

Lincoln Airport Authority Title VI Plan

1. Title VI Policy Statement¹

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

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

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

Chad Lay, available at 402-458-2400 and c.lay@lincolnairport.com, is responsible for overseeing the Lincoln Airport Authority’s compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.


Signature
Chad Lay – Director of Planning & Development

06/30/2024
Effective Date
06/30/2027
3-Year Expiration Date

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

2. Administration

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

In addition to the Coordinator and Lincoln Airport Authority’s leadership, the following people also assist with our Title VI program requirements:

Staff Supporting Title VI Program	Airport Sponsor Program / Office
Dan Green	Planning & Development Office
Heather Galloway	Administration Office

The Lincoln Airport Authority does not have any airport program sub-recipients.

Sub-Recipients

Not Applicable

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

Federal Source	Grant Number	Amount
FAA AIP	AIP 3-31-0050-058	\$835,130.00
FAA AIP	AIP 3-31-0050-066	\$414,960.00
FAA BIL AIG	AIP 3-31-0050-067	\$1,401,300.00

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

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

3. Grant and Procurement Assurances

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

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

Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments, must contain the contractual requirements and clauses, in the form prescribed by FAA. See https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/. Note that unlike many other clauses, Civil Rights clauses are required in all contracts. Note also special clauses that are required for certain types of contracts, such as land acquisition.
- b. Lincoln Airport Authority requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

Description of Oversight Methods for Subcontracts

All contracts include the required Civil Rights clauses, which would also include all subcontracts related to the Lincoln Airport Authority. Subcontracts are randomly and periodically audited by the Planning & Development Dept. to verify they include the template language, for not less than 10 percent of contractors each year.

4. Title VI Coordinator Responsibilities

The Coordinator is responsible for ensuring that they and other staff supporting 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 Lincoln Airport Authority leadership on the status of Title VI compliances.
- Responds promptly to requests by FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.
- Receives discrimination complaints covered by Title VI and related requirements, and forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.
- Provides the FAA with updates regarding its response and status of early resolution efforts to complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information throughout

staff and the Airport Sponsor's leadership.

- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, and other methods described in the airport Community Participation Plan (CPP).
- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the membership selecting official/committee, particularly when vacancies occur.
- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

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

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

5. Notice

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

Lincoln Airport Authority will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity. The Coordinator ensures that these posters are visible, accessible,² and maintained. The poster template is available at https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/ and a completed copy is attached. See Section 15 Appendix.

Lincoln Airport Authority has posted the above Title VI policy statement at its staff offices.

Lincoln Airport Authority will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by June 30, 2024 by email and mail.

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

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

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
Customer Service Desk	1		
Rental Car counters	2		
TSA	2		
Ticket counters	6		
Terminal Gates		5	

Outreach to Affected Communities

Administration Office 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. Marketing Office ensures announcements are made in social media, general circulation newspapers, community newspapers, and email. Administration Office 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. Administration Office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

Detailed information on our public notice and outreach procedures will be available in the Lincoln Airport Authority CPP. A copy of the CPP will be available at www.lincolnairport.com.

Lincoln Airport Authority will create a detailed CPP by September 30, 2024. A copy of the plan will be available at www.lincolnairport.com

To ensure that the community is effectively informed of and able to participate in public hearings, Administration 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 limited English proficiency (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 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 Lincoln Airport Authority will be able

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.

to identify, understand, and engage with communities. In doing so, Lincoln Airport Authority needs to know about communities eligible to be served, actually or potentially affected, benefitted or burdened by Lincoln Airport Authority airport program.

Affected Communities ⁴	Population
Zip Code 68402	1,330
Zip Code 68521	37,251
Zip Code 68522	14,496
Zip Code 68524	5,843
Zip Code 68528	6,929
Zip Code 68531	80

Resource:

<https://data.census.gov/all/profiles?t=Income+and+Poverty:Language+Spoken+at+Home:Populations+and+People&g=860XX00US68402,68521,68522,68524,68528,68531&y=2021>

(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,” Lincoln Airport Authority is collecting information about affected and potentially affected low-income communities. According to the U.S. Census Bureau, the average poverty level for the six zip codes considered to be in the Affected Communities is approximately 9.53%. The poverty rate remains similar compared with the rest of state. The poverty rates for the specific Affected Communities are as follows.

Affected Communities	Poverty Rate
Zip Code 68402	2.6%
Zip Code 68521	15.5%
Zip Code 68522	11.1%
Zip Code 68524	13.5%
Zip Code 68528	14.5%
Zip Code 68531	0%

Resource:

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.

<https://data.census.gov/all/profiles?t=Income+and+Poverty:Language+Spoken+at+Home:Populations+and+People&g=860XX00US68402,68521,68522,68524,68528,68531&y=2021>

Racial and Ethnic Communities.

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

Affected Community: Zip Code 68402
Total Affected Community Population: 1,330

Demographic Group within Affected Community	Number of People in Group	Percent of Total Affected Community Population
White	1,283	96.5%
Black or African American	1	.0007%
American Indian or Alaska Native	1	.0007%
Asian	0	0%
Native Hawaiian or Other Pacific Islander	0	0%
Hispanic or Latino	26	1.9%
More than one	36	2.7%

Affected Community: Zip Code 68521
Total Affected Community Population: 37,251

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	26,855	72%
Black or African American	2,064	5.5%
American Indian or Alaska Native	291	.007%
Asian	2,908	7.8%
Native Hawaiian or Other Pacific Islander	21	.0005%
Hispanic or Latino	4,405	11.8%
More than one	3,306	8.8%

Affected Community: Zip Code 68522
Total Affected Community Population: 14,496

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	10,242	70%
Black or African American	1,188	8%
American Indian or Alaska Native	242	1.6%

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

Asian	861	5.9%
Native Hawaiian or Other Pacific Islander	12	.0008%
Hispanic or Latino	1,647	11%
More than one	788	5%

Affected Community: Zip Code 68524
Total Affected Community Population: 5,843

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	4,338	74%
Black or African American	336	5.7%
American Indian or Alaska Native	101	1.7%
Asian	78	1.3%
Native Hawaiian or Other Pacific Islander	8	.001%
Hispanic or Latino	797	13%
More than one	700	11%

Affected Community: Zip Code 68528
Total Affected Community Population: 6,929

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	5,296	76%
Black or African American	394	5.6%
American Indian or Alaska Native	60	.008%
Asian	319	4.6%
Native Hawaiian or Other Pacific Islander	7	.001%
Hispanic or Latino	648	9.3%
More than one	561	.008%

Affected Community: Zip Code 68531
Total Affected Community Population: 80

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	69	86%
Black or African American	1	1.2%
American Indian or Alaska Native	0	0%
Asian	1	1.2%
Native Hawaiian or Other Pacific Islander	0	0%
Hispanic or Latino	2	2.5%
More than one	7	8%

Limited English Proficiency (LEP).

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

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.⁸ The safe harbor for our community is 563, therefore the threshold is considered 5%. 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
Spanish	1231	+/-436
Vietnamese	1471	+/-559
Arabic	580	+/-376

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)
Spanish			X	
Vietnamese			X	
Arabic			X	
Chinese		X		
Russian	X			
Japanese	X			

Additional languages spoken by significant numbers of LEP persons in the Affected Communities, local schools, emergency service providers, and others, include:

Additional Languages Spoken

⁷ Recommend using language groups from the U.S. Census, and using data for the “Speak English less than ‘very well’” category for each language over the threshold.

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

None

This information is updated annually⁹ 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/table/ACSDT5Y2015.B16001?q=B16001:%20LANGUAGE%20SPOKEN%20AT%20HOME%20BY%20ABILITY%20TO%20SPEAK%20ENGLISH%20FOR%20THE%20POPULATION%205%20YEARS%20AND%20OVER&g=860XX00US68402,68521,68522,68524,68528,68531

Beneficiary Diversity.

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

Description of Beneficiary Demographic Information Collection Methods

- LAA Marketing & Customer Engagement will conduct an annual survey of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey includes a voluntary request for demographic information.
- Participants and attendees at public meetings have the opportunity to complete an anonymous survey that includes demographic information.
- Businesses that submit formal bids will have the opportunity to complete an anonymous survey that includes demographic information, submitted through a data collection website.
- Tenants will have the opportunity 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 voluntary confidential demographic information at time of hiring.
- Every 3 years, LAA administration will send an email to all board members asking them to voluntarily and anonymously enter demographic information through an online survey.

⁹ Data should be kept up-to-date, but this plan does not need to be updated for incremental data changes during the Plan's 3-year period.

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 **Lincoln Airport Authority** activity must have a discriminatory disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.¹⁰

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

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
Terminal Renovation & Expansion	None

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

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
Runway 18/36 Reconstruction	Zip codes 68528 and 68521

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:

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

Justifications:

Facilities or Construction Projects	Justification
None	

¹⁰ In order 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 **Lincoln Airport Authority** will consider the volume, proportion, or frequency of contact with LEP persons in determining the appropriate language assistance to provide.

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

Language
Spanish
Vietnamese
Arabic

Lincoln Airport Authority also collects data for languages spoken by airport guests.¹¹ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
Survey of terminal employee/customer interactions	N/A

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

Language
Chinese
Russian
Japanese

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 **Lincoln Airport Authority** of the responsibility to provide language access. We have made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the airport:

¹¹ We aim to provide appropriate language assistance services to every LEP person encountered. This includes instances when LEP statistical data for a particular language was not available beforehand, or the safe harbor threshold for written translation was not met.

Translation Services:

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

Translation Vendors	Languages
Language Line Inc.	All above languages

- Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
Customer Service desk – Language Line services available	Over 270 languages
Customer Service desk – Google Translate on personal smartphones	Multiple languages available
Volunteer multi-lingual staff pool	Arabic, French, Spanish

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
Language Line, Inc.	All above languages

- Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
Customer Service desk – Language Line services available	Over 270 languages
Customer Service desk – Google Translate on personal smartphones	Multiple languages available
Volunteer multi-lingual staff pool	Arabic, French, Spanish

Description of Interpretation Assistance Processes

- Airport Customer Service desk maintains a list of multilingual employees, the languages they speak, and their associated contact telephone numbers. The list indicates whether each employee is proficient to provide interpretation and/or translation services. The list is updated annually. Generally, these employee volunteers are available to assist members of the public with verbal real-time interpretation, during normal business hours.
- The airport contracts with the Language Line, Inc. to provide on-demand telephone interpretation services to airport guests. When a request for an interpreter is received, the following process is used: Airport Customer Service staff will call the Language Line phone number, enter our account PIN, and the operators will connect the requesting party to an

interpreter for the duration of the call. The completed call is then logged in the Language Line Service binder.

- Customer Service representatives who regularly use their personal smartphones may also utilize Google Translate to help customers in need. Customer Service representatives also know which TSA agents regularly translate for customers and can call them for assistance.
- There are also a few TSA agents, not Lincoln Airport Authority employees, who regularly interpret/translate for the traveling public.
- Signs in Spanish, Arabic, and Vietnamese have been placed in the terminal indicating a free interpreting service is available at the Customer Service Desk.

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. Of the six zip codes considered to be Affected Communities, four have similar poverty rates slightly above or at the average poverty level of the state. These four zip codes have multiple city bus routes and schedules to accommodate transportation to access the Lincoln Airport Authority. The minority and disadvantaged community areas are within the following zip codes: 68521, 68522, 68524, 68528.

Public bus transportation, provided by StarTran, in Lincoln has established, existing bus routes and schedules which provides transit service access between the airport and these areas. Ride share, taxis, and shuttles are also available transportation options.

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

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
Zip Code 68521	Fixed-route buses	Existing
Zip Code 68522	Fixed-route buses	Existing
Zip Code 68524	Fixed-route buses	Existing
Zip Code 68528	Fixed-route buses	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
Social media platforms	Social media page announces the solicitation for bids and sends to specific groups so they have a chance to submit.

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 **Administration Office**.

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 requirements¹²
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹³

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

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

13. Title VI Complaints

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

Scope. These procedures are for complaints of discrimination under Title VI and related laws (hereafter “Title VI Complaints.” In order to be a Title VI Complaint, the complaint must:

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters¹⁴
3. Allege misconduct by the Lincoln Airport Authority, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the Lincoln Airport Authority including airport employees, contractors, concessionaires, lessees, or tenants.

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

¹³ Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

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

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 Lincoln Airport Authority. 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 office that is involved in the complaint and the Executive Director.

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

Chad Lay
2400 W Adams Street, Lincoln NE 68524
402-458-2400
c.lay@lincolnairport.com

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

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

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within 14 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 information to the FAA Civil Rights Connect System. The Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation and resolution process.

Investigation Procedure

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

designate an investigator.

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

Prompt Investigation. The Coordinator will make every effort to complete discrimination complaint investigations within 60 calendar days after the complaint is received. Some investigations may take longer with a justification for the delay and assurance that the investigation is being completed as quickly as possible.

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

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

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

Prompt Resolution of Disputes. The Coordinator will emphasize voluntary compliance and quickly and fairly resolve disputes with complainants, or with contractors, tenants, or other persons, through alternate dispute resolution, negotiation, mediation, and/or guidance from legal counsel.

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 Lincoln Airport Authority's conclusion regarding whether unlawful discrimination occurred, and will describe the complainant's appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via the FAA Civil Rights Connect System.

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

- The complainant may appeal in writing to the Executive Director.
- The written appeal must be received within 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 Executive Director will issue a final written decision in response to the appeal.

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

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

For information on filing a complaint with DOT/FAA, please contact Chad Lay via email at c.lay@lincolnairport.com; via office phone at 402-458-2400; or via mail at 2400 W Adams Street Suite 200, Lincoln NE 68524.

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

Website, In-person, and Other Distribution Methods

1 Airport website – www.lincolnairport.com

14. Population / Language Data

B16001 our data link:

<https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001:%20LANGUAGE%20SPOKEN%20AT%20HOME%20BY%20ABILITY%20TO%20SPEAK%20ENGLISH%20FOR%20THE%20POPULATION%205%20YEARS%20AND%20OVER&g=860XX00US68402,68521,68522,68524,68528,68531>

Table: ACSDT5Y2015.B16001

	ZCTA5 68402		ZCTA5 68521	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Total:	1,233	±266	31,553	±817
Spanish or Spanish Creole:	4	±6	1,829	±388
Speak English less than "very well"	0	±9	793	±245
French (incl. Patois, Cajun):	0	±9	103	±100
Speak English less than "very well"	0	±9	46	±40
Italian:	0	±9	17	±25
Speak English less than "very well"	0	±9	0	±20
Portuguese or Portuguese Creole:	0	±9	20	±23
Speak English less than "very well"	0	±9	0	±20
German:	0	±9	84	±56
Speak English less than "very well"	0	±9	21	±33
Scandinavian languages:	0	±9	0	±20
Speak English less than "very well"	0	±9	0	±20
Russian:	0	±9	105	±94
Speak English less than "very well"	0	±9	8	±12
Serbo-Croatian:	0	±9	32	±54
Speak English less than "very well"	0	±9	0	±20
Other Slavic languages:	173	±244	115	±98
Speak English less than "very well"	70	±101	48	±50
Persian:	0	±9	32	±47

Table: ACSDT5Y2015.B16001

	ZCTA5 68522		ZCTA5 68524	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Total:	12,238	±842	5,501	±449
Spanish or Spanish Creole:	1,056	±475	332	±167
Speak English less than "very well"	279	±149	54	±44
French (incl. Patois, Cajun):	50	±77	12	±19
Speak English less than "very well"	50	±77	0	±13
Italian:	8	±15	0	±13
Speak English less than "very well"	0	±15	0	±13
Portuguese or Portuguese Creole:	0	±15	0	±13
Speak English less than "very well"	0	±15	0	±13
German:	0	±15	6	±9
Speak English less than "very well"	0	±15	0	±13
Scandinavian languages:	10	±17	0	±13
Speak English less than "very well"	0	±15	0	±13
Russian:	23	±38	151	±138
Speak English less than "very well"	23	±38	130	±132
Serbo-Croatian:	0	±15	0	±13
Speak English less than "very well"	0	±15	0	±13
Other Slavic languages:	35	±40	43	±42
Speak English less than "very well"	20	±33	43	±42
Persian:	0	±15	0	±13

Table: ACSDT5Y2015.B16001

	ZCTA5 68528		ZCTA5 68531	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Total:	6,265	±481	54	±51
Spanish or Spanish Creole:	310	±209	0	±9
Speak English less than "very well"	105	±100	0	±9
French (incl. Patois, Cajun):	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
Italian:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
Portuguese or Portuguese Creole:	23	±35	0	±9
Speak English less than "very well"	0	±13	0	±9
German:	29	±31	0	±9
Speak English less than "very well"	0	±13	0	±9
Scandinavian languages:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
Russian:	15	±23	0	±9
Speak English less than "very well"	0	±13	0	±9
Serbo-Croatian:	24	±35	0	±9
Speak English less than "very well"	0	±13	0	±9
Other Slavic languages:	29	±42	0	±9
Speak English less than "very well"	0	±13	0	±9
Persian:	0	±13	0	±9

Table: ACSDT5Y2015.B16001

	ZCTA5 68402		ZCTA5 68521	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Speak English less than "very well"	0	±9	0	±20
Hindi:	0	±9	0	±20
Speak English less than "very well"	0	±9	0	±20
Other Indic languages:	0	±9	250	±305
Speak English less than "very well"	0	±9	49	±69
Other Indo-European languages:	0	±9	269	±216
Speak English less than "very well"	0	±9	110	±83
Chinese:	0	±9	50	±48
Speak English less than "very well"	0	±9	50	±48
Japanese:	0	±9	54	±49
Speak English less than "very well"	0	±9	23	±26
Korean:	0	±9	41	±51
Speak English less than "very well"	0	±9	41	±51
Thai:	0	±9	16	±26
Speak English less than "very well"	0	±9	0	±20
Laotian:	0	±9	10	±16
Speak English less than "very well"	0	±9	0	±20
Vietnamese:	0	±9	1,539	±373
Speak English less than "very well"	0	±9	892	±239

Table: ACSDT5Y2015.B16001

	ZCTA5 68522		ZCTA5 68524	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Speak English less than "very well"	0	±15	0	±13
Hindi:	0	±15	0	±13
Speak English less than "very well"	0	±15	0	±13
Other Indic languages:	0	±15	0	±13
Speak English less than "very well"	0	±15	0	±13
Other Indo-European languages:	52	±78	0	±13
Speak English less than "very well"	0	±15	0	±13
Chinese:	0	±15	0	±13
Speak English less than "very well"	0	±15	0	±13
Japanese:	0	±15	5	±9
Speak English less than "very well"	0	±15	0	±13
Korean:	0	±15	0	±13
Speak English less than "very well"	0	±15	0	±13
Thai:	0	±15	0	±13
Speak English less than "very well"	0	±15	0	±13
Laotian:	24	±39	0	±13
Speak English less than "very well"	0	±15	0	±13
Vietnamese:	663	±287	9	±14
Speak English less than "very well"	526	±237	9	±14

Table: ACSDT5Y2015.B16001

	ZCTA5 68528		ZCTA5 68531	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Speak English less than "very well"	0	±13	0	±9
Hindi:	18	±28	0	±9
Speak English less than "very well"	18	±28	0	±9
Other Indic languages:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
Other Indo-European languages:	10	±16	0	±9
Speak English less than "very well"	0	±13	0	±9
Chinese:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
Japanese:	9	±13	0	±9
Speak English less than "very well"	9	±13	0	±9
Korean:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
Thai:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
Laotian:	6	±11	0	±9
Speak English less than "very well"	0	±13	0	±9
Vietnamese:	101	±108	0	±9
Speak English less than "very well"	44	±51	0	±9

Table: ACSDT5Y2015.B16001

	ZCTA5 68402		ZCTA5 68521	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Other Asian languages:	0	±9	0	±20
Speak English less than "very well"	0	±9	0	±20
Tagalog:	0	±9	13	±20
Speak English less than "very well"	0	±9	0	±20
Other Pacific Island languages:	0	±9	28	±44
Speak English less than "very well"	0	±9	0	±20
Other Native North American languages:	0	±9	26	±36
Speak English less than "very well"	0	±9	0	±20
Arabic:	0	±9	945	±470
Speak English less than "very well"	0	±9	523	±270
African languages:	0	±9	154	±159
Speak English less than "very well"	0	±9	59	±58

Table: ACSDT5Y2015.B16001

	ZCTA5 68522		ZCTA5 68524	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Other Asian languages:	0	±15	0	±13
Speak English less than "very well"	0	±15	0	±13
Tagalog:	0	±15	0	±13
Speak English less than "very well"	0	±15	0	±13
Other Pacific Island languages:	37	±55	0	±13
Speak English less than "very well"	37	±55	0	±13
Other Native North American languages:	3	±6	0	±13
Speak English less than "very well"	0	±15	0	±13
Arabic:	65	±74	49	±77
Speak English less than "very well"	28	±28	29	±47
African languages:	0	±15	0	±13
Speak English less than "very well"	0	±15	0	±13

Table: ACSDT5Y2015.B16001

	ZCTA5 68528		ZCTA5 68531	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Other Asian languages:	28	±46	0	±9
Speak English less than "very well"	28	±46	0	±9
Tagalog:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
Other Pacific Island languages:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
Other Native North American languages:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
Arabic:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9
African languages:	0	±13	0	±9
Speak English less than "very well"	0	±13	0	±9

Table: ACSST5Y2022.S1701

	ZCTA5 68402			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	1,240	±251	87	±71
AGE				
Under 18 years	318	±116	21	±21
Under 5 years	72	±34	11	±18
5 to 17 years	246	±96	10	±10
Related children of householder under 18 years	318	±116	21	±21
18 to 64 years	749	±156	64	±58
18 to 34 years	210	±78	55	±56
35 to 64 years	539	±124	9	±8
60 years and over	261	±72	2	±3
65 years and over	173	±52	2	±3
SEX				
Male	643	±144	43	±36
Female	597	±123	44	±36
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	1,227	±254	87	±71
Black or African American alone	0	±10	0	±10
American Indian and Alaska Native alone	0	±10	0	±10
Asian alone	0	±10	0	±10
Native Hawaiian and Other Pacific Islander alone	4	±9	0	±10
Some other race alone	3	±5	0	±10
Two or more races	6	±9	0	±10

Table: ACSST5Y2022.S1701

			ZCTA5 68521	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	7.0%	±5.4	38,060	±1,804
AGE				
Under 18 years	6.6%	±7.3	9,694	±1,061
Under 5 years	15.3%	±23.8	2,703	±520
5 to 17 years	4.1%	±4.3	6,991	±922
Related children of householder under 18 years	6.6%	±7.3	9,557	±1,058
18 to 64 years	8.5%	±7.1	24,328	±1,189
18 to 34 years	26.2%	±20.9	11,142	±953
35 to 64 years	1.7%	±1.4	13,186	±912
60 years and over	0.8%	±1.2	5,567	±482
65 years and over	1.2%	±1.8	4,038	±388
SEX				
Male	6.7%	±5.3	19,267	±1,189
Female	7.4%	±5.9	18,793	±933
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	7.1%	±5.5	29,571	±1,808
Black or African American alone	-	**	2,089	±484
American Indian and Alaska Native alone	-	**	402	±153
Asian alone	-	**	2,771	±513
Native Hawaiian and Other Pacific Islander alone	0.0%	±100.0	0	±22
Some other race alone	0.0%	±100.0	802	±437
Two or more races	0.0%	±100.0	2,425	±606

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	5,933	±863	15.6%	±2.4
AGE				
Under 18 years	1,336	±416	13.8%	±4.4
Under 5 years	235	±149	8.7%	±5.4
5 to 17 years	1,101	±357	15.7%	±5.4
Related children of householder under 18 years	1,199	±408	12.5%	±4.4
18 to 64 years	4,283	±710	17.6%	±2.8
18 to 34 years	2,972	±533	26.7%	±4.2
35 to 64 years	1,311	±328	9.9%	±2.5
60 years and over	439	±148	7.9%	±2.7
65 years and over	314	±134	7.8%	±3.4
SEX				
Male	2,537	±514	13.2%	±2.6
Female	3,396	±604	18.1%	±3.2
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	4,067	±740	13.8%	±2.7
Black or African American alone	619	±279	29.6%	±12.8
American Indian and Alaska Native alone	91	±93	22.6%	±20.8
Asian alone	341	±247	12.3%	±8.1
Native Hawaiian and Other Pacific Islander alone	0	±22	-	**
Some other race alone	56	±51	7.0%	±6.7
Two or more races	759	±383	31.3%	±12.8

Table: ACSST5Y2022.S1701

	ZCTA5 68522			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	12,112	±1,046	1,592	±680
AGE				
Under 18 years	3,242	±423	415	±273
Under 5 years	801	±191	138	±104
5 to 17 years	2,441	±413	277	±193
Related children of householder under 18 years	3,242	±423	415	±273
18 to 64 years	7,854	±960	1,080	±469
18 to 34 years	3,502	±717	794	±382
35 to 64 years	4,352	±492	286	±135
60 years and over	1,656	±235	180	±113
65 years and over	1,016	±196	97	±63
SEX				
Male	5,759	±517	729	±368
Female	6,353	±794	863	±357
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	9,272	±1,083	951	±419
Black or African American alone	553	±369	103	±123
American Indian and Alaska Native alone	18	±29	0	±16
Asian alone	560	±276	2	±4
Native Hawaiian and Other Pacific Islander alone	132	±130	132	±130
Some other race alone	595	±340	95	±115
Two or more races	982	±414	309	±380

Table: ACSST5Y2022.S1701

			ZCTA5 68524	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	13.1%	±5.6	5,828	±802
AGE				
Under 18 years	12.8%	±8.7	1,598	±312
Under 5 years	17.2%	±12.2	453	±185
5 to 17 years	11.3%	±8.2	1,145	±227
Related children of householder under 18 years	12.8%	±8.7	1,598	±312
18 to 64 years	13.8%	±5.8	3,734	±704
18 to 34 years	22.7%	±9.7	1,838	±540
35 to 64 years	6.6%	±3.3	1,896	±270
60 years and over	10.9%	±6.8	878	±239
65 years and over	9.5%	±6.2	496	±76
SEX				
Male	12.7%	±6.2	2,968	±387
Female	13.6%	±5.7	2,860	±465
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	10.3%	±4.5	4,929	±784
Black or African American alone	18.6%	±22.2	130	±101
American Indian and Alaska Native alone	0.0%	±61.3	44	±75
Asian alone	0.4%	±0.8	35	±38
Native Hawaiian and Other Pacific Islander alone	100.0%	±17.2	0	±15
Some other race alone	16.0%	±18.3	191	±125
Two or more races	31.5%	±26.4	499	±245

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	645	±290	11.1%	±4.8
AGE				
Under 18 years	255	±181	16.0%	±10.1
Under 5 years	137	±143	30.2%	±23.0
5 to 17 years	118	±79	10.3%	±6.8
Related children of householder under 18 years	255	±181	16.0%	±10.1
18 to 64 years	332	±162	8.9%	±4.6
18 to 34 years	193	±101	10.5%	±6.2
35 to 64 years	139	±93	7.3%	±4.7
60 years and over	58	±46	6.6%	±5.3
65 years and over	58	±46	11.7%	±9.1
SEX				
Male	310	±158	10.4%	±5.2
Female	335	±154	11.7%	±5.1
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	556	±272	11.3%	±5.4
Black or African American alone	41	±70	31.5%	±37.4
American Indian and Alaska Native alone	0	±15	0.0%	±39.2
Asian alone	0	±15	0.0%	±44.0
Native Hawaiian and Other Pacific Islander alone	0	±15	-	**
Some other race alone	0	±15	0.0%	±12.2
Two or more races	48	±55	9.6%	±11.4

Table: ACSST5Y2022.S1701

	ZCTA5 68528			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	6,747	±682	1,183	±361
AGE				
Under 18 years	1,683	±371	324	±180
Under 5 years	486	±123	118	±69
5 to 17 years	1,197	±356	206	±122
Related children of householder under 18 years	1,683	±371	324	±180
18 to 64 years	4,453	±453	797	±262
18 to 34 years	2,333	±389	652	±249
35 to 64 years	2,120	±290	145	±72
60 years and over	902	±157	84	±45
65 years and over	611	±122	62	±36
SEX				
Male	3,362	±381	458	±178
Female	3,385	±440	725	±258
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	5,742	±667	954	±324
Black or African American alone	225	±164	170	±156
American Indian and Alaska Native alone	0	±15	0	±15
Asian alone	322	±185	0	±15
Native Hawaiian and Other Pacific Islander alone	17	±28	17	±28
Some other race alone	50	±49	0	±15
Two or more races	391	±206	42	±58

Table: ACSST5Y2022.S1701

			ZCTA5 68531	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	17.5%	±5.1	209	±119
AGE				
Under 18 years	19.3%	±11.1	28	±31
Under 5 years	24.3%	±13.7	0	±10
5 to 17 years	17.2%	±11.3	28	±31
Related children of householder under 18 years	19.3%	±11.1	28	±31
18 to 64 years	17.9%	±5.2	159	±110
18 to 34 years	27.9%	±8.1	63	±70
35 to 64 years	6.8%	±3.5	96	±53
60 years and over	9.3%	±4.8	36	±38
65 years and over	10.1%	±5.7	22	±18
SEX				
Male	13.6%	±4.9	134	±75
Female	21.4%	±6.9	75	±51
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	16.6%	±5.3	209	±119
Black or African American alone	75.6%	±31.1	0	±10
American Indian and Alaska Native alone	-	**	0	±10
Asian alone	0.0%	±7.5	0	±10
Native Hawaiian and Other Pacific Islander alone	100.0%	±63.1	0	±10
Some other race alone	0.0%	±36.7	0	±10
Two or more races	10.7%	±14.9	0	±10

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	0	±10	0.0%	±11.3
AGE				
Under 18 years	0	±10	0.0%	±49.2
Under 5 years	0	±10	-	**
5 to 17 years	0	±10	0.0%	±49.2
Related children of householder under 18 years	0	±10	0.0%	±49.2
18 to 64 years	0	±10	0.0%	±14.5
18 to 34 years	0	±10	0.0%	±31.6
35 to 64 years	0	±10	0.0%	±22.7
60 years and over	0	±10	0.0%	±43.3
65 years and over	0	±10	0.0%	±55.5
SEX				
Male	0	±10	0.0%	±16.9
Female	0	±10	0.0%	±27.7
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	0	±10	0.0%	±11.3
Black or African American alone	0	±10	-	**
American Indian and Alaska Native alone	0	±10	-	**
Asian alone	0	±10	-	**
Native Hawaiian and Other Pacific Islander alone	0	±10	-	**
Some other race alone	0	±10	-	**
Two or more races	0	±10	-	**

Table: ACSST5Y2022.S1701

	ZCTA5 68402			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	1	±3	0	±10
White alone, not Hispanic or Latino	1,227	±254	87	±71
EDUCATIONAL ATTAINMENT				
Population 25 years and over	811	±148	26	±24
Less than high school graduate	13	±12	0	±10
High school graduate (includes equivalency)	154	±47	4	±7
Some college, associate's degree	290	±80	17	±21
Bachelor's degree or higher	354	±82	5	±5
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	707	±148	44	±36
Employed	689	±148	41	±35
Male	373	±92	1	±2
Female	316	±73	40	±35
Unemployed	18	±14	3	±4
Male	4	±5	3	±4
Female	14	±13	0	±10
WORK EXPERIENCE				
Population 16 years and over	954	±185	67	±58
Worked full-time, year-round in the past 12 months	465	±106	6	±8
Worked part-time or part-year in the past 12 months	268	±68	35	±34

Table: ACSST5Y2022.S1701

			ZCTA5 68521	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	0.0%	±100.0	4,085	±668
White alone, not Hispanic or Latino	7.1%	±5.5	26,885	±1,792
EDUCATIONAL ATTAINMENT				
Population 25 years and over	3.2%	±2.9	22,529	±1,109
Less than high school graduate	0.0%	±72.1	2,533	±516
High school graduate (includes equivalency)	2.6%	±4.3	5,585	±658
Some college, associate's degree	5.9%	±7.2	6,825	±661
Bachelor's degree or higher	1.4%	±1.5	7,586	±701
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	6.2%	±4.8	21,897	±1,183
Employed	6.0%	±4.9	21,150	±1,174
Male	0.3%	±0.5	11,820	±853
Female	12.7%	±10.0	9,330	±596
Unemployed	16.7%	±24.7	747	±216
Male	75.0%	±57.5	377	±178
Female	0.0%	±69.5	370	±187
WORK EXPERIENCE				
Population 16 years and over	7.0%	±5.6	29,965	±1,265
Worked full-time, year-round in the past 12 months	1.3%	±1.5	14,039	±900
Worked part-time or part-year in the past 12 months	13.1%	±11.3	9,017	±1,011

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	349	±269	8.5%	±6.5
White alone, not Hispanic or Latino	3,920	±720	14.6%	±3.0
EDUCATIONAL ATTAINMENT				
Population 25 years and over	2,583	±521	11.5%	±2.3
Less than high school graduate	412	±181	16.3%	±7.2
High school graduate (includes equivalency)	900	±290	16.1%	±4.7
Some college, associate's degree	888	±246	13.0%	±3.7
Bachelor's degree or higher	383	±164	5.0%	±2.2
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	2,909	±604	13.3%	±2.8
Employed	2,637	±570	12.5%	±2.7
Male	1,209	±353	10.2%	±2.9
Female	1,428	±385	15.3%	±3.9
Unemployed	272	±122	36.4%	±17.0
Male	131	±84	34.7%	±21.6
Female	141	±93	38.1%	±22.1
WORK EXPERIENCE				
Population 16 years and over	4,850	±725	16.2%	±2.4
Worked full-time, year-round in the past 12 months	538	±202	3.8%	±1.4
Worked part-time or part-year in the past 12 months	2,785	±702	30.9%	±6.3

Table: ACSST5Y2022.S1701

	ZCTA5 68522			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	1,039	±402	158	±193
White alone, not Hispanic or Latino	8,975	±1,103	949	±420
EDUCATIONAL ATTAINMENT				
Population 25 years and over	7,291	±684	682	±379
Less than high school graduate	863	±324	376	±310
High school graduate (includes equivalency)	1,647	±287	87	±65
Some college, associate's degree	2,368	±421	93	±57
Bachelor's degree or higher	2,413	±404	126	±102
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	7,213	±963	640	±267
Employed	6,842	±852	573	±240
Male	3,438	±348	302	±194
Female	3,404	±794	271	±132
Unemployed	371	±202	67	±65
Male	164	±167	39	±57
Female	207	±99	28	±28
WORK EXPERIENCE				
Population 16 years and over	9,142	±968	1,208	±487
Worked full-time, year-round in the past 12 months	4,994	±644	105	±79
Worked part-time or part-year in the past 12 months	2,430	±397	624	±252

Table: ACSST5Y2022.S1701

			ZCTA5 68524	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	15.2%	±17.0	1,107	±476
White alone, not Hispanic or Latino	10.6%	±4.6	4,329	±744
EDUCATIONAL ATTAINMENT				
Population 25 years and over	9.4%	±5.1	3,424	±366
Less than high school graduate	43.6%	±24.7	320	±137
High school graduate (includes equivalency)	5.3%	±3.8	1,045	±260
Some college, associate's degree	3.9%	±2.4	1,134	±192
Bachelor's degree or higher	5.2%	±4.3	925	±220
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	8.9%	±3.8	3,265	±447
Employed	8.4%	±3.6	3,102	±405
Male	8.8%	±5.4	1,732	±255
Female	8.0%	±4.1	1,370	±215
Unemployed	18.1%	±17.3	163	±122
Male	23.8%	±41.5	48	±41
Female	13.5%	±13.3	115	±110
WORK EXPERIENCE				
Population 16 years and over	13.2%	±5.3	4,451	±706
Worked full-time, year-round in the past 12 months	2.1%	±1.6	2,395	±241
Worked part-time or part-year in the past 12 months	25.7%	±9.4	1,124	±450

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	226	±248	20.4%	±19.3
White alone, not Hispanic or Latino	330	±201	7.6%	±4.6
EDUCATIONAL ATTAINMENT				
Population 25 years and over	290	±126	8.5%	±3.6
Less than high school graduate	43	±51	13.4%	±14.5
High school graduate (includes equivalency)	105	±85	10.0%	±7.4
Some college, associate's degree	79	±51	7.0%	±4.4
Bachelor's degree or higher	63	±68	6.8%	±7.1
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	164	±80	5.0%	±2.6
Employed	149	±79	4.8%	±2.7
Male	66	±52	3.8%	±3.1
Female	83	±50	6.1%	±3.6
Unemployed	15	±19	9.2%	±12.6
Male	0	±15	0.0%	±37.5
Female	15	±19	13.0%	±19.6
WORK EXPERIENCE				
Population 16 years and over	442	±207	9.9%	±4.7
Worked full-time, year-round in the past 12 months	88	±63	3.7%	±2.6
Worked part-time or part-year in the past 12 months	115	±91	10.2%	±8.5

Table: ACSST5Y2022.S1701

	ZCTA5 68528			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	482	±166	189	±125
White alone, not Hispanic or Latino	5,471	±659	849	±305
EDUCATIONAL ATTAINMENT				
Population 25 years and over	3,912	±371	308	±124
Less than high school graduate	113	±69	29	±32
High school graduate (includes equivalency)	765	±147	71	±54
Some college, associate's degree	1,422	±262	129	±64
Bachelor's degree or higher	1,612	±271	79	±49
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	4,059	±423	488	±199
Employed	3,924	±422	443	±198
Male	2,011	±260	139	±96
Female	1,913	±265	304	±146
Unemployed	135	±71	45	±29
Male	96	±67	25	±23
Female	39	±27	20	±21
WORK EXPERIENCE				
Population 16 years and over	5,204	±448	866	±263
Worked full-time, year-round in the past 12 months	2,713	±282	91	±89
Worked part-time or part-year in the past 12 months	1,539	±315	492	±197

Table: ACSST5Y2022.S1701

			ZCTA5 68531	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	39.2%	±20.1	0	±10
White alone, not Hispanic or Latino	15.5%	±5.3	209	±119
EDUCATIONAL ATTAINMENT				
Population 25 years and over	7.9%	±3.1	138	±69
Less than high school graduate	25.7%	±26.3	7	±11
High school graduate (includes equivalency)	9.3%	±6.7	37	±27
Some college, associate's degree	9.1%	±4.5	73	±56
Bachelor's degree or higher	4.9%	±3.0	21	±21
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	12.0%	±4.5	154	±111
Employed	11.3%	±4.6	154	±111
Male	6.9%	±4.4	93	±65
Female	15.9%	±6.9	61	±48
Unemployed	33.3%	±21.8	0	±10
Male	26.0%	±25.6	0	±10
Female	51.3%	±45.2	0	±10
WORK EXPERIENCE				
Population 16 years and over	16.6%	±4.5	186	±114
Worked full-time, year-round in the past 12 months	3.4%	±3.2	96	±51
Worked part-time or part-year in the past 12 months	32.0%	±10.0	58	±78

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	0	±10	-	**
White alone, not Hispanic or Latino	0	±10	0.0%	±11.3
EDUCATIONAL ATTAINMENT				
Population 25 years and over	0	±10	0.0%	±16.5
Less than high school graduate	0	±10	0.0%	±98.3
High school graduate (includes equivalency)	0	±10	0.0%	±42.8
Some college, associate's degree	0	±10	0.0%	±28.3
Bachelor's degree or higher	0	±10	0.0%	±56.8
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	0	±10	0.0%	±14.9
Employed	0	±10	0.0%	±14.9
Male	0	±10	0.0%	±23.3
Female	0	±10	0.0%	±32.3
Unemployed	0	±10	-	**
Male	0	±10	-	**
Female	0	±10	-	**
WORK EXPERIENCE				
Population 16 years and over	0	±10	0.0%	±12.6
Worked full-time, year-round in the past 12 months	0	±10	0.0%	±22.7
Worked part-time or part-year in the past 12 months	0	±10	0.0%	±33.4

Table: ACSST5Y2022.S1701

	ZCTA5 68402			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	221	±78	26	±26
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS				
50 percent of poverty level	36	±40	(X)	(X)
125 percent of poverty level	105	±71	(X)	(X)
150 percent of poverty level	126	±72	(X)	(X)
185 percent of poverty level	133	±72	(X)	(X)
200 percent of poverty level	151	±74	(X)	(X)
300 percent of poverty level	310	±120	(X)	(X)
400 percent of poverty level	403	±138	(X)	(X)
500 percent of poverty level	555	±157	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	110	±39	9	±7
Male	78	±35	5	±5
Female	32	±15	4	±4
15 years	0	±10	0	±10
16 to 17 years	0	±10	0	±10
18 to 24 years	9	±11	3	±4
25 to 34 years	12	±10	2	±3
35 to 44 years	24	±23	0	±10
45 to 54 years	16	±18	0	±10
55 to 64 years	6	±7	2	±3
65 to 74 years	10	±8	0	±10
75 years and over	33	±19	2	±3
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)

Table: ACSST5Y2022.S1701

			ZCTA5 68521	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	11.8%	±10.2	6,909	±660
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS				
50 percent of poverty level	(X)	(X)	2,899	±623
125 percent of poverty level	(X)	(X)	7,456	±983
150 percent of poverty level	(X)	(X)	10,153	±1,262
185 percent of poverty level	(X)	(X)	12,400	±1,435
200 percent of poverty level	(X)	(X)	13,567	±1,497
300 percent of poverty level	(X)	(X)	20,133	±1,537
400 percent of poverty level	(X)	(X)	25,034	±1,740
500 percent of poverty level	(X)	(X)	29,237	±1,933
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	8.2%	±6.1	8,863	±788
Male	6.4%	±6.8	4,469	±658
Female	12.5%	±14.3	4,394	±505
15 years	-	**	113	±148
16 to 17 years	-	**	24	±37
18 to 24 years	33.3%	±28.7	2,918	±617
25 to 34 years	16.7%	±24.2	1,842	±367
35 to 44 years	0.0%	±53.1	1,168	±348
45 to 54 years	0.0%	±65.0	643	±197
55 to 64 years	33.3%	±57.3	788	±212
65 to 74 years	0.0%	±82.3	706	±200
75 years and over	6.1%	±8.9	661	±174
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	8,235	±684

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	1,527	±339	22.1%	±4.4
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS				
50 percent of poverty level	(X)	(X)	(X)	(X)
125 percent of poverty level	(X)	(X)	(X)	(X)
150 percent of poverty level	(X)	(X)	(X)	(X)
185 percent of poverty level	(X)	(X)	(X)	(X)
200 percent of poverty level	(X)	(X)	(X)	(X)
300 percent of poverty level	(X)	(X)	(X)	(X)
400 percent of poverty level	(X)	(X)	(X)	(X)
500 percent of poverty level	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	3,320	±573	37.5%	±5.2
Male	1,360	±406	30.4%	±7.4
Female	1,960	±423	44.6%	±7.0
15 years	113	±148	100.0%	±19.7
16 to 17 years	24	±37	100.0%	±53.1
18 to 24 years	1,794	±471	61.5%	±9.6
25 to 34 years	508	±158	27.6%	±6.9
35 to 44 years	172	±96	14.7%	±8.5
45 to 54 years	210	±120	32.7%	±14.9
55 to 64 years	215	±106	27.3%	±11.9
65 to 74 years	195	±109	27.6%	±13.5
75 years and over	89	±78	13.5%	±11.0
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	(X)	(X)

Table: ACSST5Y2022.S1701

	ZCTA5 68522			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	1,718	±320	479	±249
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS				
50 percent of poverty level	566	±323	(X)	(X)
125 percent of poverty level	2,268	±720	(X)	(X)
150 percent of poverty level	3,261	±772	(X)	(X)
185 percent of poverty level	3,686	±791	(X)	(X)
200 percent of poverty level	3,781	±813	(X)	(X)
300 percent of poverty level	6,969	±1,121	(X)	(X)
400 percent of poverty level	8,234	±1,107	(X)	(X)
500 percent of poverty level	9,521	±1,097	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	2,257	±437	454	±155
Male	1,084	±272	125	±90
Female	1,173	±296	329	±153
15 years	0	±16	0	±16
16 to 17 years	0	±16	0	±16
18 to 24 years	672	±293	313	±151
25 to 34 years	469	±183	16	±5
35 to 44 years	178	±85	12	±16
45 to 54 years	202	±92	11	±17
55 to 64 years	443	±140	52	±42
65 to 74 years	205	±100	21	±23
75 years and over	88	±76	29	±36
Mean income deficit for unrelated individuals (dollars)	7,635	±1,474	(X)	(X)

Table: ACSST5Y2022.S1701

			ZCTA5 68524	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	27.9%	±12.0	932	±247
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS				
50 percent of poverty level	(X)	(X)	374	±230
125 percent of poverty level	(X)	(X)	751	±310
150 percent of poverty level	(X)	(X)	1,019	±378
185 percent of poverty level	(X)	(X)	1,283	±441
200 percent of poverty level	(X)	(X)	1,561	±467
300 percent of poverty level	(X)	(X)	3,333	±749
400 percent of poverty level	(X)	(X)	4,661	±790
500 percent of poverty level	(X)	(X)	5,110	±812
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	20.1%	±5.2	939	±175
Male	11.5%	±7.4	502	±147
Female	28.0%	±9.1	437	±109
15 years	-	**	0	±15
16 to 17 years	-	**	0	±15
18 to 24 years	46.6%	±11.0	106	±81
25 to 34 years	3.4%	±2.0	407	±139
35 to 44 years	6.7%	±9.1	100	±81
45 to 54 years	5.4%	±8.9	144	±92
55 to 64 years	11.7%	±9.5	92	±48
65 to 74 years	10.2%	±10.9	75	±48
75 years and over	33.0%	±37.3	15	±18
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	5,157	±3,130

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	239	±133	25.6%	±12.4
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS				
50 percent of poverty level	(X)	(X)	(X)	(X)
125 percent of poverty level	(X)	(X)	(X)	(X)
150 percent of poverty level	(X)	(X)	(X)	(X)
185 percent of poverty level	(X)	(X)	(X)	(X)
200 percent of poverty level	(X)	(X)	(X)	(X)
300 percent of poverty level	(X)	(X)	(X)	(X)
400 percent of poverty level	(X)	(X)	(X)	(X)
500 percent of poverty level	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	93	±53	9.9%	±5.4
Male	6	±7	1.2%	±1.4
Female	87	±52	19.9%	±10.4
15 years	0	±15	-	**
16 to 17 years	0	±15	-	**
18 to 24 years	23	±23	21.7%	±25.0
25 to 34 years	5	±8	1.2%	±1.9
35 to 44 years	23	±32	23.0%	±22.0
45 to 54 years	10	±15	6.9%	±10.2
55 to 64 years	0	±15	0.0%	±23.5
65 to 74 years	28	±32	37.3%	±36.7
75 years and over	4	±7	26.7%	±55.9
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	(X)	(X)

Table: ACSST5Y2022.S1701

	ZCTA5 68528			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	952	±170	283	±115
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS				
50 percent of poverty level	553	±209	(X)	(X)
125 percent of poverty level	1,410	±392	(X)	(X)
150 percent of poverty level	1,768	±410	(X)	(X)
185 percent of poverty level	2,058	±435	(X)	(X)
200 percent of poverty level	2,102	±441	(X)	(X)
300 percent of poverty level	3,450	±606	(X)	(X)
400 percent of poverty level	4,564	±624	(X)	(X)
500 percent of poverty level	5,330	±646	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	1,980	±349	692	±247
Male	1,009	±234	286	±149
Female	971	±237	406	±180
15 years	0	±15	0	±15
16 to 17 years	0	±15	0	±15
18 to 24 years	941	±354	525	±238
25 to 34 years	393	±146	34	±27
35 to 44 years	177	±63	35	±34
45 to 54 years	103	±76	19	±27
55 to 64 years	98	±53	27	±25
65 to 74 years	146	±70	20	±22
75 years and over	122	±61	32	±31
Mean income deficit for unrelated individuals (dollars)	7,485	±1,779	(X)	(X)

Table: ACSST5Y2022.S1701

			ZCTA5 68531	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	29.7%	±9.7	32	±26
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS				
50 percent of poverty level	(X)	(X)	0	±10
125 percent of poverty level	(X)	(X)	0	±10
150 percent of poverty level	(X)	(X)	0	±10
185 percent of poverty level	(X)	(X)	0	±10
200 percent of poverty level	(X)	(X)	0	±10
300 percent of poverty level	(X)	(X)	0	±10
400 percent of poverty level	(X)	(X)	21	±32
500 percent of poverty level	(X)	(X)	27	±33
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED				
	34.9%	±8.8	14	±20
Male	28.3%	±10.5	8	±11
Female	41.8%	±12.6	6	±8
15 years	-	**	0	±10
16 to 17 years	-	**	0	±10
18 to 24 years	55.8%	±12.6	0	±10
25 to 34 years	8.7%	±6.7	0	±10
35 to 44 years	19.8%	±17.8	14	±20
45 to 54 years	18.4%	±25.3	0	±10
55 to 64 years	27.6%	±22.3	0	±10
65 to 74 years	13.7%	±15.1	0	±10
75 years and over	26.2%	±16.1	0	±10
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	-	**

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	0	±10	0.0%	±46.0
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS				
50 percent of poverty level	(X)	(X)	(X)	(X)
125 percent of poverty level	(X)	(X)	(X)	(X)
150 percent of poverty level	(X)	(X)	(X)	(X)
185 percent of poverty level	(X)	(X)	(X)	(X)
200 percent of poverty level	(X)	(X)	(X)	(X)
300 percent of poverty level	(X)	(X)	(X)	(X)
400 percent of poverty level	(X)	(X)	(X)	(X)
500 percent of poverty level	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	0	±10	0.0%	±69.5
Male	0	±10	0.0%	±92.0
Female	0	±10	0.0%	±100.0
15 years	0	±10	-	**
16 to 17 years	0	±10	-	**
18 to 24 years	0	±10	-	**
25 to 34 years	0	±10	-	**
35 to 44 years	0	±10	0.0%	±69.5
45 to 54 years	0	±10	-	**
55 to 64 years	0	±10	-	**
65 to 74 years	0	±10	-	**
75 years and over	0	±10	-	**
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	(X)	(X)

Table: ACSST5Y2022.S1701

	ZCTA5 68402			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Worked full-time, year-round in the past 12 months	58	±32	0	±10
Worked less than full-time, year-round in the past 12 months	13	±11	2	±3
Did not work	39	±20	7	±6
Population in housing units for whom poverty status is determined	1,240	±251	87	±71

Table: ACSST5Y2022.S1701

			ZCTA5 68521	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Worked full-time, year-round in the past 12 months	0.0%	±33.4	3,483	±503
Worked less than full-time, year-round in the past 12 months	15.4%	±26.0	3,452	±610
Did not work	17.9%	±14.2	1,928	±328
Population in housing units for whom poverty status is determined	7.0%	±5.4	38,008	±1,803

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Worked full-time, year-round in the past 12 months	312	±159	9.0%	±4.1
Worked less than full-time, year-round in the past 12 months	1,994	±446	57.8%	±9.7
Did not work	1,014	±283	52.6%	±9.8
Population in housing units for whom poverty status is determined	5,885	±864	15.5%	±2.4

Table: ACSST5Y2022.S1701

	ZCTA5 68522			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Worked full-time, year-round in the past 12 months	1,159	±253	29	±33
Worked less than full-time, year-round in the past 12 months	729	±238	287	±154
Did not work	369	±138	138	±74
Population in housing units for whom poverty status is determined	12,039	±1,046	1,546	±678

Table: ACSST5Y2022.S1701

			ZCTA5 68524	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Worked full-time, year-round in the past 12 months	2.5%	±2.8	744	±167
Worked less than full-time, year-round in the past 12 months	39.4%	±16.4	109	±72
Did not work	37.4%	±18.0	86	±48
Population in housing units for whom poverty status is determined	12.8%	±5.6	5,825	±802

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Worked full-time, year-round in the past 12 months	31	±35	4.2%	±4.5
Worked less than full-time, year-round in the past 12 months	18	±20	16.5%	±17.8
Did not work	44	±38	51.2%	±32.2
Population in housing units for whom poverty status is determined	643	±290	11.0%	±4.8

Table: ACSST5Y2022.S1701

	ZCTA5 68528			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Worked full-time, year-round in the past 12 months	917	±232	76	±85
Worked less than full-time, year-round in the past 12 months	634	±228	430	±197
Did not work	429	±112	186	±83
Population in housing units for whom poverty status is determined	6,742	±681	1,178	±360

Table: ACSST5Y2022.S1701

			ZCTA5 68531	
	Percent below poverty level		Total	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Worked full-time, year-round in the past 12 months	8.3%	±8.4	14	±20
Worked less than full-time, year-round in the past 12 months	67.8%	±13.0	0	±10
Did not work	43.4%	±15.5	0	±10
Population in housing units for whom poverty status is determined	17.5%	±5.1	209	±119

Table: ACSST5Y2022.S1701

	Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Worked full-time, year-round in the past 12 months	0	±10	0.0%	±69.5
Worked less than full-time, year-round in the past 12 months	0	±10	-	**
Did not work	0	±10	-	**
Population in housing units for whom poverty status is determined	0	±10	0.0%	±11.3

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: Chad Lay
Phone: 402-458-2400
Address: 2400 W Adams Street
Lincoln NE 68524
c.lay@lincolnairport.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.

Coordinador: Chad Lay
Teléfono: 402-458-2400
Dirección: 2400 W Adams Street
Lincoln NE 68524
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U.S. Department of Transportation
Federal Aviation Administration

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