

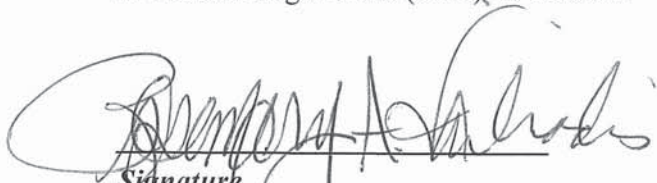
1. Title VI Policy Statement¹

Clark County Department of Aviation 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.

Clark County Department of Aviation 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 Clark County Department of Aviation will take action to involve them and the general public in the decision-making process.

Clark County Department of Aviation requires nondiscrimination assurances, as prescribed by the Federal Aviation Administration (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 Clark County Department of Aviation and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Danielle Mose, available at (702) 261-5770 and adacoordinator@lasairport.com, is responsible for overseeing the Clark County Department of Aviation's compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by Code of Federal Regulations (CFR) 49 Part 21.



Signature
Rosemary A. Vassiliadis
Director of Aviation

9/14/2023
Effective Date

April 17, 2026
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

Clark County Department of Aviation Leadership Team has reviewed and adopted this Title VI Plan for Clark County Department of Aviation (CCDOA). This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the Airport Director or Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the CCDOA Leadership Team 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>Michael Nelson</i>	<i>Airport Senior Manager, Risk Management</i>
<i>Celeste Hamner</i>	<i>Managing Director, Terminal Operations</i>

The CCDOA has the following airport program sub-recipients:

None

As of the date of this plan, the CCDOA has the following pending applications for Federal financial assistance:

None. The CCDOA does not have sub-recipients.

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

Federal Source	Grant Award Information Available at:
<i>DOT, FAA Airport Improvement</i>	<i>https://www.faa.gov/airports/aip/</i>
<i>FAA American Rescue Grants</i>	<i>https://www.faa.gov/airports/airport_rescue_grants</i>

3. Grant and Procurement Assurances

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

The CCDOA 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 CCDOA 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

Subcontract template must be used in all subcontracts related to the airport program. Subcontracts will be audited by the Diversity, Procurement and Contracts division to verify they include the template language, for not less than 10 percent of contractors each year.

CIVIL RIGHT – TITLE VI ASSURANCE

A. Title VI Solicitation Notice

The CCDOA, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders or offerors that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.

B. Title VI Clauses for Compliance with Nondiscrimination Requirements

During the performance of this Contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “Contractor”) agrees as follows:

1. Compliance with Regulations: The Contractor (hereinafter includes consultants) will

comply with the Title VI List of Pertinent Nondiscrimination Acts and Authorities, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.

2. Non-discrimination: The Contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The Contractor will not participate directly or indirectly in the discrimination prohibited by the Nondiscrimination Acts and Authorities, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR part 21.
3. Solicitations for Subcontracts, Including Procurements of Materials and Equipment: In all solicitations, either by competitive bidding, or negotiation made by the Contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the Contractor of the Contractor's obligations under this contract and the Nondiscrimination Acts And Authorities on the grounds of race, color, or national origin.
4. Information and Reports: The Contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the sponsor or the Federal Aviation Administration to be pertinent to ascertain compliance with such Nondiscrimination Acts and Authorities and instructions. Where any information required of a Contractor is in the exclusive possession of another who fails or refuses to furnish the information, the Contractor will so certify to the sponsor or the Federal Aviation Administration, as appropriate, and will set forth what efforts it has made to obtain the information.
5. Sanctions for Noncompliance: In the event of a Contractor's noncompliance with the non-discrimination provisions of this contract, the sponsor will impose such contract sanctions as it or the Federal Aviation Administration may determine to be appropriate, including, but not limited to:
 - a. Withholding payments to the Contractor under the contract until the Contractor complies; and/or
 - b. Cancelling, terminating, or suspending a contract, in whole or in part.
6. Incorporation of Provisions: The Contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations, and directives issued pursuant thereto. The Contractor will take action with respect to any subcontract or procurement as

the sponsor or the Federal Aviation Administration may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the Contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the Contractor may request the sponsor to enter into any litigation to protect the interests of the sponsor. In addition, the Contractor may request the United States to enter into the litigation to protect the interests of the United States.

C. Title VI List of Pertinent Nondiscrimination Acts and Authorities

During the performance of this contract, the Contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the “Contractor”) agrees to comply with the following non- discrimination statutes and authorities; including but not limited to:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), prohibits discrimination on the basis of race, color, national origin.
- 49 CFR part 21 (Non-discrimination in Federally-Assisted Programs of The Department of Transportation—Effectuation of Title VI of The Civil Rights Act of 1964).
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects.
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, prohibits discrimination on the basis of disability and 49 CFR part 27.
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), prohibits discrimination on the basis of age.
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, prohibits discrimination based on race, creed, color, national origin, or sex.
- The Civil Rights Restoration Act of 1987, (PL 100-209), broadened the scope, coverage, and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms “programs or activities” to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not.
- Titles II and III of the Americans with Disabilities Act of 1990, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131 – 12189) as implemented by Department of

Transportation regulations at 49 CFR parts 37 and 38.

- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) prohibits discrimination on the basis of race, color, national origin, and sex.
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures non-discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations.
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency (LEP), and resulting agency guidance, national origin discrimination includes discrimination because of LEP. To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100).
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).

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

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

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

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

5. Notice

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

The CCDOA 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, accessible², 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. CCDOA has posted the above Title VI policy statement at its staff offices located in the main terminal.

The CCDOA will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by July 1st through email distribution and tenant meetings.

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

Terminal/Fixed-Base Operators/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
<i>Terminal 1</i>	33	28	
<i>Terminal 3</i>	20	15	
<i>Airport Rent A Car Center</i>			4

Outreach to Affected Communities

The Diversity, Procurement and Contracts Division ensures that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, community newspapers, email broadcast. The Diversity, Procurement and Contracts Division contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities³ and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

The CCDOA will create a detailed CPP by June 30, 2023. A copy of the plan will be available at

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

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

<https://www.harryreidairport.com/TitleVI>.

To ensure that the community is effectively informed of and able to participate in public hearings, the Diversity, Procurement and Contracts Division, and Public Information Office 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 LEP. Such social media postings and notices will include direction for obtaining an interpreter, free of charge, for public hearings. 28 CFR § 42.405(d). See 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 CCDOA will be able to identify, understand, and engage with communities. In doing so, the CCDOA needs to know about communities eligible to be served, actually or potentially affected, benefited, or burdened by CCDOA's airport program.

Affected Communities⁴	Population
<i>Clark County (encompasses all of the below communities and additional areas too small to identify separately)</i>	2,205,977
<i>Las Vegas City</i>	627,100
<i>Henderson City</i>	309,305
<i>North Las Vegas City</i>	255,894
<i>Enterprise CDP</i>	218,977
<i>Spring Valley CDP</i>	216,869
<i>Sunrise Manor CDP</i>	195,770
<i>Paradise CDP</i>	187,163

*All data from 2021 5-Year ACS estimates (S1701)

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

We have identified the following facts about the Affected Communities: Low Income Communities⁵.

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” the CCDOA is collecting information about affected and potentially affected low-income communities. According to the Census Bureau Table, [S1701: Poverty Status in the Past 12 Months](#), the overall poverty level for Clark County is approximately 13.6%. The poverty rate is comparable to 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 Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements). For example, this data will be utilized in our Community Participation Plan (CPP) to help ensure the meaningful involvement of low-income communities in airport programs and activities.

Affected Communities	Poverty Rate
Clark County	13.6%
Las Vegas city	14.9%
Henderson city	9.1%
North Las Vegas City	15.4%
Enterprise CDP	12.6%
Spring Valley CDP	15.6%
Sunrise Manor CDP	22.7%
Paradise CDP	21.5%

*All data from 2021 5-Year ACS estimates (S1701)

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. Note that Clark County encompasses all other listed communities in addition to other areas too small to identify.

Affected Community: Clark County, Nevada (includes all below listed communities and additional areas too small to identify separately)

Total Affected Community Population: 2,205,977

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	1,171,856	53.1%
Black or African American alone	260,627	11.8%
American Indian or Alaska Native alone	20,444	0.9%
Asian alone	222,336	10.1%
Native Hawaiian or Other Pacific Islander alone	17,493	0.8%
Some other race alone	272,180	12.3%
Two or More Races	241,041	10.9%
Hispanic or Latino origin (of any race)	701,655	31.8%
White alone, not Hispanic or Latino	895,356	40.6%

Affected Community: Las Vegas City, Nevada
Total Affected Community Population: 627,100

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	348,524	55.6%
Black or African American alone	71,103	11.3%
American Indian or Alaska Native alone	6,351	1.0%
Asian alone	42,969	6.9%
Native Hawaiian or Other Pacific Islander alone	4,998	0.8%
Some other race alone	83,106	13.3%
Two or More Races	70,049	11.2%
Hispanic or Latino origin (of any race)	214,016	34.1%
White alone, not Hispanic or Latino	264,374	42.2%

Affected Community: Henderson City, Nevada
Total Affected Community Population: 309,305

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community
White alone	213,233	68.9%
Black or African American alone	19,057	6.2%
American Indian or Alaska Native alone	2,253	0.7%
Asian alone	28,278	9.1%
Native Hawaiian or Other Pacific Islander alone	2,274	0.7%
Some other race alone	16,709	5.4%
Two or More Races	27,501	8.9%
Hispanic or Latino origin (of any race)	57,710	18.7%
White alone, not Hispanic or Latino	186,817	60.4%

Affected Community: North Las Vegas City, Nevada

Total Affected Community Population: 255,894

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	109,339	42.7%
Black or African American alone	56,140	21.9%
American Indian or Alaska Native alone	1,939	0.8%
Asian alone	17,355	6.8%
Native Hawaiian or Other Pacific Islander alone	1,861	0.7%
Some other race alone	34,443	13.5%
Two or More Races	34,817	13.6%
Hispanic or Latino origin (of any race)	108,077	42.2%
White alone, not Hispanic or Latino	60,866	23.8%

Affected Community: Enterprise CDP, Nevada

Total Affected Community Population: 218,977

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	105,210	48.1%
Black or African American alone	24,746	11.3%
American Indian or Alaska Native alone	1,832	0.8%
Asian alone	47,465	21.7%
Native Hawaiian or Other Pacific Islander alone	2,743	1.3%
Some other race alone	15,022	6.9%
Two or More Races	21,959	10.0%
Hispanic or Latino origin (of any race)	42,914	19.6%
White alone, not Hispanic or Latino	86,831	39.7%

Affected Community: Spring Valley CDP, Nevada

Total Affected Community Population: 216,869

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	102,543	47.3%
Black or African American alone	28,586	13.2%
American Indian or Alaska Native alone	1,316	0.6%
Asian alone	39,898	18.4%
Native Hawaiian or Other Pacific Islander alone	1,748	0.8%
Some other race alone	20,791	9.6%
Two or More Races	21,987	10.1%
Hispanic or Latino origin (of any race)	51,764	23.9%
White alone, not Hispanic or Latino	83,648	38.6%

Affected Community: Sunrise Manor CDP, Nevada

Total Affected Community Population: 195,770

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White alone	82,924	42.4%
Black or African American alone	27,861	14.2%
American Indian or Alaska Native alone	2,598	1.3%
Asian alone	10,086	5.2%
Native Hawaiian or Other Pacific Islander alone	1,307	0.7%
Some other race alone	46,517	23.8%
Two or More Races	24,477	12.5%
Hispanic or Latino origin (of any race)	106,414	54.4%
White alone, not Hispanic or Latino	43,039	22.0%

Affected Community: Paradise CDP, Nevada
Total Affected Community Population: 187,163

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community
White alone	87,324	46.7%
Black or African American alone	20,351	10.9%
American Indian or Alaska Native alone	1,911	1.0%
Asian alone	22,088	11.8%
Native Hawaiian or Other Pacific Islander alone	1,341	0.7%
Some other race alone	34,440	18.4%
Two or More Races	19,708	10.5%
Hispanic or Latino origin (of any race)	65,842	35.2%
White alone, not Hispanic or Latino	67,380	36.0%

Limited English Proficiency (LEP)

The goal of all language access planning and implementation is to ensure that the CCDOA communicates effectively with 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 (number of persons who speak English). The data source is the 2021 American Community Survey, Table B16001: Language Spoken at Home by Ability to Speak English, for Clark County, Nevada.

The threshold the CCDOA has 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 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>	189,055	+/-7,692
<i>Tagalog (incl. Filipino)</i>	22,842	+/-2,754
<i>Chinese (incl. Mandarin, Cantonese)</i>	21,757	+/-3,439
<i>Korean</i>	5,745	+/-1,709
<i>Vietnamese</i>	5,076	+/-1,631
<i>Amharic, Somali, or Other Afro-Asiatic Lang.</i>	4,176	+/-1,774
<i>Ilocano, Samoan, Hawaiian, or Other</i>	3,125	+/-1,425
<i>Arabic</i>	2,995	+/-1,307
<i>Thai, Lao, or Other Tai-Kadai Lang.</i>	2,810	+/-1,216
<i>Japanese</i>	2,291	+/-998
<i>Russian</i>	1,680	+/-862
<i>Persian (incl. Farsi, Dari)</i>	1,424	+/-816
<i>Italian</i>	1,357	+/-737
<i>Serbo-Croatian</i>	1,275	+/-977
<i>Armenian</i>	1,270	+/-764
<i>French</i>	1,185	+/-918
<i>Ukrainian or Other Slavic Lang.</i>	1,118	+/-749
<i>Portuguese</i>	1,004	+/-626

*Data for "Speak English less than 'very well'" category

Frequency of contact with LEP individuals at the airport and airport-related activities (all languages). This information is tracked through utilization of the CCDOA Airport Language Line for telephonic interpretation assistance. The most frequently requested language is Spanish, while the remaining languages are minimally encountered.

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
Spanish				X
Tagalog (incl. Filipino)	X			
Chinese (incl. Mandarin, Cantonese)	X			
Korean	X			
Vietnamese	X			
Amharic, Somali, or Other Afro-	X			
Ilocano, Samoan, Hawaiian, or Other	X			
Arabic	X			
Thai, Lao, or Other Tai-Kadai Lang.	X			
Japanese	X			
Russian	X			
Persian (incl. Farsi, Dari)	X			
Italian	X			
Serbo-Croatian	X			
Armenian	X			
French	X			
Ukrainian or Other Slavic Lang.	X			
Portuguese	X			

There are no additional languages spoken by significant numbers of LEP persons in the Affected Communities, local schools, emergency service providers, or others. This information is updated annually through checking the following resources.

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
U.S. Census Bureau	https://data.census.gov/cedsci/table?q=B16001&tid=ACSDT1Y2019.B16001
Local public-school data	www.ccsd.net

Beneficiary Diversity

Demographic information has not formally been collected from airport customers, attendees at community meetings or businesses seeking opportunities at the airport, through voluntary disclosures. However, information is collected regarding number of international passengers by destination and business participation is tracked for MBE & WBE businesses as well as small businesses and Disadvantaged and Airport Concession Disadvantaged Businesses (DBE/ACDBE).

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 Clark County Department of Aviation job application website.
- Clark County Commissioners are asked at the time of their appointment to volunteer their demographic information and that information is kept on file.

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 CCDOA activity may 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.⁶

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

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
<i>Rehabilitation of Runways at OL7 (3049)</i>	<i>None</i>
<i>Reconstruct and Expand HP7 at LAS (3032)</i>	<i>None</i>
<i>BHS Modernization at LAS, T1 and T3 (2485)</i>	<i>None</i>
<i>Airfield Reconstruct at U08 (3039)</i>	<i>None</i>
<i>Contract Tower Modernization (3091)</i>	<i>None</i>
<i>Power Improvements On-Site at LAS (3031)</i>	<i>None</i>
<i>BHS Outbound Sort., M/U Improvements at LAS, T1 (3080)</i>	<i>None</i>
<i>Escalators at Bag Claim and Passenger Pick-up at LAS (3026)</i>	<i>None</i>
<i>Dedicated Right Lane to Tunnel from at LAS, T1 (3085)</i>	<i>None</i>
<i>Terminal Remodel at HND (3084)</i>	<i>None</i>
<i>Elevator and Escalator Modernization at LAS (3087)</i>	<i>None</i>
<i>Demolish (4) Buildings at VGT (3086)</i>	<i>None</i>
<i>ARFF Station Improvements at LAS (3092)</i>	<i>None</i>

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

⁶ To carry out an alternative with a discriminatory impact, the airport sponsor must demonstrate that there was a substantial legitimate justification for the decision. The sponsor must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

8. Limited English Proficiency (LEP)

Executive Order 13166

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

In Community Statistics section (section 6), we identified the following languages spoken by LEP persons in Affected Communities:

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
Spanish	189,055	+/-7,692
Tagalog (incl. Filipino)	22,842	+/-2,754
Chinese (incl. Mandarin, Cantonese)	21,757	+/-3,439
Korean	5,745	+/-1,709
Vietnamese	5,076	+/-1,631
Amharic, Somali, or Other Afro-Asiatic Lang.	4,176	+/-1,774
Ilocano, Samoan, Hawaiian, or Other	3,125	+/-1,425
Arabic	2,995	+/-1,307
Thai, Lao, or Other Tai-Kadai Lang.	2,810	+/-1,216
Japanese	2,291	+/-998
Russian	1,680	+/-862
Persian (incl. Farsi, Dari)	1,424	+/-816
Italian	1,357	+/-737
Serbo-Croatian	1,275	+/-977
Armenian	1,270	+/-764
French	1,185	+/-918
Ukrainian or Other Slavic Lang.	1,118	+/-749
Portuguese	1,004	+/-626

*Data for "Speak English less than 'very well'" category

The CCDOA also collects data for languages spoken by airport guests⁷. Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
Airport language line usage data	www.language-line.com
Assumption from flight origin / destination	N/A

⁷ 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.

Based on the above data, there were no additional languages been identified as likely to be spoken by LEP airport guests.

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 CCDOA 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 airport website contains maps and information and is translated through selection into Spanish, Chinese, Japanese, Portuguese, German, French, Korean, Filipino, and Arabic.
- The following vendors have been identified for written translations:

Translation Vendors	Languages
AT&T Language Line https://www.att.com/media/att/2011/support/Traveler/US ADirectTravel-LangAsst.pdf	All above languages

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
Airport Website: https://www.harryreidairport.com/TitleVI	Spanish, Chinese, Japanese, Portuguese, German, French, Korean, Filipino and Arabic.
Public Information Booths	All above languages
Airport Customer Service Office	All above languages

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
Language Line Services, LLC	<i>All above languages</i>

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
Airport Language Assistance https://www.harryreidairport.com/TitleVI page	<i>All above languages</i>
Public Information Booths	<i>All above languages</i>
Airport Customer Service Office	<i>All above languages</i>

LEP Staff

All airport employees are trained in the different language assistance options available. If an employee is unable to assist a customer directly, they are instructed to contact one of the following divisions to provide service:

- **Passenger Services at: (702) 261-5211**
- **Control Center Dispatch at: (702) 261-5125**

In addition, Terminal Operations has Passenger/Customer Service Representatives in the terminals to provide interpretive assistance to the public. CCDOA also has informational booths that provides the same assistance.

Passenger Services Representatives are trained on assisting LEP customers. They carry language cards and iPads for use in translating languages when interacting with the public. Bilingual and multi-lingual Passenger Services Representatives are available as well. Airside Operations Control Center Dispatchers are trained to aide LEP customers by connecting them with the Language Line and assisting them until they receive the services needed.

DOA has visual and audible alarm systems to assist in an emergency. CCDOA has an airport emergency evacuation plan which details the steps to follow in an emergency. Staff is trained to assist with the evacuation of the facilities. In addition, the Las Vegas Metropolitan Police Department and Clark County Fire Department staff are onsite to assist with emergency evacuations.

Additional resources available to assist LEP persons include:

- Language cards
- Telephonic language assistance service
- Bilingual and multi-lingual staff
- Includes 26 employees that speak Tagalog, Spanish, Chinese, Amharic, Tigrinya, French, Bulgarian, German, Turkish, Portuguese, Sinhalese, Serbian, Japanese and Mandarin
- Universal signage
- iPads with Google translate
- Contracted translators
- Bilingual staff at international airlines

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 Southern Nevada (RTC SNV) to encourage them to provide transit service access between the airport and these areas. Bus service is provided throughout Clark County, including identified minority and low-income population centers, with three direct routes to the airport. The airport can be accessed from most areas of Clark County through one of the direct routes (Route 108, 109 or the Centennial Express) or through transfer at the South Strip Transit Terminal.

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
Central and North Las Vegas	Fixed-route buses	Existing
Seniors and individuals' w/disabilities	Paratransit vans	Planned

10. Minority Businesses

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

CCDOA aggressively solicits interest for all proposals/bids for airports concessions, airport construction and professional service opportunities as well as all procurement opportunities. Various methods are utilized as described below:

1. Utilization of the Nevada Government eMarketplace (NGEM) – all opportunities are posted to NGEM and distributed to all registered businesses.
2. Attendance and participation in approximately 190 outreach events annually, sponsored by the CCDOA, and various minority/women business organizations, including: The Latin Chamber of Commerce, The Nevada Hispanic Business Group, The Las Vegas Asian Chamber of Commerce, The Nevada Asian American Pacific Islander Chamber of Commerce, The Urban Chamber of Commerce, and The Nevada Small Business Development Center.
3. An annual workshop entitled “Doing Business at the Airport” targeted to minority and women-owned businesses.
4. One-on-one technical assistance to minority and women-owned businesses for development of capability statements and other marketing techniques.
5. Chair of Committed to Our Business Community (CTOBC), which is an annual event to promote community outreach with local, city, county, and state business resources. The CTOBC committee is comprised of government representatives and private companies. This event is held at the Las Vegas Convention Center where locally owned small businesses bring their Capability Statements and business cards to promote their company to construction companies, hospitality properties, sporting organizations, and entertainment venues such as MGM Resorts International, Caesars Entertainment, Sands Corporation, the Vegas Golden Knights, Las Vegas Raiders, Henderson Silver Knights, Allegiant Stadium, and the T-Mobile Arena.

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
Project 2485 - Baggage Handling System Modernization	Project advertised through the NGEM. Bid Schedule emailed to 433 chamber organizations, and business owners including certified Disadvantaged Business Enterprise (DBE), Minority Business Enterprises (MBE), and Woman-Owned Business Enterprises (WBE).
Project 3032 - Holding Pad 7 and Main Gate	Project advertised through the NGEM. Bid Schedule emailed to 433 chamber organizations, and business owners including certified DBE, MBE, and WBE.
Project 3039 - Airfield Reconstruction at Perkins Field Airport	Project advertised through the NGEM. Bid Schedule emailed to 433 chamber organizations, and business owners including certified DBE, MBE, and WBE.
Project 3048 - LAS Drainage Improvements at Runway 8-26	Project advertised through the NGEM. Bid Schedule emailed to 433 chamber organizations, and business owners including certified DBE, MBE, and WBE.
Project 3049 - Jean Airport (OL7) Runway Rehab	Project advertised through the NGEM. Bid Schedule emailed to 433 chamber organizations, and business owners including DBE, MBE, WBE.
Bid 23-1000066 Annual Requirements Contract for Security Guard Patrol Services	Companies receive notification of opportunities in the trades they register for. MBE and WBE owners are encouraged to register at NGEM and at airport sponsored outreach events.
Bid 23-100061 Aircraft Rescue and Firefighting Vehicles	Companies receive notification of opportunities in the trades they register for. MBE and WBE owners are encouraged to register at NGEM and at airport sponsored outreach events.
Bid 23-100059 Annual Requirements Contract for Safety Shoes	Companies receive notification of opportunities in the trades they register for. MBE and WBE owners are encouraged to register at NGEM and at airport sponsored outreach events.
Request for Qualifications 23-001 Facilities Condition Assessment (FCA)	Companies receive notification of opportunities in the trades they register for. MBE and WBE owners are encouraged to register at NGEM and at airport sponsored outreach events.

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 Diversity, Procurement and Contracts Division.

11. Training

New employee orientation incorporates a formal Power Point 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 to both employees and tenants.

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 requirements⁸
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements⁹

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 CCDOA 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.

⁸ Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the airport sponsor or any of its sub-recipients by any State, local or Federal agency.

⁹ Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

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 matters¹⁰
3. Allege misconduct by the CCDOA including airport employees, contractors, concessionaires, lessees, or tenants
4. Concern an airport facility or actions by the CCDOA 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 CCDOA. Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Departments of Justice or Transportation, or the 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 internal office that is involved, i.e., Airlines, Wheelchair Companies, HMS Host, etc. and the DOA Director.

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

Danielle Mose, Title VI Coordinator
(702) 261-5770, adacoordinator@lasairport.com

If a complaint is 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.

¹⁰ Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If an Airport sponsor employment activity is supported by FAA-provided financial assistance or it is alleged that the employment discrimination affects the broader airport program, complaints about that activity must also be reported to FAA

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 to the FAA Civil Rights Connect System, which issues automated notifications to FAA staff. 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 CCDOA, 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 the grievance process, and/or mediation.

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state CCDOA'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 Director of the Clark County Department of Aviation.
- The written appeal must be received within 15 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 Director of the Clark County Department of Aviation 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 CCDOA will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. CCDOA 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 **Danielle Mose**.

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

Website, In-person, and Other Distribution Methods

Airport Website, Special Assistance, Title VI Grievance Procedure at <https://www.harryreidairport.com/TitleVI>

14. Population / Language Data

Table B16001 and S1701 from the Census Bureau website, <https://data.census.gov>, are provided below.

Table B16001 – Clark County NV		
Label (Grouping)	Clark County, Nevada Estimate	Clark County, Nevada Margin of Error
Total:	2,159,933	*****
Speak only English	1,450,189	±15,195
Spanish:	478,944	±10,474
Speak English "very well"	289,889	±9,676
Speak English less than "very well"	189,055	±7,692
French (incl. Cajun):	4,547	±1,244
Speak English "very well"	3,362	±899
Speak English less than "very well"	1,185	±918
Haitian:	800	±688
Speak English "very well"	523	±420
Speak English less than "very well"	277	±350
Italian:	3,291	±1,336
Speak English "very well"	1,934	±793
Speak English less than "very well"	1,357	±737
Portuguese:	4,775	±1,914
Speak English "very well"	3,771	±1,631
Speak English less than "very well"	1,004	±626
German:	4,497	±1,340
Speak English "very well"	3,711	±1,269
Speak English less than "very well"	786	±394

Table B16001 – Clark County NV		
Label (Grouping)	Clark County, Nevada Estimate	Clark County, Nevada Margin of Error
Yiddish, Pennsylvania Dutch, or other West Germanic languages:	926	±564
Speak English "very well"	926	±564
Speak English less than "very well"	0	±221
Greek:	961	±626
Speak English "very well"	573	±447
Speak English less than "very well"	388	±435
Russian:	4,340	±1,347
Speak English "very well"	2,660	±869
Speak English less than "very well"	1,680	±862
Polish:	803	±521
Speak English "very well"	534	±448
Speak English less than "very well"	269	±269
Serbo-Croatian:	4,223	±3,113
Speak English "very well"	2,948	±2,354
Speak English less than "very well"	1,275	±977
Ukrainian or other Slavic languages:	2,765	±1,188
Speak English "very well"	1,647	±791
Speak English less than "very well"	1,118	±749
Armenian:	4,450	±1,774
Speak English "very well"	3,180	±1,462
Speak English less than "very well"	1,270	±764

Table B16001 – Clark County NV		
Label (Grouping)	Clark County, Nevada Estimate	Clark County, Nevada Margin of Error
Persian (incl. Farsi, Dari):	4,412	±1,936
Speak English "very well"	2,988	±1,300
Speak English less than "very well"	1,424	±816
Gujarati:	399	±454
Speak English "very well"	311	±440
Speak English less than "very well"	88	±102
Hindi:	3,131	±1,487
Speak English "very well"	2,352	±1,175
Speak English less than "very well"	779	±689
Urdu:	351	±376
Speak English "very well"	285	±360
Speak English less than "very well"	66	±111
Punjabi:	1,577	±1,356
Speak English "very well"	1,032	±946
Speak English less than "very well"	545	±553
Bengali:	36	±60
Speak English "very well"	36	±60
Speak English less than "very well"	0	±221
Nepali, Marathi, or other Indic languages:	846	±634
Speak English "very well"	595	±458
Speak English less than "very well"	251	±267

Table B16001 – Clark County NV		
Label (Grouping)	Clark County, Nevada Estimate	Clark County, Nevada Margin of Error
Other Indo-European languages:	4,401	±1,744
Speak English "very well"	3,508	±1,470
Speak English less than "very well"	893	±567
Telugu:	897	±721
Speak English "very well"	658	±623
Speak English less than "very well"	239	±247
Tamil:	986	±682
Speak English "very well"	869	±575
Speak English less than "very well"	117	±192
Malayalam, Kannada, or other Dravidian languages:	220	±270
Speak English "very well"	220	±270
Speak English less than "very well"	0	±221
Chinese (incl. Mandarin, Cantonese):	37,356	±5,457
Speak English "very well"	15,599	±3,119
Speak English less than "very well"	21,757	±3,439
Japanese:	6,691	±1,822
Speak English "very well"	4,400	±1,515
Speak English less than "very well"	2,291	±998
Korean:	9,253	±2,536
Speak English "very well"	3,508	±1,165
Speak English less than "very well"	5,745	±1,709

Table B16001 – Clark County NV		
Label (Grouping)	Clark County, Nevada Estimate	Clark County, Nevada Margin of Error
Hmong:	0	±221
Speak English "very well"	0	±221
Speak English less than "very well"	0	±221
Vietnamese:	9,215	±2,424
Speak English "very well"	4,139	±1,512
Speak English less than "very well"	5,076	±1,631
Khmer:	818	±582
Speak English "very well"	580	±477
Speak English less than "very well"	238	±252
Thai, Lao, or other Tai-Kadai languages:	5,387	±1,590
Speak English "very well"	2,577	±850
Speak English less than "very well"	2,810	±1,216
Other languages of Asia:	1,783	±1,070
Speak English "very well"	1,218	±652
Speak English less than "very well"	565	±498
Tagalog (incl. Filipino):	73,079	±5,538
Speak English "very well"	50,237	±4,973
Speak English less than "very well"	22,842	±2,754
Ilocano, Samoan, Hawaiian, or other Austronesian languages:	8,480	±2,517
Speak English "very well"	5,355	±1,489
Speak English less than "very well"	3,125	±1,425

Table B16001 – Clark County NV		
Label (Grouping)	Clark County, Nevada Estimate	Clark County, Nevada Margin of Error
Arabic:	7,868	±2,321
Speak English "very well"	4,873	±1,960
Speak English less than "very well"	2,995	±1,307
Hebrew:	2,438	±815
Speak English "very well"	1,644	±701
Speak English less than "very well"	794	±383
Amharic, Somali, or other Afro-Asiatic languages:	9,879	±3,655
Speak English "very well"	5,703	±2,268
Speak English less than "very well"	4,176	±1,774
Yoruba, Twi, Igbo, or other languages of Western Africa:	1,060	±809
Speak English "very well"	459	±433
Speak English less than "very well"	601	±644
Swahili or other languages of Central, Eastern, and Southern Africa:	1,011	±759
Speak English "very well"	956	±721
Speak English less than "very well"	55	±93
Navajo:	384	±359
Speak English "very well"	384	±359
Speak English less than "very well"	0	±221
Other Native languages of North America:	332	±236
Speak English "very well"	332	±236
Speak English less than "very well"	0	±221

Table B16001 – Clark County NV		
Label (Grouping)	Clark County, Nevada Estimate	Clark County, Nevada Margin of Error
Other and unspecified languages:	2,132	±1,092
Speak English "very well"	1,778	±953
Speak English less than "very well"	354	±306

Table 1701	Clark County, Nevada					
	Total		Below poverty level		% below poverty level	
		Margin of		Margin of		Margin of
Label	Estimate	Error	Estimate	Error	Estimate	Error
Population for whom poverty status is determined	2,205,977	±1,270	300,063	±6,995	13.6%	±0.3
AGE						
Under 18 years	509,655	±813	96,695	±3,478	19.0%	±0.7
Under 5 years	132,961	±426	27,833	±1,579	20.9%	±1.2
5 to 17 years	376,694	±626	68,862	±2,819	18.3%	±0.7
Related children of householder under 18 years	507,625	±922	94,802	±3,488	18.7%	±0.7
18 to 64 years	1,369,258	±1,100	171,449	±4,396	12.5%	±0.3
18 to 34 years	502,730	±673	71,035	±2,294	14.1%	±0.5
35 to 64 years	866,528	±602	100,414	±2,785	11.6%	±0.3
60 yrs and over	452,379	±2,005	47,368	±1,447	10.5%	±0.3
65 yrs and over	327,064	±278	31,919	±1,274	9.8%	±0.4
SEX						
Male	1,101,025	±1,227	137,162	±3,525	12.5%	±0.3
Female	1,104,952	±734	162,901	±4,689	14.7%	±0.4
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	1,171,856	±6,044	130,326	±4,880	11.1%	±0.4
Black or African American alone	260,627	±3,010	58,937	±2,905	22.6%	±1.1

Table 1701	Clark County, Nevada					
	Total		Below poverty level		% below poverty level	
American Indian and Alaska Native alone	20,444	±1,544	4,388	±738	21.5%	±3.4
Asian alone	222,336	±2,776	21,416	±1,689	9.6%	±0.7
Native Hawaiian and Other Pacific Islander alone	17,493	±852	2,336	±677	13.4%	±3.8
Some other race alone	272,180	±6,219	50,366	±2,764	18.5%	±1.0
Two or more races	241,041	±6,655	32,294	±2,620	13.4%	±1.0
Hispanic or Latino origin (of any race)	701,655	±641	117,804	±4,528	16.8%	±0.6
White alone, not Hispanic or Latino	895,356	±2,061	85,429	±3,453	9.5%	±0.4
EDUCATIONAL ATTAINMENT						
Population 25 years and over	1,517,492	±1,061	176,562	±3,924	11.6%	±0.3
Less than high school graduate	205,025	±3,984	40,913	±2,009	20.0%	±0.9
High school graduate (includes equivalency)	423,097	±4,810	58,737	±2,013	13.9%	±0.5
Some college, Associate degree	495,115	±5,075	52,246	±2,147	10.6%	±0.4
Bachelor's degree or higher	394,255	±5,073	24,666	±1,256	6.3%	±0.3

Table 1701	Clark County, Nevada					
	Total		Below poverty level		% below poverty level	
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	1,122,728	±4,740	85,568	±2,606	7.6%	±0.2
Employed	1,035,725	±4,730	61,963	±2,096	6.0%	±0.2
Male	554,677	±3,310	28,132	±1,325	5.1%	±0.2
Female	481,048	±3,150	33,831	±1,476	7.0%	±0.3
Unemployed	87,003	±2,280	23,605	±1,316	27.1%	±1.4
Male	46,536	±1,867	12,108	±950	26.0%	±1.8
Female	40,467	±1,827	11,497	±904	28.4%	±2.0
WORK EXPERIENCE						
Population 16 years and over	1,753,944	±1,676	212,744	±4,583	12.1%	±0.3
Worked full-time, year-round in the past 12 months	749,145	±5,012	21,204	±1,178	2.8%	±0.2
Worked part-time or part-year in the past 12 months	400,699	±4,508	59,576	±2,125	14.9%	±0.5
Did not work	604,100	±4,478	131,964	±3,388	21.8%	±0.5
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	143,696	±4,610	(X)	(X)	(X)	(X)

Table 1701	Clark County, Nevada					
	Total		Below poverty level		% below poverty level	
125 percent of poverty level	396,896	±8,073	(X)	(X)	(X)	(X)
150 percent of poverty level	503,495	±8,908	(X)	(X)	(X)	(X)
185 percent of poverty level	644,825	±10,490	(X)	(X)	(X)	(X)
200 percent of poverty level	716,267	±9,903	(X)	(X)	(X)	(X)
300 percent of poverty level	1,129,270	±10,078	(X)	(X)	(X)	(X)
400 percent of poverty level	1,459,478	±9,262	(X)	(X)	(X)	(X)
500 percent of poverty level	1,686,386	±8,194	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	452,703	±5,285	105,865	±2,871	23.4%	±0.5
Male	242,948	±3,804	48,779	±1,614	20.1%	±0.6
Female	209,755	±3,018	57,086	±2,165	27.2%	±0.8
15 years	432	±146	424	±148	98.1%	±3.1
16 to 17 years	1,417	±289	1,411	±288	99.6%	±0.9
18 to 24 years	33,943	±1,564	13,029	±1,102	38.4%	±2.4
25 to 34 years	99,183	±2,445	20,029	±1,300	20.2%	±1.2
35 to 44 years	72,046	±2,527	14,927	±1,102	20.7%	±1.3
45 to 54 years	68,123	±2,050	15,565	±1,011	22.8%	±1.4

Table 1701	Clark County, Nevada					
	Total		Below poverty level		% below poverty level	
55 to 64 years	74,829	±1,866	20,195	±1,222	27.0%	±1.4
65 to 74 years	61,868	±1,673	12,400	±963	20.0%	±1.4
75 yrs and over	40,862	±1,396	7,885	±782	19.3%	±1.8
Mean income deficit for unrelated individuals (dollars)	8,221	±121	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	200,998	±3,654	6,726	±640	3.3%	±0.3
Worked less than full-time, year-round in the past 12 months	102,219	±3,021	29,784	±1,654	29.1%	±1.3
Did not work	149,486	±3,154	69,355	±2,305	46.4%	±1.0
Population in housing units for whom poverty status is determined	2,202,803	±1,408	297,976	±6,984	13.5%	±0.3

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: Danielle Mose
Phone: (702) 261-5770
Address: 5757 Wayne Newton Blvd
Las Vegas, NV 89119
ADACoordinator@lasairport.com

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.

Coordinator: Danielle Mose
Telefono: (702) 261-5770
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U.S. Department of Transportation