes Google Translate on the rare occasion non-English speaking customers require assistance.*

- *In the event of an emergency, Clark County Dispatch can connect the Airport and Emergency Services to a translator.*

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 The Regional Transportation Commission (RTC) of Southern Nevada 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
Boulder City	Silver Rider	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>Nevada Government eMarketplace (NGEM)</i>	<i>All bids for any opportunity at the Airport are advertised on the Nevada Government eMarketplace which sends all bid information to companies all throughout Nevada, Arizona, Utah, and parts of California.</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 Boulder City Municipal Airport.

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 annually.

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 requirements
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements

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, the Boulder City Municipal Airport 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 matters
3. Allege misconduct by the Boulder City Airport including airport employees, contractors,

concessionaires, lessees, or tenants.

4. Concern an airport facility or actions by the Boulder City Airport 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 Boulder City Airport. 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 Airport Manager, City Manager, and City Council.

Complaints must be filed within 90 days of the discriminatory event, must be in writing, and must be delivered to:

Matthew McAlevey, Assistant Airport Manager
Boulder City Municipal Airport
1201 Airport Road Suite 200
Boulder City, NV 89005
702-293-9405 Opt. 4
mmcalevey@bcnv.org

If a complaint is initially made by phone, it must be supplemented with a written complaint before 90 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 15 days.

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 FAA Civil Rights Connect Website, <https://faa.civilrightsconnect.com/> and continue to monitor the site for any updates and communications from the FAA. 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 Boulder City Airport, 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 negotiation, mediation, and alternate dispute resolution.

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 Boulder City Airport'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 Airport Manager.
- 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 Airport Manager 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 Boulder City Airport will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. Boulder City Airport 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 Matthew McAlevey

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

Website, In-person, and Other Distribution Methods

1 <https://flybvu.com/722/Documents-Forms>

14. Population / Language Data

	ZCTA5 89005	
Label	Estimate	Margin of Error
Total:	14,806	±139
Speak only English	13,788	±425
Spanish or Spanish Creole:	327	±150
Speak English "very well"	232	±116
Speak English less than "very well"	95	±69
French (incl. Patois, Cajun):	142	±100
Speak English "very well"	130	±99
Speak English less than "very well"	12	±17
French Creole:	0	±19
Speak English "very well"	0	±19
Speak English less than "very well"	0	±19
Italian:	0	±19
Speak English "very well"	0	±19
Speak English less than "very well"	0	±19
Portuguese or Portuguese Creole:	0	±19
Speak English "very well"	0	±19
Speak English less than "very well"	0	±19
German:	106	±82
Speak English "very well"	106	±82
Speak English less than "very well"	0	±19
Yiddish:	0	±19
Speak English "very well"	0	±19
Speak English less than "very well"	0	±19
Other West Germanic languages:	0	±19
Speak English "very well"	0	±19
Speak English less than "very well"	0	±19

Label	Total	
	Estimate	Margin of Error
✓ Population for whom poverty status is determined	14,551	±57
✓ AGE		
✓ Under 18 years	2,785	±412
Under 5 years	688	±259
5 to 17 years	2,097	±367
Related children of householder under 18 years	2,785	±412
✓ 18 to 64 years	7,655	±365
18 to 34 years	2,148	±254
35 to 64 years	5,507	±417
60 years and over	5,308	±474
65 years and over	4,111	±368
✓ SEX		
Male	7,224	±374
Female	7,327	±376
✓ RACE AND HISPANIC OR LATINO ORIGIN		
White alone	12,884	±427
Black or African American alone	163	±164
American Indian and Alaska Native alone	68	±49
Asian alone	148	±82
Native Hawaiian and Other Pacific Islander alone	0	±21
Some other race alone	229	±141
Two or more races	1,059	±403
Hispanic or Latino origin (of any race)	1,310	±367
White alone, not Hispanic or Latino	12,270	±445

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: Matthew McAlevey; mmcalevey@bcnv.org
Phone: 702-293-9405
Address: Boulder City Municipal Airport
1201 Airport Rd. Suite 200
Boulder City, NV 89005

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: Matthew McAlevey; mmcalevey@bcnv.org
Teléfono: 702-293-9405
Dirección: Boulder City Municipal Airport
1201 Airport Rd. Suite 200
Boulder City, NV 89005

