

EASTERN IOWA AIRPORT



TITLE VI PLAN

**Cedar Rapids Airport Commission
The Eastern Iowa Airport (CID)**

Airport Administration Office
2515 Arthur Collins Parkway SW
Cedar Rapids, Iowa 52404-8952

TABLE OF CONTENTS

1. Title VI Policy Statement.....	3
2. Administration	4
3. Grant and Procurement Assurances	4
4. Title VI Coordinator Responsibilities.....	5
5. Notice	6
6. Community Statistics.....	7
7. Potential or Known Community Impacts	11
8. Limited English Proficiency (LEP)	12
9. Transportation	13
10. Minority Businesses	14
11. Training	15
12. Compliance Reviews, Audits, Complaints, Lawsuits, and	16
Other Investigations.....	16
13. Title VI Complaints	16
14. Population / Language Data	19
15. Completed Unlawful Discrimination Poster	24

**Cedar Rapids Airport Commission
The Eastern Iowa Airport (CID)
Title VI Plan**

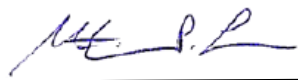
1. Title VI Policy Statement¹

The Eastern Iowa Airport (“CID”), operated by the Cedar Rapids Airport Commission (herein referred to as the “Commission”) 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 Commission 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 Commission 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 Commission will take action to involve them and the general public in the decision making process.

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

Caleb Mason, Director of Properties & Business Development, available at 319-731-5734 and CivilRights@flyCID.com, is responsible for overseeing the CID’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.



Marty Lenss, C.M.
Airport Director

January 1, 2024

Effective Date

January 1, 2027

3-Year Expiration Date

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

2. Administration

The Cedar Rapids Airport Commission has reviewed and adopted this Title VI Plan for CID. 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's or Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the Commission and resubmittal to FAA.

In addition to the Coordinator and airport sponsor's leadership, the following people also assist with our Title VI program requirements:

Staff Supporting Title VI Program	Airport Sponsor Program/Office
Todd Gibbs	Director of Operations
Kathleen Bell	Director of Finance & Administration
Pam Hinman	Director of Marketing & Communications

The Commission has the following airport program sub-recipients: **none**

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

Federal Source	Grant Number	Amount
Federal Aviation Administration	Not Applicable (BIL-ATP)	\$15,246,701
Federal Aviation Administration	Not Applicable (BIL-ATP)	\$3,325,000

In addition, CID sub-recipients have the following pending applications for Federal financial assistance (either directly from the FAA, or passed through the State DOT):
none

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)

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

Clauses/Covenants

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

The City of Cedar Rapids Attorney's Office and, in some cases, outside legal counsel advises the Commission on its solicitations for bids, Requests For Proposals for work, or material subject to these Assurances, and in all proposals for agreements, including airport concessions; all agreements, contracts, covenants, deeds, leases, licenses, permits, and similar instruments ("Contracts") to which the Commission is a party as owner, lessor, concessionaire, grantor, or licensing or permitting authority are reviewed by legal staff to ensure compliance with applicable. CID's leadership staff, including the Airport Director, Director of Finance & Administration, Director of Operations, and the Director of Properties & Business Development, coordinate the administrative requirements applicable to a solicitation or contract, and determine whether a bidder or contractor has met the administrative requirements to contract with the Commission.

Description of Oversight Methods for Subcontracts

Subcontract templates, which have undergone legal review for compliance with Title VI requirements, are used in all subcontracts. Subcontracts are audited by the Director of Finance and Administration to verify they include the template language, for not less than 10 percent (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.

See Training Section for more information for expected training for all staff.

Among other responsibilities, the Coordinator:

- Proactively ensures that the CID is in compliance with nondiscrimination requirements of Title VI and reports to CID 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)

CID 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.

CID has posted the above Title VI policy statement at its staff offices.

CID will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by April 30, 2024 by email and at tenant meetings.

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

Terminal/FBO/ Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
Airport Terminal	2	3	NA
Signature (FBO)	NA	NA	1
Administration Office	NA	NA	1

Outreach to Affected Communities

The CID Administrative Office ensures that notices for public meetings reach all segments of the impacted community. The Director of Marketing & Communications will identify the effective media platforms to share announcements and notices. Announcements are made in social media, general circulation newspapers, community newspapers, and email broadcast. CID’s Administration Office contacts leaders and representatives in Affected Communities directly to

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

confirm effective media platforms to reach all Affected Communities³ and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

CID will create a detailed CPP by March 31, 2024. A copy of the plan will be available at the Airport’s Administrative Offices.

To ensure that the community is effectively informed of and able to participate in public hearings, CID Administrative 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 Commission will be able to identify, understand, and engage with communities. In doing so, the Commission needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by CID’s airport program.

Affected Communities ⁴	Population
Cedar Rapids, Iowa MSA	268,933
Iowa City, Iowa MSA	170,280

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

We have identified the following facts about the Affected Communities:

Low Income Communities.⁵

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 Commission is collecting information about affected and potentially affected low-income communities from the Cedar Rapids and Iowa City Metropolitan Statistical Areas (MSA). According to *Census Data: Table S1701: Poverty Status in the Past 12 Months*, the overall poverty level for the Cedar Rapids MSA and Iowa City MSA are 8.8% and 15.5%, respectively. The poverty rate for the Cedar Rapids MSA is below the statewide average of 11.1% while the Iowa City MSA is above the average. The poverty rates for the specific Affected Communities are as follows:

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.

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. In this case this Plan identifies two metropolitan statistical areas (MSA) which define the Affected Communities.

⁵ Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements). For example, this data will be utilized in our Community Participation Plan (CPP) to help ensure the meaningful involvement of low income communities in airport programs and activities.

Affected Communities ⁶	% Poverty
Cedar Rapids MSA	8.8%
Iowa City MSA	15.6%

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 follows⁷:

Affected Community: Cedar Rapids MSA
Total Affected Community Population: 268,933

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	231,502	76.2%
Black or African American	13,364	11.5%
American Indian or Alaska Native	---	---
Asian	---	---
Native Hawaiian or Other Pacific Islander	---	---
Hispanic or Latino	9,407	6.4%
More than one	16,251	10.9%
Some other race alone	---	---

Affected Community: Iowa City MSA
Total Affected Community Population: 170,280

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	133,659	69.8%
Black or African American	10,591	17.8%
American Indian or Alaska Native	---	---
Asian	9,264	3.7%
Native Hawaiian or Other Pacific Islander	---	---
Hispanic or Latino	10,904	6.0%
More than one	11,902	6.9%
Some other race alone	---	---

⁶ "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.

⁷ Source: U.S. Census.

Limited English Proficiency (LEP)

The goal of all language access planning and implementation is to ensure that the Commission communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁸ that are spoken in LEP households in the Affected Communities. The data source is from the American Community Survey through the US Census Bureau at the statewide level.

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.⁹ The safe harbor for our community is 1,000. The relevant data available through the Census Bureau is only available at the statewide level for Iowa. No data is available to represent the County or Metropolitan Statistical Area (MSA). 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	54,609	±4,601
French (incl. Cajun):	3,696	±1,407
German	2,351	±818
Yiddish, Pennsylvania Dutch or other West Germanic languages	3,094	±1,544
Serbo-Croatian	2,487	±1,042
Nepali, Marathi, or other Indic languages:	1,704	±1,113
Other Indo-European languages:	1,258	±1,160
Chinese (incl. Mandarin, Cantonese):	2,786	±817
Korean	1,602	±971
Vietnamese	4,554	±1,450
Thai, Lao, or other Tai-Kadai languages	3,117	±1,151
Other languages of Asia	5,322	±1,856
Ilocano, Samoan, Hawaiian, or other Austronesian languages	3,339	±2,149
Arabic	3,487	±1,343
Amharic, Somali, or other Afro-Asiatic languages	1,849	±1,001
Swahili or other languages of Central, Eastern, and Southern Africa	6,596	±3,383

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	
French (incl. Cajun)		X		

⁸ Data source is the S1601 US Census American Community Survey "Speak English less than 'very well'" category for each language over the threshold.

⁹ See the DOT LEP Policy Guidance at <https://www.federalregister.gov/d/05-23972/p-133>. The safe harbor provisions apply to the translation of written documents only; however, it provides a consistent starting point for identifying significant LEP populations.

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)
German	X			
Yiddish, Pennsylvania Dutch or other West Germanic languages	X			
Serbo-Croatian	X			
Nepali, Marathi, or other Indic languages	X			
Other Indo-European languages:	X			
Chinese (incl. Mandarin, Cantonese):	X			
Korean	X			
Vietnamese	X			
Thai, Lao, or other Tai-Kadai languages	X			
Other languages of Asia	X			
Ilocano, Samoan, Hawaiian, or other Austronesian languages	X			
Arabic	X			
Amharic, Somali, or other Afro-Asiatic languages	X			
Swahili or other languages of Central, Eastern, and Southern Africa	X			

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

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

- Airport Administration office conducts periodic surveys of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey includes a voluntary request for demographic information.
- Airport Administration uses Placer.AI data collection of demographic information on airport users to supplement voluntary surveys and understand the demographic makeup and other information about airport guests.
- Participants at small business workshops, pre-bid meetings, and other public meetings are asked to complete an anonymous survey that includes demographic information.
- Businesses that submit bids or offers are asked to complete an anonymous survey that includes demographic information, submitted through a data collection website.

Staff and Advisory Board Diversity.

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

Description of Employee and Advisory Board Demographic Information Collection Methods
<ul style="list-style-type: none">• During the hiring process, employees are asked to submit voluntary confidential demographic information at time of hiring. Job applicants are asked to submit the same information when submitting their job application through the job application website.• During the appointment process, Airport Commission board members are asked to provide demographic information.

7. Potential or Known Community Impacts

Projects or services receiving federal financial assistance have the potential to touch so many aspects of American life. Thus, in general, no CID 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
Reconstruct – NW T-Hangars Connector	None
Rehabilitate Taxilane “D”	None
Solar Improvements – 4 Buildings	None
Replace North Automated Car Wash Unit	None
Corporate Hanger (“Alliant”) Parking Lot Renovation	None
Public Safety Facility – HVAC Replacement	None
East T-Hanger Roof Replacement	None
Demolish Old Armory Facility	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
Phase 4 – Terminal Expansion (new)	None
New Fuel Farm	None
Overflow Parking Lot	None
New SRE Facility	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.

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 Commission 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
French (incl. Cajun):
German
Yiddish, Pennsylvania Dutch or other West Germanic languages
Serbo-Croatian
Nepali, Marathi, or other Indic languages:
Other Indo-European languages:
Chinese (incl. Mandarin, Cantonese):
Korean
Vietnamese
Thai, Lao, or other Tai-Kadai languages
Other languages of Asia
Ilocano, Samoan, Hawaiian, or other Austronesian languages
Arabic
Amharic, Somali, or other Afro-Asiatic languages
Swahili or other languages of Central, Eastern, and Southern Africa

The Commission also collects data for languages spoken by airport guests. Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
Airport language line usage data	www.handsupcommunication.com
Feedback from airport staff and tenants	N/A
Assumption from flight origin / destination	N/A
Assistance requests to airport customer service desk	N/A

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

The Title VI Coordinator will also actively engage with community educators, community groups, places of work, business groups, social groups, and the like to confirm that translation and interpretation services are accurate and effective. Additionally, the Title VI Coordinator will inform leadership and staff of CID of the responsibility to provide language access. We have made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the airport:

Translation Services:

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

Translation Vendors	Languages
Hands Up Communications	All above languages

- Information regarding translation services can be obtained at Guest Services in the airport terminal and the Administrative Offices.

Location for Translation Assistance	Languages
Airport website request form	All above languages
Airport website translate view	Spanish
Volunteer multi-lingual staff pool	Spanish

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
Hands Up Communications	All above languages

- Information regarding interpretation services can be obtained at guest services in the terminal and the Administrative Offices.

Location for Interpretation Assistance	Languages
Airport guest services	All above languages
Airport information desks	Hands Up Communications (All above languages)

Description of Interpretation Assistance Processes

The airport contracts with Hand Up Communication, Inc. to provide on-demand telephone interpretation services to airport guests. When a request for an interpreter is received, Airport information desk staff use I-Speak cards to identify the language spoken by the airport guest. Staff contacts Hand Up Communication and “parks” the request in the queue for the appropriate language. Hands Up Communication operators will coordinate connect the requesting party to an interpreter for the duration of the call. The completed call is then logged in the Hands Up Communication binder, which is retained 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 the respective public- and para-transit entities 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
Cedar Rapids MSA	Cedar Rapids Metro Transit (Fixed Route) LIFTS (Paratransit)* NTS (Paratransit) 380 Express (Fixed Route) CorridorRides (Paratransit)	Existing
Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
Iowa City MSA	Coralville Transit (Fixed Route) Iowa City Transit (Fixed Route) University of Iowa CAMBUS (Fixed Route) NiteRide (Fixed Route) Johnson County SEATS (Paratransit)* 380 Express (Fixed Route) CorridorRides (Paratransit)	Existing

* available for qualified seniors and persons with disabilities

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
Concessions Opportunities	Advertised through all local chambers of commerce, minority and woman owned business outreach email list
Parking Lot Operations Contract	Follow procedures for State of Iowa Department of Transportation Minority and Woman Owned Business Enterprise Program

Construction Opportunities	Advertised through website, minority and woman owned business outreach email list from the State of Iowa Department of Transportation Minority and Woman Owned Business Enterprise Program. The Commission has created a Small Business element to its DBE program to structure contracting requirements which facilitate competition by small business, taking all reasonable steps to eliminate obstacles to their participation, including unnecessary and unjustified bundling of contract requirements that may preclude small business participation in procurements as prime contractors or subcontractors.
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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 Director of Finance & Administration.

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 requirements¹¹
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹²

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, CID 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 matters¹³
3. Allege misconduct by CID, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by CID including airport employees, contractors, concessionaires, lessees, or tenants.

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a complaint with CID.¹⁴ Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Departments of Justice or

¹¹ 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.

¹² Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

¹³ 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.

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 Airport Administration Office, Human Resources Director, and Airport Director, and any office named in the complaint.

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

Caleb Mason
Title VI Coordinator/Director of Properties & Business Development
2515 Arthur Collins Pkwy SW
Cedar Rapids, IA 52404
319-731-5734
CivilRights@flyCID.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 48 hours.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Coordinator was notified). The Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof to the FAA Civil Rights staff. (Note: complaints based on disability do not have to be forwarded to FAA.) To transmit complaint information to the FAA, the Coordinator will e-mail the FAA Office of Civil Rights analyst(s) and upload the information into 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 CID, 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 its 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 a neutral and impartial third mediator.

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 CID'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 FAA Civil Rights Connect System.

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

- The complainant may appeal in writing to the Airport 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 Airport 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, CID will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. CID 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 the Director of Properties & Business Development.

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

Website, In-person, and Other Distribution Methods

1 Airport website, <https://flycid.com/business/business-opportunities/>

2. A copy of the procedure will be available at the customer service desk

14. Population / Language Data

Label	Cedar Rapids, IA Metro Area						
	Total		Below poverty level			% below poverty level	
	Estimate	Margin of Error	Estimate	%	Margin of Error	Estimate	Margin of Error
POPULATION FOR WHOM POVERTY IS DETERMINED	268,933	±793	23,578		±3,294	8.8%	±1.2
AGE							
Under 18 years	60,069	±770	5,340	22.6%	±1,361	8.9%	±2.3
Under 5 years	14,907	±315	1,755	7.4%	±747	11.8%	±5.0
5 to 17 years	45,162	±848	3,585	15.2%	±1,186	7.9%	±2.7
Related children of householder under 18 years	59,524	±963	4,795	20.3%	±1,381	8.1%	±2.3
18 to 64 years	160,749	±601	13,893	58.9%	±2,388	8.6%	±1.5
18 to 34 years	56,269	±1,570	6,690	28.4%	±1,798	11.9%	±3.2
35 to 64 years	104,480	±1,603	7,203	30.5%	±1,333	6.9%	±1.3
60 years and over	65,901	±1,678	5,674	24.1%	±1,375	8.6%	±2.1
65 years and over	48,115	±577	4,345	18.4%	±1,270	9.0%	±2.6
SEX							
Male	134,165	±1,285	11,159	47.3%	±2,046	8.3%	±1.5
Female	134,768	±1,046	12,419	52.7%	±1,875	9.2%	±1.4
RACE AND HISPANIC OR LATINO ORIGIN							
White alone	231,502	±1,834	17,973	76.2%	±2,989	7.8%	±1.3
Black or African American alone	13,364	±2,025	2,713	11.5%	±1,557	20.3%	±10.4
American Indian and Alaska Native alone	N	N	N	N	N	N	N
Asian alone	N	N	N	N	N	N	N
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N	N
Some other race alone	N	N	N	N	N	N	N
Two or more races	16,251	±2,534	2,573	10.9%	±1,300	15.8%	±7.6
Hispanic or Latino origin (of any race)	9,407	±189	1,511	6.4%	±624	16.1%	±6.6
White alone, not Hispanic or Latino	228,564	±1,420	17,673	75.0%	±2,947	7.7%	±1.3
EDUCATIONAL ATTAINMENT							
Population 25 years and over	186,476	±1,143	14,646	62.1%	±1,919	7.9%	±1.0
Less than high school graduate	8,172	±1,742	1,750	7.4%	±714	21.4%	±7.9
High school graduate (includes equivalency)	51,206	±3,389	6,422	27.2%	±1,408	12.5%	±2.7
Some college, associate's degree	61,142	±3,217	3,617	15.3%	±861	5.9%	±1.4
Bachelor's degree or higher	65,956	±3,745	2,857	12.1%	±739	4.3%	±1.1
EMPLOYMENT STATUS							
Civilian labor force 16 years and over	148,145	±3,208	8,564	36.3%	±2,257	5.8%	±1.5
Employed	144,865	±3,393	7,478	31.7%	±2,046	5.2%	±1.4
Male	76,060	±1,995	3,776	16.0%	±1,325	5.0%	±1.7
Female	68,805	±2,622	3,702	15.7%	±1,156	5.4%	±1.7
Unemployed	3,280	±999	1,086	4.6%	±626	33.1%	±14.8
Male	1,646	±615	377	1.6%	±233	22.9%	±11.1
Female	1,634	±785	709	3.0%	±541	43.4%	±24.3
WORK EXPERIENCE							
Population 16 years and over	216,992	±823	19,100	81.0%	±2,623	8.8%	±1.2
Worked full-time, year-round in the past 12 months	107,516	±3,185	2,000	8.5%	±783	1.9%	±0.7
Worked part-time or part-year in the past 12 months	46,122	±3,105	6,263	26.6%	±1,878	13.6%	±3.8
Did not work	63,354	±2,963	10,837	46.0%	±1,855	17.1%	±2.8
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY							
50 percent of poverty level	9,668	±1,663	(X)	(X)	(X)	(X)	(X)
125 percent of poverty level	33,545	±4,458	(X)	(X)	(X)	(X)	(X)
150 percent of poverty level	42,286	±4,728	(X)	(X)	(X)	(X)	(X)
185 percent of poverty level	59,802	±5,077	(X)	(X)	(X)	(X)	(X)
200 percent of poverty level	63,829	±5,201	(X)	(X)	(X)	(X)	(X)
300 percent of poverty level	111,759	±6,147	(X)	(X)	(X)	(X)	(X)
400 percent of poverty level	148,634	±6,235	(X)	(X)	(X)	(X)	(X)
500 percent of poverty level	186,393	±5,607	(X)	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	60,098	±3,870	11,803	50.1%	±1,965	19.6%	±3.0
Male	30,246	±2,526	5,099	21.6%	±1,407	16.9%	±4.4
Female	29,852	±2,256	6,704	28.4%	±1,329	22.5%	±4.2
15 years	38	±67	38	0.2%	±67	100.0%	±92.4
16 to 17 years	507	±328	507	2.2%	±328	100.0%	±20.9
18 to 24 years	8,953	±1,706	2,779	11.8%	±1,354	31.0%	±11.6
25 to 34 years	12,235	±1,837	1,924	8.2%	±715	15.7%	±5.7
35 to 44 years	7,393	±1,307	760	3.2%	±416	10.3%	±5.7
45 to 54 years	6,144	±1,040	900	3.8%	±421	14.6%	±7.3
55 to 64 years	10,132	±1,660	1,949	8.3%	±617	19.2%	±5.3
65 to 74 years	7,099	±1,149	1,154	4.9%	±510	16.3%	±6.6
75 years and over	7,597	±972	1,792	7.6%	±781	23.6%	±9.3
Mean income deficit for unrelated individuals (dollars)	7,928	±775	(X)	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	30,300	±3,132	1,159	4.9%	±610	3.8%	±2.0
Worked less than full-time, year-round in the past 12 months	12,133	±2,125	3,697	15.7%	±1,476	30.5%	±9.0
Did not work	17,665	±1,954	6,947	29.5%	±1,404	39.3%	±6.1
Population in housing units for whom poverty status is determined	268,183	±798	22,997	97.5%	±3,291	8.6%	±1.2

Label	Iowa City, IA Metro Area						
	Total		Below poverty level			% below poverty level	
	Estimate	Margin of Error	Estimate	%	Margin of Error	Estimate	Margin of Error
POPULATION FOR WHOM POVERTY IS DETERMINED	170,280	±579	26,602		±3,669	15.6%	±2.1
AGE							
Under 18 years	34,788	±437	4,115	15.5%	±1,396	11.8%	±4.0
Under 5 years	8,686	±816	1,167	4.4%	±639	13.4%	±6.8
5 to 17 years	26,102	±873	2,948	11.1%	±1,306	11.3%	±4.9
Related children of householder under 18 years	34,788	±437	4,115	15.5%	±1,396	11.8%	±4.0
18 to 64 years	111,059	±796	21,495	80.8%	±2,718	19.4%	±2.5
18 to 34 years	54,218	±1,184	17,683	66.5%	±2,521	32.6%	±4.5
35 to 64 years	56,841	±1,173	3,812	14.3%	±1,177	6.7%	±2.0
60 years and over	33,675	±1,060	1,160	4.4%	±440	3.4%	±1.3
65 years and over	24,433	±530	992	3.7%	±419	4.1%	±1.7
SEX							
Male	85,801	±1,257	11,110	47.1%	±2,067	12.9%	±2.4
Female	84,479	±1,170	15,492	65.7%	±2,499	18.3%	±3.0
RACE AND HISPANIC OR LATINO ORIGIN							
White alone	133,659	±2,081	18,559	69.8%	±2,550	13.9%	±1.9
Black or African American alone	10,591	±1,597	4,724	17.8%	±2,131	44.6%	±18.4
American Indian and Alaska Native alone	N	N	N	N	N	N	N
Asian alone	9,264	±941	979	3.7%	±495	10.6%	±5.2
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N	N
Some other race alone	N	N	N	N	N	N	N
Two or more races	11,902	±2,629	1,842	6.9%	±896	15.5%	±6.6
Hispanic or Latino origin (of any race)	10,904	±193	1,588	6.0%	±564	14.6%	±5.1
White alone, not Hispanic or Latino	130,474	±1,241	17,906	67.3%	±2,487	13.7%	±1.9
EDUCATIONAL ATTAINMENT							
Population 25 years and over	107,302	±795	8,594	32.3%	±1,793	8.0%	±1.7
Less than high school graduate	4,236	±1,247	943	3.5%	±653	22.3%	±12.6
High school graduate (includes equivalency)	19,056	±2,427	2,311	8.7%	±909	12.1%	±4.4
Some college, associate's degree	28,314	±2,254	2,810	10.6%	±1,353	9.9%	±4.5
Bachelor's degree or higher	55,696	±2,780	2,530	9.5%	±842	4.5%	±1.5
EMPLOYMENT STATUS							
Civilian labor force 16 years and over	98,809	±2,449	14,377	54.0%	±2,028	14.6%	±2.0
Employed	96,309	±2,557	12,956	48.7%	±2,005	13.5%	±2.0
Male	50,095	±1,934	5,123	19.3%	±1,507	10.2%	±2.9
Female	46,214	±1,864	7,833	29.4%	±1,651	16.9%	±3.5
Unemployed	2,500	±823	1,421	5.3%	±646	56.8%	±16.1
Male	1,676	±740	953	3.6%	±537	56.9%	±20.6
Female	824	±402	468	1.8%	±302	56.8%	±22.5
WORK EXPERIENCE							
Population 16 years and over	139,495	±975	23,023	86.5%	±2,891	16.5%	±2.1
Worked full-time, year-round in the past 12 months	62,304	±2,754	1,297	4.9%	±692	2.1%	±1.1
Worked part-time or part-year in the past 12 months	45,282	±3,359	17,070	64.2%	±2,438	37.7%	±4.9
Did not work	31,909	±2,341	4,656	17.5%	±1,415	14.6%	±3.9
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY							
50 percent of poverty level	15,320	±2,387	(X)	(X)	(X)	(X)	(X)
125 percent of poverty level	30,907	±3,624	(X)	(X)	(X)	(X)	(X)
150 percent of poverty level	39,294	±4,215	(X)	(X)	(X)	(X)	(X)
185 percent of poverty level	47,637	±4,151	(X)	(X)	(X)	(X)	(X)
200 percent of poverty level	49,846	±4,110	(X)	(X)	(X)	(X)	(X)
300 percent of poverty level	72,802	±4,130	(X)	(X)	(X)	(X)	(X)
400 percent of poverty level	95,939	±4,442	(X)	(X)	(X)	(X)	(X)
500 percent of poverty level	117,070	±5,024	(X)	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	56,167	±3,499	18,787		±2,173	33.4%	±3.9
Male	27,083	±2,139	7,494	28.2%	±1,573	27.7%	±5.8
Female	29,084	±2,390	11,293	42.5%	±1,848	38.8%	±5.8
15 years	0	±170	0	0.0%	±170	-	**
16 to 17 years	0	±170	0	0.0%	±170	-	**
18 to 24 years	20,188	±1,468	13,469	50.6%	±1,809	66.7%	±7.6
25 to 34 years	13,435	±1,503	2,456	9.2%	±913	18.3%	±6.6
35 to 44 years	4,660	±1,252	625	2.3%	±387	13.4%	±8.1
45 to 54 years	5,177	±1,136	1,115	4.2%	±562	21.5%	±9.4
55 to 64 years	4,831	±1,017	433	1.6%	±244	9.0%	±4.8
65 to 74 years	3,637	±871	305	1.1%	±225	8.4%	±6.0
75 years and over	4,239	±787	384	1.4%	±255	9.1%	±5.8
Mean income deficit for unrelated individuals (dollars)	9,814	±641	(X)	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	22,445	±2,678	1,066	4.0%	±672	4.7%	±2.9
Worked less than full-time, year-round in the past 12 months	23,158	±2,307	14,474	54.4%	±1,935	62.5%	±5.9
Did not work	10,564	±1,634	3,247	12.2%	±922	30.7%	±6.5
Population in housing units for whom poverty status is determined	169,993	±579	26,434	99.4%	±3,672	15.6%	±2.2

	Iowa		
Label	Estimate	%	Margin of Error
Total:	3,020,507		±2,294
Speak only English	2,750,479	91.1%	±9,932
Spanish:	133,460	4.4%	±6,170
Speak English "very well"	78,851	2.6%	±5,363
Speak English less than "very well"	54,609	1.8%	±4,601
French (incl. Cajun):	7,263	0.2%	±2,099
Speak English "very well"	3,567	0.1%	±1,192
Speak English less than "very well"	3,696	0.1%	±1,407
Haitian:	309	0.0%	±339
Speak English "very well"	165	0.0%	±236
Speak English less than "very well"	144	0.0%	±243
Italian:	1,432	0.0%	±1,096
Speak English "very well"	1,186	0.0%	±1,044
Speak English less than "very well"	246	0.0%	±257
Portuguese:	1,778	0.1%	±702
Speak English "very well"	1,283	0.0%	±525
Speak English less than "very well"	495	0.0%	±367
German:	11,174	0.4%	±2,453
Speak English "very well"	8,823	0.3%	±2,185
Speak English less than "very well"	2,351	0.1%	±818
Yiddish, Pennsylvania Dutch or other West Germanic languages:	6,272	0.2%	±2,211
Speak English "very well"	3,178	0.1%	±1,254
Speak English less than "very well"	3,094	0.1%	±1,544
Greek:	175	0.0%	±145
Speak English "very well"	175	0.0%	±145
Speak English less than "very well"	0	0.0%	±170
Russian:	2,203	0.1%	±1,063
Speak English "very well"	1,671	0.1%	±1,065
Speak English less than "very well"	532	0.0%	±431
Polish:	517	0.0%	±448
Speak English "very well"	513	0.0%	±448
Speak English less than "very well"	4	0.0%	±7
Serbo-Croatian:	7,222	0.2%	±1,968
Speak English "very well"	4,735	0.2%	±1,397
Speak English less than "very well"	2,487	0.1%	±1,042
Ukrainian or other Slavic languages:	1,717	0.1%	±1,161
Speak English "very well"	1,543	0.1%	±1,149
Speak English less than "very well"	174	0.0%	±129
Armenian:	183	0.0%	±212
Speak English "very well"	103	0.0%	±157
Speak English less than "very well"	80	0.0%	±146
Persian (incl. Farsi, Dari):	989	0.0%	±768
Speak English "very well"	675	0.0%	±647
Speak English less than "very well"	314	0.0%	±246
Gujarati:	653	0.0%	±634
Speak English "very well"	421	0.0%	±536
Speak English less than "very well"	232	0.0%	±224
Hindi:	2,015	0.1%	±1,046
Speak English "very well"	1,686	0.1%	±891
Speak English less than "very well"	329	0.0%	±285
Urdu:	1,026	0.0%	±787
Speak English "very well"	808	0.0%	±609
Speak English less than "very well"	218	0.0%	±363
Punjabi:	802	0.0%	±727
Speak English "very well"	736	0.0%	±712
Speak English less than "very well"	66	0.0%	±111
Bengali:	1,207	0.0%	±726
Speak English "very well"	832	0.0%	±593

	Iowa		
Label	Estimate	%	Margin of Error
Speak English less than "very well"	375	0.0%	±333
Nepali, Marathi, or other Indic languages:	4,365	0.1%	±2,128
Speak English "very well"	2,661	0.1%	±1,665
Speak English less than "very well"	1,704	0.1%	±1,113
Other Indo-European languages:	3,766	0.1%	±1,825
Speak English "very well"	2,508	0.1%	±969
Speak English less than "very well"	1,258	0.0%	±1,160
Telugu:	2,344	0.1%	±1,335
Speak English "very well"	1,766	0.1%	±1,015
Speak English less than "very well"	578	0.0%	±506
Tamil:	3,282	0.1%	±1,832
Speak English "very well"	2,465	0.1%	±1,493
Speak English less than "very well"	817	0.0%	±980
Malayalam, Kannada, or other Dravidian languages:	2,184	0.1%	±1,836
Speak English "very well"	2,184	0.1%	±1,836
Speak English less than "very well"	0	0.0%	±170
Chinese (incl. Mandarin, Cantonese):	7,928	0.3%	±1,827
Speak English "very well"	5,142	0.2%	±1,506
Speak English less than "very well"	2,786	0.1%	±817
Japanese:	856	0.0%	±455
Speak English "very well"	419	0.0%	±265
Speak English less than "very well"	437	0.0%	±356
Korean:	3,458	0.1%	±1,305
Speak English "very well"	1,856	0.1%	±730
Speak English less than "very well"	1,602	0.1%	±971
Hmong:	376	0.0%	±407
Speak English "very well"	245	0.0%	±314
Speak English less than "very well"	131	0.0%	±144
Vietnamese:	7,031	0.2%	±1,916
Speak English "very well"	2,477	0.1%	±1,000
Speak English less than "very well"	4,554	0.2%	±1,450
Khmer:	817	0.0%	±874
Speak English "very well"	385	0.0%	±439
Speak English less than "very well"	432	0.0%	±493
Thai, Lao, or other Tai-Kadai languages:	5,923	0.2%	±2,044
Speak English "very well"	2,806	0.1%	±1,339
Speak English less than "very well"	3,117	0.1%	±1,151
Other languages of Asia:	8,570	0.3%	±2,279
Speak English "very well"	3,248	0.1%	±1,365
Speak English less than "very well"	5,322	0.2%	±1,856
Tagalog (incl. Filipino):	3,110	0.1%	±1,184
Speak English "very well"	2,606	0.1%	±1,031
Speak English less than "very well"	504	0.0%	±420
Ilocano, Samoan, Hawaiian, or other Austronesian languages:	5,077	0.2%	±2,286
Speak English "very well"	1,738	0.1%	±676
Speak English less than "very well"	3,339	0.1%	±2,149
Arabic:	11,517	0.4%	±3,623
Speak English "very well"	8,030	0.3%	±2,984
Speak English less than "very well"	3,487	0.1%	±1,343
Hebrew:	296	0.0%	±220
Speak English "very well"	296	0.0%	±220
Speak English less than "very well"	0	0.0%	±170
Amharic, Somali, or other Afro-Asiatic languages:	3,413	0.1%	±1,877
Speak English "very well"	1,564	0.1%	±1,127
Speak English less than "very well"	1,849	0.1%	±1,001
Yoruba, Twi, Igbo, or other languages of Western Africa:	2,669	0.1%	±1,386
Speak English "very well"	2,026	0.1%	±938
Speak English less than "very well"	643	0.0%	±603

	Iowa		
Label	Estimate	%	Margin of Error
Swahili or other languages of Central, Eastern, and Southern Africa:	9,904	0.3%	±3,420
Speak English "very well"	3,308	0.1%	±1,372
Speak English less than "very well"	6,596	0.2%	±3,383
Navajo:	0	0.0%	±170
Speak English "very well"	0	0.0%	±170
Speak English less than "very well"	0	0.0%	±170
Other Native languages of North America:	1,353	0.0%	±565
Speak English "very well"	1,278	0.0%	±551
Speak English less than "very well"	75	0.0%	±77
Other and unspecified languages:	1,392	0.0%	±863
Speak English "very well"	993	0.0%	±638
Speak English less than "very well"	399	0.0%	±340

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: Caleb Mason, ADA/Title VI Coordinator
Phone: (319) 731-5734
Address: 2515 Arthur Collins Parkway SW
Cedar Rapids, Iowa 52404
Email: CivilRights@flyCID.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: Caleb Mason, ADA/Title VI Coordinator
Teléfono: (319) 731-5734
Dirección: 2515 Arthur Collins Parkway SW
Cedar Rapids, Iowa 52404
Correo Electrónico: CivilRights@flyCID.com



U.S. Department of Transportation
Federal Aviation Administration

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