

# Kearney Regional Airport Title VI Plan

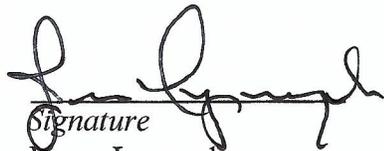
## 1. Title VI Policy Statement<sup>1</sup>

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

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

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

James Lynaugh is available at 308-234-2318 and [jlanaugh@kearneygov.org](mailto:jlanaugh@kearneygov.org) is responsible for overseeing the Airport Sponsor's compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.

  
Signature  
James Lynaugh  
Airport Director

September 10, 2024

Effective Date

September 10, 2027

3-Year Expiration Date

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

## 2. Administration

City Council reviewed and adopted this Title VI Plan for The Kearney Regional Airport. This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the Airport Director or Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the City Council 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:

<b>Staff Supporting Title VI Program</b>	<b>Airport Sponsor Program / Office</b>
Shawna Erbsen	Director of Administrative Services

The Kearney Regional Airport has the following airport program sub-recipients:

<b>Sub-Recipients</b>
<i>None</i>

**As of the date of this plan, The Kearney Regional Airport has the following pending applications for Federal financial assistance:**

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

“In addition, The Kearney Regional Airport sub-recipients have the following pending applications for Federal financial assistance (either directly from the FAA, or passed through the State DOT

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

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

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

### **3. Grant and Procurement Assurances**

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

The Kearney Regional Airport will complete standard grant assurances for Title VI and related requirements, in the form prescribed by FAA.

#### **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. 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 City Clerk will ensure all solicitations, contracts and leases have the appropriate federal clauses included. Annual audits will be performed to ensure compliance for not less than 10% 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.

Among other responsibilities, the Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to The Kearney Regional Airport leadership on the status of Title VI compliances.
- Responds promptly to requests by FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.
- Receives discrimination complaints covered by Title VI and related requirements, and forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.
- Provides the FAA with updates regarding its response and status of early resolution efforts to complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information throughout staff and the Airport Sponsor's leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and

readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, and other methods described in the airport Community Participation Plan (CPP).

- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the membership selecting official/committee, particularly when vacancies occur.
- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

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

The Coordinator has 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 Kearney Regional Airport will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity. The Coordinator ensures that these posters are visible, accessible,<sup>2</sup> and maintained.

The Kearney Regional Airport has posted the above Title VI policy statement at its staff offices.

The Kearney Regional Airport has available this Title VI Plan among its employees, lessees, and tenants. The Title VI Policy Statement will be posted on the [www.flykearney.com](http://www.flykearney.com) and [www.cityofkearney.com](http://www.cityofkearney.com) websites as well as the Title VI Complaint Form, and Poster and a completed copy is attached.

The Kearney Regional Airport will distribute this Title VI Plan among its employees and airport contractors, lessees, board members, and tenants. This plan will be distributed by email on or before December 31, 2024, and posted on [www.flykearney.com](http://www.flykearney.com) and [www.cityofkearney.com](http://www.cityofkearney.com) websites as well as the Title VI Complaint Form, Investigative Process and Poster.

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<sup>2</sup> For more information about website accessibility, please visit ADA.gov.

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

<b>Terminal/FBO/Concessions/ Other Locations</b>	<b>Quantity in Pre-Security Area</b>	<b>Quantity in Post-Security Area</b>	<b>Additional Quantities</b>
<i>Terminal</i>	<i>1</i>	<i>1</i>	
<i>FBO</i>			<i>1</i>
<i>Thrifty Renal Car</i>			<i>1</i>

Outreach to Affected Communities

The Kearney Regional Airport 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 on social media, the city and airport websites and press releases as needed. The Kearney Regional Airport contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities<sup>3</sup> 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.

Airport Sponsor will create a detailed CPP by December 17, 2024. A copy of the plan will be available at on the City of Kearney website.

To ensure that the community is effectively informed of and able to participate in public hearings, City Clerks office includes public notices translated into appropriate languages, upon request, 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 Kearney Regional Airport will be able to identify, understand, and engage with communities. In doing so, the Kearney Regional Airport needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by the Kearney Regional Airport program.

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<sup>3</sup> 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.

Affected Communities <sup>4</sup>	Population
<i>Buffalo County</i>	50,103

We have identified the following facts about the Affected Communities:

Low Income Communities<sup>5</sup>.

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 Kearney Regional Airport is collecting information about affected and potentially affected low-income communities. According Census Reporter, ACS 2022 5-year estimate, the overall poverty level in Buffalo County is approximately 11.8 %. The poverty rate remains low compared with the rest of the country. The poverty rates for the specific Affected Communities are as follows.

Affected Communities	Poverty Rate
<i>Buffalo County</i>	11.8%

Racial and Ethnic Communities.

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

**Affected Community: Buffalo County**  
**Total Affected Community Population: 50,103**

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	42,815	85.5%
<i>Black or African American</i>	405	0.8%
<i>American Indian or Alaska Native</i>	112	0.2%
<i>Asian</i>	771	1.5%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0
<i>Hispanic or Latino</i>	4,867	9.7%
<i>More than one</i>	1060	2.1%
<i>No response / would not say</i>		
<i>Other</i>	73	0.2%

<sup>4</sup> “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.

<sup>5</sup> 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.

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that The Kearney Regional Airport communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages<sup>6</sup> that are spoken in LEP households in the Affected Communities. The data source is American Community Survey, ACS 5-Year Estimate 2022

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.<sup>7</sup> 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>	1023	+196
<i>Other Indo-European</i>	47	+41
<i>Asian &amp; Pacific Island</i>	420	+125
<i>Other</i>	10	+12

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

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
<i>Spanish</i>	X			

This information is updated annually<sup>8</sup> through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	<a href="https://data.census.gov/cedsci/table?q=B16001&amp;tid=ACSDT1Y2019.B16001">https://data.census.gov/cedsci/table?q=B16001&amp;tid=ACSDT1Y2019.B16001</a>
<i>LEP Reports</i>	<i>Internal Files</i>

<sup>6</sup> 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.

<sup>7</sup> 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.

<sup>8</sup> 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.

Beneficiary Diversity.

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

Airport Staff conducts biannual surveys of airport guests for customer satisfaction with airport concessions, restroom cleanliness, and other services.

Staff and Advisory Board Diversity.

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

Job applicants are asked to submit voluntary confidential demographic information at the time of application through the job application website.

Board members are asked to voluntarily and anonymously submit demographic information every 2 years.

**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 Kearney Regional Airport activity must have a discriminatory disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.<sup>9</sup>

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

<b>Existing Airport Facilities</b>	<b>Affected Community Impacted by Operation of the Facility</b>
<i>Aircraft Parking Apron Reconstruction</i>	<i>None</i>
<i>Airport Terminal (completed)</i>	<i>None</i>
<i>Corporate Hanger (completed)</i>	<i>None</i>

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

<b>Airport Facility Construction Projects</b>	<b>Affected Community Impacted by Construction of the Facility</b>
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<sup>9</sup> 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.

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

**8. Limited English Proficiency (LEP)**  
Executive Order 13166

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

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

<b>Language</b>
<i>Spanish</i>
<i>Other Indo-European</i>
<i>Asian Pacific Island</i>

Airport Sponsor also collects data for languages spoken by airport guests.<sup>10</sup> Data sources include:

<b>Data Sources for Languages Spoken by Airport Guests</b>	<b>Website link to Data Source</b>
<i>Airport language line usage data</i>	<i>www.languageline.com</i>
<i>LEP Reports</i>	<i>N/A</i>

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

<b>Language</b>
<i>None</i>

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 responsibility to provide language access. We have made the following plans to provide translation services free of charge to ensure that individuals with LEP

<sup>10</sup> 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.

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.
- Usage of Language Line services
- Certified employee translators

<b>Translation Vendors</b>	<b>Languages</b>
<i>None</i>	

- Information regarding translation services can be obtained at:

<b>Location for Translation Assistance</b>	<b>Languages</b>
<i>Airport check in desk</i>	<i>All above languages using city interpreters or language line.</i>
<i>City Airport staff</i>	<i>All above languages using city interpreters or language line.</i>
<i>On duty Police Officer</i>	<i>All above languages using city interpreters or language line.</i>

**Interpretation Services:**

- The following vendors have been identified for interpretation services:

<b>Interpretation Vendors</b>	<b>Languages</b>
<i>Language Line, Inc.</i>	<i>All above languages</i>

- Information regarding interpretation services can be obtained at:

<b>Location for Interpretation Assistance</b>	<b>Languages</b>
<i>Airport check in desk</i>	<i>All above languages using city interpreters or language line.</i>
<i>City Airport staff</i>	<i>All above languages using city interpreters or language line.</i>
<i>On duty Police Officer</i>	<i>All above languages using city interpreters or language line.</i>

**Description of Interpretation Assistance Processes**

- City Airport staff maintains a list of multilingual employees, the languages they speak, and their associated office telephone numbers. The list is updated annually as needed in the Public Information Handbook and provided to all airport employees. 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 information desk staff use I-Speak cards to identify the language spoken by the airport guest. Staff contacts Language Line, Inc. and “parks” the request in the queue for the appropriate language. Language Line, Inc. operators will coordinate 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. This log is kept for one year.

**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 RYDE Transit to encourage them to provide transit service access between the airport and these areas.

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

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
None	Not available in Buffalo County	

**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**

*None (The City does not have  
staffed concessions or  
business opportunities at the  
airport)*

*N/A*

**11. Training**

New employee orientation incorporates Title VI training. Topics include:

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

Refresher information will be provided annually.

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

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

- Compliance reviews or audits concerning civil rights requirements<sup>11</sup>
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements<sup>12</sup>

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 Coordinator must notify FAA contacts of any new investigations prior to grant execution.

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

## **13. Title VI Complaints**

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

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

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters<sup>13</sup>
3. Allege misconduct by the Airport Sponsor *or its sub-recipients if applicable*, including airport employees, contractors, lessees, or tenants.
4. Concern an airport facility or actions by the Airport Sponsor including airport employees, contractors, lessees, or tenants.

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<sup>11</sup> 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.

<sup>12</sup> 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.

<sup>13</sup> 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 Coordinator. 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 Director of Administrative Services.

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

James Lynaugh,  
Airport Director, Title VI Coordinator  
Kearney Regional Airport  
5145 Airport Rd.  
Kearney, NE 68847  
[jlynaugh@kearneygov.org](mailto:jlynaugh@kearneygov.org)  
308234-2318

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 15 days.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Coordinator was notified). The Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof to the FAA Civil Rights staff. (Note: complaints based on disability do not have to be forwarded to FAA.) To transmit complaint information to the FAA, the Coordinator will *uploaded 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 The Kearney Regional Airport, the Coordinator will avoid interfering with the FAA investigation, cooperate with the FAA when needed, and share factual information with the FAA.

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

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

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

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

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

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state the Coordinator'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 *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 Administrative Services.
- The written appeal must be received within 60 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 Administrative Services 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 Airport Director will identify and implement measures to reduce the chances of similar discrimination in the future.

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

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

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

**Website, In-person, and Other Distribution Methods**

- 1 City of Kearney and Airport websites
  - 2 Telephoning 308-234-2318 to requesting a complaint form
  3. Telephoning City of Kearney Administration 308-233-3215
  4. Airport Offices
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### 14. Population / Language Data

[Insert the full B16001 and S1701 tables for your area from [www.census.gov](http://www.census.gov)]

Language Spoken at Home		
<b>Note: The table shown may have been modified by user selections. Some information may be missing.</b>		
<b>DATA NOTES</b>		
TABLE ID:	S1601	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2022	
DATASET:	ACSST5Y2022	
PRODUCT:	ACS 5-Year Estimates Subject Tables	
UNIVERSE:	None	
MLA:	U.S. Census Bureau. "Language Spoken at Home." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S1601, 2022, <a href="https://data.census.gov/table/ACSST5Y2022.S1601?q=Buffalo County, Nebraska&amp;t=Language Spoken at Home">https://data.census.gov/table/ACSST5Y2022.S1601?q=Buffalo County, Nebraska&amp;t=Language Spoken at Home</a> . Accessed on July 31, 2024.	
FTP URL:	None	
API URL:	<a href="https://api.census.gov/data/2022/acs/acs5/subject">https://api.census.gov/data/2022/acs/acs5/subject</a>	
<b>USER SELECTIONS</b>		
GEOS	Buffalo County, Nebraska	
TOPICS	Language Spoken at Home	
<b>EXCLUDED COLUMNS</b>		
	None	
<b>APPLIED FILTERS</b>		
	None	
<b>APPLIED SORTS</b>		
	None	
<b>PIVOT &amp; GROUPING</b>		

<b>PIVOT COLUMNS</b>	None
<b>PIVOT MODE</b>	Off
<b>ROW GROUPS</b>	None
<b>VALUE COLUMNS</b>	None
<b>WEB ADDRESS</b>	<a href="https://data.census.gov/table/ACSST5Y2022.S1601?q=Buffalo%20County,%20Nebraska&amp;t=Language%20Spoken%20at%20Home">https://data.census.gov/table/ACSST5Y2022.S1601?q=Buffalo%20County,%20Nebraska&amp;t=Language%20Spoken%20at%20Home</a>
<b>TABLE NOTES</b>	<p>Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the decennial census is the official source of population totals for April 1st of each decennial year. In between censuses, the Census Bureau's Population Estimates Program produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units for states and counties.</p> <p>Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation including code lists, subject definitions, data accuracy, and statistical testing, and a full list of ACS tables and table shells (without estimates) can be found on the Technical Documentation section of the ACS website.</p> <p>Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.</p> <p>Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates</p> <p>Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see ACS Technical Documentation). The effect of nonsampling error is not represented in these tables.</p> <p>The 2018-2022 American Community Survey (ACS) data generally reflect the March 2020 Office of Management and Budget (OMB) delineations of metropolitan and micropolitan statistical areas. In certain instances, the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB delineation lists due to differences in the effective dates of the geographic entities.</p>

	Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on 2020 Census data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.
	Explanation of Symbols:- The estimate could not be computed because there were an insufficient number of sample observations. For a ratio of medians estimate, one or both of the median estimates falls in the lowest interval or highest interval of an open-ended distribution. For a 5-year median estimate, the margin of error associated with a median was larger than the median itself.N The estimate or margin of error cannot be displayed because there were an insufficient number of sample cases in the selected geographic area. (X) The estimate or margin of error is not applicable or not available.median- The median falls in the lowest interval of an open-ended distribution (for example "2,500-")median+ The median falls in the highest interval of an open-ended distribution (for example "250,000+").** The margin of error could not be computed because there were an insufficient number of sample observations.*** The margin of error could not be computed because the median falls in the lowest interval or highest interval of an open-ended distribution.***** A margin of error is not appropriate because the corresponding estimate is controlled to an independent population or housing estimate. Effectively, the corresponding estimate has no sampling error and the margin of error may be treated as zero.
<b>COLUMN NOTES</b>	None

Buffalo County, Nebraska													
Label	Total		Percent		Percent of specified language speakers								
	Estimate	Margin of Error	Estimate	Margin of Error	Speak English only or speak English "very well"				Speak English less than "very well"				
					Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	
Population 5 years and over	47,039	±40	(X)	(X)	45,539	±233	96.8%	±0.5	1,500	±346	3.2%	±0.5	
Speak only English	43,044	±400			(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	
Speak a language other than English	3,995	±412	8.5%	±0.9	2,495	±295	62.5%	±4.4	1,500	±346	37.5%	±4.4	
SPEAK A LANGUAGE OTHER THAN ENGLISH													
Spanish	2,856	±337	6.1%	±0.7	1,833	±253	64.2%	±5.2	1,023	±196	35.8%	±5.2	2.174799
5 to 17 years old	593	±155	1.3%	±0.3	540	±152	91.1%	±5.3	53	±31	8.9%	±5.3	
18 to 64 years old	2,005	±218	4.3%	±0.5	1,182	±170	59.0%	±6.4	823	±157	41.0%	±6.4	
65 years old and over	258	±100	0.9%	±0.2	111	±30	43.0%	±30.4	147	±30	57.0%	±30.4	
Other Indo-European languages	316	±117	0.7%	±0.2	209	±109	65.1%	±12.2	47	±41	14.9%	±12.2	0.069917
5 to 17 years old	25	±47	0.1%	±0.1	25	±47	100.0%	±38.8	0	±24	0.0%	±38.8	
18 to 64 years old	185	±87	0.4%	±0.2	159	±83	85.9%	±10.1	26	±37	14.1%	±10.1	
65 years old and over	56	±53	0.2%	±0.1	25	±46	45.0%	±19.8	21	±19	37.5%	±19.8	
Asian and Pacific Island languages	751	±165	1.6%	±0.4	331	±113	44.1%	±11.6	420	±125	55.9%	±11.6	0.892876
5 to 17 years old	154	±94	0.3%	±0.2	101	±88	65.6%	±36.6	53	±56	34.4%	±36.6	
18 to 64 years old	557	±113	1.2%	±0.3	322	±94	57.9%	±15.5	355	±117	63.1%	±15.5	
65 years old and over	40	±28	0.1%	±0.1	8	±10	20.0%	±24.5	32	±25	80.0%	±24.5	
Other languages	72	±50	0.2%	±0.1	62	±49	85.1%	±18.4	10	±12	13.9%	±18.4	0.021259
5 to 17 years old	7	±13	0.0%	±0.1	7	±13	100.0%	±98.3	0	±24	0.0%	±98.3	
18 to 64 years old	20	±19	0.0%	±0.1	10	±15	50.0%	±50.0	10	±12	50.0%	±50.0	
65 years old and over	45	±42	0.1%	±0.1	45	±42	100.0%	±38.8	0	±24	0.0%	±38.8	
CITIZENS 18 YEARS AND OVER													
All citizens 18 years old and over	37,640	±181	(X)	(X)	37,023	±238	98.4%	±0.5	617	±171	1.6%	±0.5	
Speak only English	35,398	±293			(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)	
Speak a language other than English	2,242	±290	6.0%	±0.8	1,625	±243	72.5%	±6.4	617	±171	27.5%	±6.4	
Spanish	1,619	±228	5.3%	±0.6	1,201	±212	74.2%	±7.5	418	±124	25.8%	±7.5	
Other languages	623	±188	1.7%	±0.5	424	±138	68.1%	±18.0	199	±106	31.9%	±18.0	



Find data for this place

Hover for margins of error and contextual data.

Demographics

Age

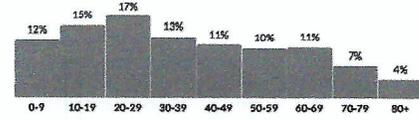
**34.2**

Median age

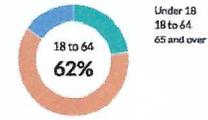
about 90 percent of the figure in Nebraska: 36.9

about 90 percent of the figure in United States: 38.5

Population by age range



Population by age category



Show data / Embed

Hide data / Embed

value. Take care with this statistic.

a little less than the amount in Nebraska: \$38,585  
about 90 percent of the amount in United States: \$41,261

about the same as the amount in Nebraska: \$71,722  
about 90 percent of the amount in United States: \$75,149



Hide data / Embed

Household income (Table B19001) [View table](#)

Column	Buffalo County		Nebraska		United States							
Under \$50K	36%	±2.8%	7,042	±551.8	34.3%	±0.5%	266,200	±3,621.4	33.8%	±0.1%	42,532,226	±56,799.1
\$50K - \$100K	31.9%	±2.2%	6,236	±435.5	31.7%	±0.4%	245,785	±2,878.4	28.9%	±0.1%	36,313,720	±56,922.4
\$100K - \$200K	25.7%	±2.3%	5,016	±458.5	26.3%	±0.4%	203,921	±2,846.8	25.9%	±0.1%	32,542,320	±78,819.3
Over \$200K	6.4%†	±1%	1,250	±203	7.8%	±0.2%	60,473	±1,431	11.4%	±0.1%	14,348,087	±70,248

Hide data

Poverty

† Margin of error is at least 10 percent of the total value. Take care with this statistic.

**11.8%**

Persons below poverty line

about 10 percent higher than the rate in Nebraska: 10.4%

a little less than the rate in United States: 12.5%

Children (Under 18)



Seniors (65 and over)



Poverty  
Non-poverty

Poverty  
Non-poverty

Show data / Embed

Hide data / Embed

Seniors (65 and over) (Table B17001) [View table](#)

Column	Buffalo County		Nebraska		United States							
Poverty	10.2%†	±2.5%	766	±192.6	8.4%	±0.3%	25,643	±973.1	10%	±0%	5,309,452	±18,615.4
Non-poverty	89.8%	±4.6%	6,715	±223.9	91.6%	±0.6%	280,389	±1,247.6	90.1%	±0.1%	48,042,911	±19,508

Hide data

Transportation to work

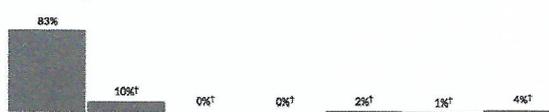
† Margin of error is at least 10 percent of the total value. Take care with this statistic.

**16.3 minutes**

Mean travel time to work

about 90 percent of the figure in Nebraska: 19.1  
about three-fifths of the figure in United States: 26.7

Means of transportation to work



## 15. Completed Unlawful Discrimination Poster

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### **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:** James Lynaugh  
**Phone:** 308-234-2318  
**Address:** 5145 Airport Road  
Kearney, NE 68847

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### **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:** James Lynaugh  
**Teléfono:** 308-234-2318  
**Dirección:** 5145 Airport Road  
Kearney, NE 68847



U.S. Department of Transportation  
Federal Aviation Administration

HQ-101068