

**University of Illinois Willard Airport  
Title VI Plan**


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

**The University of Illinois Willard 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 University of Illinois Willard 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 **University of Illinois Willard Airport** will take action to involve them and the general public in the decision making process.

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

**Timothy A. Bannon** is available at **217-244-8604** and **willard-airport@illinois.edu**, 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*

**Timothy A. Bannon, A.A.E.**  
**Executive Director**

5/6/2024  
**Effective Date**

5/6/2027  
**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

**The Board of Trustees of The University of Illinois** has reviewed and adopted this Title VI Plan for **The University of Illinois Willard 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 Executive Director's or Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by **The Board of Trustees of the University of Illinois** 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: **None**

**The University of Illinois Willard Airport** has the following airport program sub-recipients: **None**

As of the date of this plan, **The University of Illinois Willard Airport** has the following pending applications for Federal financial assistance:

<b>Federal Source</b>	<b>Grant Number</b>	<b>Amount</b>
<i>FAA Airport Improvement Program</i>	<i>Relocate TSA CKPT (# NA)</i>	<i>\$2,500,000 Estimated</i>

In addition, **The University of Illinois Willard Airport** sub-recipients have the following pending applications for Federal financial assistance (either directly from the FAA, or passed through the State DOT): **None**

<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>	<i><a href="https://www.faa.gov/airports/aip/">https://www.faa.gov/airports/aip/</a></i>
<i>FAA BIL</i>	<i><a href="https://www.faa.gov/bil">https://www.faa.gov/bil</a></i>

## 3. Grant and Procurement Assurances

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

**The University of Illinois Willard Airport** will complete standard grant assurances for Title VI and related requirements, in the form prescribed by FAA. See [https://www.faa.gov/airports/aip/grant\\_assurances/#current-assurances](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/](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 University of Illinois Willard Airport** requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

#### **Description of Oversight Methods for Subcontracts**

*The University of Illinois Willard Airport ensures compliance through prime contract provisions. Contract templates are used by the University. Contracts will be reviewed to verify they include template language, at least 10% of subcontracts annually.*

### **4. Title VI Coordinator Responsibilities**

The Coordinator is responsible for ensuring that they and other staff supporting the Title VI are trained in Title VI requirements. Essential training topics include:

- Basic Title VI requirements
- Airport language assistance resources and practices
- Collecting and assessing demographic data
- Reporting Title VI complaints and other required FAA notifications.

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

Among other responsibilities, the Coordinator:

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

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

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

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

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

## **5. Notice**

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

**The University of Illinois Willard 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 poster template is available at [https://www.faa.gov/about/office\\_org/headquarters\\_offices/acr/com\\_civ\\_support/non\\_disc\\_pr/](https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/) and a completed copy is attached. See Section 15 Appendix.

**The University of Illinois Willard Airport** has posted the above Title VI policy statement at its staff offices.

**The University of Illinois Willard Airport** will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed within 30 days of FAA approval of the plan by an all tenant notification with a link to the Title VI Plan and will be made available on the University of Illinois Willard Airport website.

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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:

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
<i>Main Terminal &amp; FBO</i>	2	1	1 (FBO)

Outreach to Affected Communities

**Willard Airport Administration** ensures that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, community newspapers, email broadcast, and on the airport website. **Willard Airport Administration** 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.

**The University of Illinois Willard Airport** will create a detailed CPP by **September 30, 2024**. A copy of the plan will be available at **www.iflycu.com**, or in person at the **Airport Administration Office**.

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

<b>Affected Communities<sup>4</sup></b>	<b>Population</b>
<i>Savoy, IL (Zip Code: 61874)</i>	8,739
<i>Champaign, IL (Zip Code: 61822)</i>	25,091
<i>Tolono, IL (Zip Code: 61880)</i>	4,317

Source: 2020 Decennial Census

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<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,” is collecting information about affected and potentially affected low-income communities. According to *U.S. Census Report, S1701: 2022 American Community Survey 5-Year Estimates*, the overall poverty level for the Affected Communities is 9.7%, which includes zip codes 61874, 61822, 61880. The U.S. Poverty rate, as a country, is 11.5%. The affected community poverty rate remains **below average** compared with the State of Illinois overall, which has a poverty rate of 11.9% according to U.S. Census Report *S1701: 2022 American Community Survey 1-Year Estimate*.

The poverty rates for the specific Affected Communities are as follows:

<b>Affected Communities</b>	<b>Poverty Rate</b>
<i>Savoy, IL (Zip Code: 61874)</i>	10.9%
<i>Champaign, IL (Zip Code: 61822)</i>	7.5%
<i>Tolono, IL (Zip Code: 61880)</i>	3.9%

Source: U.S. Census Report, S1701: 2022 American Community Survey 5-Year Estimates

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<sup>6</sup>:

<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.

<sup>6</sup> Recommend using demographic groups from the U.S. Census.

**Affected Community: Savoy (Zip Code: 61874)**

**Total Affected Community Population: 8,739**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White</i>	5,764	66%
<i>Black or African American</i>	609	7%
<i>American Indian or Alaska Native</i>	12	>1%
<i>Asian</i>	1,621	18%
<i>Native Hawaiian or Other Pacific Islander</i>	1	>1%
<i>Some other race alone</i>	137	2%
<i>Two or more races</i>	595	7%

**Affected Community: Champaign (Zip Code: 61822)**

**Total Affected Community Population: 25,091**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White</i>	15,422	62%
<i>Black or African American</i>	3,656	14%
<i>American Indian or Alaska Native</i>	30	<1%
<i>Asian</i>	3,575	14%
<i>Native Hawaiian or Other Pacific Islander</i>	9	<1%
<i>Some other race alone</i>	500	2%
<i>Two or more races</i>	1899	8%

**Affected Community: Tolono (Zip Code: 61880)**

**Total Affected Community Population: 4,317**

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
<i>White</i>	3953	92%
<i>Black or African American</i>	44	1%
<i>American Indian or Alaska Native</i>	17	<1%
<i>Asian</i>	23	<1%
<i>Native Hawaiian or Other Pacific Islander</i>	1	<1%
<i>Some other race alone</i>	41	1%
<i>Two or more races</i>	238	6%

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that **The University of Illinois Willard 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>7</sup> that are spoken in LEP households in the Affected Communities. The data source is **S1601 2022 American Community Survey 5-Year Estimates**.

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>8</sup> The safe harbor for our community is **1000**. Please refer to the end of this document to find data for all languages in our community.

<b>Languages Spoken by LEP Population that Meet the Safe Harbor Threshold</b>	<b>Number</b>	<b>Margin of Error</b>
<i>None</i>	NA	NA

Frequency of contact with LEP individuals at the airport and airport-related activities (all languages):

<b>Languages Spoken by LEP Persons</b>	<b>A few times a year (12 or less days a year)</b>	<b>Several times a month (13 to 51 days a year)</b>	<b>At least once a week (52 to 364 days a year)</b>	<b>Every day (365 days a year)</b>
<i>None</i>				

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

**Additional Languages Spoken**

<i>None</i>
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This information is updated annually<sup>9</sup> through checking the following resources:

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<sup>7</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>8</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>9</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.



<b>Data Sources for Languages Spoken in Affected Community</b>	<b>Website link to Data Source</b>
<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>

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 Customer Service Office may conduct 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.*

Staff and Advisory Board Diversity.

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

**Description of Employee and Advisory Board Demographic Information Collection Methods**

- *Employees are asked to submit voluntary confidential demographic information at time of hiring, as allowed by Human Resources policy.*
- *At the time of appointment, the airport will confidentially ask for demographic information from Advisory Board members.*

**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 **University of Illinois Willard 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>10</sup>

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

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<sup>10</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.

**Existing Airport Facilities**

**Affected Community Impacted by Operation of the Facility**

<i>Commercial Terminal</i>	<i>Savoy</i>
<i>Runway 14L/32R</i>	<i>Tolono, Champaign, Savoy</i>
<i>Runway 14R/32L</i>	<i>Tolono, Champaign, Savoy</i>
<i>Runway 4/22</i>	<i>Champaign, Savoy</i>

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**

<i>Commercial Terminal – Terminal Improvements Phase 1 - TSA Checkpoint Relocation</i>	<i>None</i>
<i>Commercial Terminal – Terminal Improvements Phase 2</i>	<i>None</i>
<i>Rehabilitate Midfield Taxiways</i>	<i>None</i>
<i>Install Runway 4/22 PAPIs</i>	<i>None</i>
<i>Rehabilitation Runway 14L/32R</i>	<i>None</i>

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

<b>Facilities or Construction Projects with Disparate Impacts</b>	<b>Affected Community Impacted</b>	<b>Impact Can Be Eliminated?</b>
<i>None</i>		

**Justifications:**

<b>Facilities or Construction Projects</b>	<b>Justification</b>
<i>None</i>	

**8. Limited English Proficiency (LEP)**

**Executive Order 13166**

In creating a Language Assistance Plan, the **University of Illinois Willard Airport** will consider the volume, proportion, or frequency of contact with LEP persons in determining the appropriate

language assistance to provide.

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

Language
<i>None</i>

The University of Illinois Willard Airport also collects data for languages spoken by airport guests.<sup>11</sup> Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
<i>Airline Manager</i>	<i>N/A</i>
<i>Rental Car Managers</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:

Language
<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 **University of Illinois Willard Airport** of the responsibility to provide language access. We have made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the airport:

**Translation Services:**

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

Translation Vendors	Languages
<i>None</i>	

<sup>11</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.

- Information regarding translation services can be obtained at: **Airport Administration Office.**

<b>Location for Translation Assistance</b>	<b>Languages</b>
<i>translation@illinois.edu</i>	<i>Any</i>
<i>https://translation.illinois.edu/resources/requests-translation-and-interpreting-services</i>	<i>Any</i>

**Interpretation Services:**

- The following vendors have been identified for interpretation services:

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

- Information regarding interpretation services can be obtained at:

<b>Location for Interpretation Assistance</b>	<b>Languages</b>
<i>Airport Administration Office</i>	<i>Any Language</i>

**Description of Interpretation Assistance Processes**

- As an academic unit of the University of Illinois, the Program in Translation and Interpreting Studies supports and promotes recognized professional translation and interpreting standards. A core tenet of professional organizations for translators and interpreters, including the American Translators Association (ATA) and the International Association of Conference Interpreters (AIIC), is that anyone performing interpreting or translation services must be qualified and adequately compensated.
- The Program in Translation and Interpreting Studies often receives requests for volunteer or paid translation and interpreting services. When these requests are made by representatives of public institutions or non-profit entities, we make every effort to provide consultations or to direct the requester to reliable resources. In the great majority of other cases, all stakeholders are best served by consulting the directories of qualified translators and interpreters available here:

- [1. Midwest Association of Translators and Interpreters](#)
- [2. Illinois Supreme Court Language Interpreter Registry](#)
- [3. American Translators Association](#)

- When other options are not available, we will evaluate individual requests for translation or interpreting services. We are able to recommend students or faculty for translation and interpreting services only when we can be assured that they are well qualified and that proper working conditions will be provided. This happens only rarely, and these requests usually cannot be fulfilled within a short time period.

## 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 **Champaign Urbana Mass Transit District** 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.

<b>Minority and/or Disadvantaged Community Areas</b>	<b>Transit Service</b>	<b>Planned or Existing</b>
None		

## 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:

<b>Airport Business Opportunity</b>	<b>Minority Business Outreach Methods</b>
<i>Rental Car Suppliers</i>	<i>Participation in outreach during ACDBE Program Development</i>
<i>Concessions</i>	<i>Participation in outreach during ACDBE Program Development</i>
<i>Vending/Concessions</i>	<i>University of Illinois – Vendor Services – Request for Information Outreach when concessions or vending business opportunities are present.</i>

Selections are in compliance with Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept with **The University of Illinois Willard Airport Administration Office**.

## **11. Training**

New employee orientation incorporates Title VI training. Topics include:

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

Refresher information will be provided **Annually**.

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

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

- Compliance reviews or audits concerning civil rights requirements<sup>12</sup>
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements<sup>13</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 University of Illinois Willard Airport** must notify FAA contacts of any new investigations prior to grant execution.

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

## **13. Title VI Complaints**

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

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

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters<sup>14</sup>
3. Allege misconduct by the **University of Illinois Willard Airport** including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the **University of Illinois Willard Airport** including airport employees, contractors, concessionaires, lessees, or tenants.

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<sup>12</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>13</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>14</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 **University of Illinois Willard Airport**. In addition, a person may file a formal complaint with the University of Illinois Office of Access and Equity. Alternatively, they may file a 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 the complaint and promptly send copies of the complaint to **the Executive Director**.

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

**Rebecca Martlage**  
**Assistant Director of Finance and Administration**  
**11 Airport Road**  
**Savoy, IL 61874**  
**217-244-8604**  
**Martlage@illinois.edu**

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 **3 business 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 **utilize the FAA Civil Rights Connect** for all correspondence. 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 University of Illinois Willard 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 **informal 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 University of Illinois Willard Airport's** conclusion regarding whether unlawful discrimination occurred, and will describe the complainant's appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via *the FAA Civil Rights Connect System*.

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

- The complainant may appeal in writing to the **Airport's Executive Director**.
- The written appeal must be received **within 10** business days after receipt of the written decision.

- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The **University of Illinois Legal Counsel** 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 **University of Illinois Willard Airport** will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. **University of Illinois Willard 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 **Rebecca Martlage**.

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


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

**1** *Airport Website, Title VI page at [www.iflycu.com](http://www.iflycu.com)*

**2** *Airport Administration Office*

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## 14. Population / Language Data

LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER		
<p><b>Note: The table shown may have been modified by user selections. Some information may be missing.</b></p>		
<b>DATA NOTES</b>		
TABLE ID:	B16001	
SURVEY/ PROGRAM:	American Community Survey	
VINTAGE :	2015	
DATASET :	ACSDT5Y2015	
PRODUCT:	ACS 5-Year Estimates Detailed Tables	
UNIVERSE:	Population 5 years and over	
MLA:	U.S. Census Bureau. "LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER." American Community Survey, ACS 5-Year Estimates Detailed Tables, Table B16001, 2015, . Accessed on February 2, 2024.	
FTP URL:	<a href="https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/">https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/</a>	
API URL:	<a href="https://api.census.gov/data/2015/acs/acs5">https://api.census.gov/data/2015/acs/acs5</a>	
<b>USER SELECTIONS</b>		
TABLES	B16001	
GEOS	ZCTA5 61822; ZCTA5 61874; ZCTA5 61880	
<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/ACSDT5Y2015.B16001?q=B16001:%20Language%20Spoken%20at%20Home%20by%20Ability%20to%20Speak%20English%20for%20the%20Population%205%20Years%20and%20Over&amp;g=860XX00US61822,61874,61880">https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001:%20Language%20Spoken%20at%20Home%20by%20Ability%20to%20Speak%20English%20for%20the%20Population%205%20Years%20and%20Over&amp;g=860XX00US61822,61874,61880</a>
<b>TABLE NOTES</b>	<p>Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.</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>Tell us what you think. Provide feedback to help make American Community Survey data more useful for you.</p> <p>Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that 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>Explanation of Symbols: * An "***" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.</p> <p>* An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.</p> <p>* An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution.</p> <p>* An "+" following a median estimate means the median falls in the upper interval of an open-ended distribution.</p> <p>* An "****" entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.</p> <p>* An "*****" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.</p> <p>* An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.</p> <p>* An "(X)" means that the estimate is not applicable or not available.</p>
	<p>Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.</p>
	<p>While the 2011-2015 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions 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 definitions due to differences in the effective dates of the geographic entities.</p>
	<p>Methodological changes to data collection in 2013 may have affected language data for 2013. Users should be aware of these changes when using multi-year data containing data from 2013. For more information, see: Language User Note.</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 Accuracy of the Data). The effect of nonsampling error is not represented in these tables.
	Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates
<b>COLUMN NOTES</b>	None

	ZCTA5 61822		ZCTA5 61874		ZCTA5 61880	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total:	23,168	±881	7,087	±356	3,721	±310
Speak only English	17,999	±740	5,708	±393	3,575	±302
Spanish or Spanish Creole:	818	±352	378	±233	105	±103
Speak English "very well"	485	±242	362	±225	45	±41
Speak English less than "very well"	333	±288	16	±23	60	±67
French (incl. Patois, Cajun):	147	±99	0	±15	0	±11
Speak English "very well"	62	±44	0	±15	0	±11
Speak English less than "very well"	85	±85	0	±15	0	±11
French Creole:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Italian:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11

Portuguese or Portuguese Creole:	52	±55	56	±63	0	±11
Speak English "very well"	52	±55	56	±63	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
German:	32	±32	56	±42	0	±11
Speak English "very well"	32	±32	38	±33	0	±11
Speak English less than "very well"	0	±20	18	±20	0	±11
Yiddish:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Other West Germanic languages:	17	±28	0	±15	0	±11
Speak English "very well"	17	±28	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Scandinavian languages:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Greek:	128	±133	0	±15	0	±11
Speak English "very well"	123	±133	0	±15	0	±11
Speak English less than "very well"	5	±7	0	±15	0	±11
Russian:	203	±173	12	±18	0	±11
Speak English "very well"	156	±165	12	±18	0	±11
Speak English less than "very well"	47	±53	0	±15	0	±11
Polish:	0	±20	8	±12	0	±11
Speak English "very well"	0	±20	8	±12	0	±11


Speak English less than "very well"	0	±20	0	±15	0	±11
Serbo-Croatian:	0	±20	11	±19	0	±11
Speak English "very well"	0	±20	4	±8	0	±11
Speak English less than "very well"	0	±20	7	±11	0	±11
Other Slavic languages:	30	±32	7	±12	0	±11
Speak English "very well"	23	±25	7	±12	0	±11
Speak English less than "very well"	7	±15	0	±15	0	±11
Armenian:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Persian:	0	±20	6	±11	0	±11
Speak English "very well"	0	±20	6	±11	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Gujarati:	168	±163	46	±69	0	±11
Speak English "very well"	53	±62	33	±51	0	±11
Speak English less than "very well"	115	±114	13	±18	0	±11
Hindi:	187	±129	10	±16	0	±11
Speak English "very well"	181	±127	10	±16	0	±11
Speak English less than "very well"	6	±9	0	±15	0	±11
Urdu:	261	±246	39	±48	0	±11
Speak English "very well"	234	±253	0	±15	0	±11
Speak English less than "very well"	27	±31	39	±48	0	±11
Other Indic languages:	181	±110	53	±48	0	±11
Speak English "very well"	157	±110	23	±37	0	±11
Speak English less than "very well"	24	±41	30	±35	0	±11



Other Indo-European languages:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Chinese:	1,082	±433	264	±118	0	±11
Speak English "very well"	527	±264	109	±60	0	±11
Speak English less than "very well"	555	±345	155	±98	0	±11
Japanese:	86	±75	0	±15	41	±63
Speak English "very well"	19	±25	0	±15	27	±42
Speak English less than "very well"	67	±71	0	±15	14	±21
Korean:	413	±200	375	±130	0	±11
Speak English "very well"	258	±162	111	±58	0	±11
Speak English less than "very well"	155	±94	264	±98	0	±11
Mon-Khmer, Cambodian:	26	±39	0	±15	0	±11
Speak English "very well"	13	±20	0	±15	0	±11
Speak English less than "very well"	13	±20	0	±15	0	±11
Hmong:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Thai:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Laotian:	24	±26	0	±15	0	±11
Speak English "very well"	11	±17	0	±15	0	±11
Speak English less than "very well"	13	±20	0	±15	0	±11
Vietnamese:	244	±173	0	±15	0	±11

Speak English "very well"	56	±60	0	±15	0	±11
Speak English less than "very well"	188	±138	0	±15	0	±11
Other Asian languages:	302	±161	47	±54	0	±11
Speak English "very well"	241	±134	47	±54	0	±11
Speak English less than "very well"	61	±55	0	±15	0	±11
Tagalog:	360	±268	0	±15	0	±11
Speak English "very well"	195	±130	0	±15	0	±11
Speak English less than "very well"	165	±154	0	±15	0	±11
Other Pacific Island languages:	16	±26	0	±15	0	±11
Speak English "very well"	16	±26	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Navajo:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Other Native North American languages:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Hungarian:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Arabic:	260	±183	11	±17	0	±11
Speak English "very well"	188	±140	0	±15	0	±11
Speak English less than "very well"	72	±66	11	±17	0	±11
Hebrew:	45	±62	0	±15	0	±11

Speak English "very well"	45	±62	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
African languages:	87	±130	0	±15	0	±11
Speak English "very well"	87	±130	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11
Other and unspecified languages:	0	±20	0	±15	0	±11
Speak English "very well"	0	±20	0	±15	0	±11
Speak English less than "very well"	0	±20	0	±15	0	±11

<b>Poverty Status in the Past 12 Months</b>		
<b>Note: The table shown may have been modified by user selections. Some information may be missing.</b>		
<b>DATA NOTES</b>		
TABLE ID:	S1701	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2022	
DATASET:	ACSST5Y2022	
PRODUCT:	ACS 5-Year Estimates Subject Tables	
UNIVERSE:	None	
MLA:	U.S. Census Bureau. "Poverty Status in the Past 12 Months." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S1701, 2022, <a href="https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701:Poverty%20Status%20in%20the%20Past%2012%20Months&amp;g=860XX00US61822">https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701: Poverty Status in the Past 12 Months&amp;g=860XX00US61822</a> . Accessed on February 2, 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>		
TABLES	S1701	
GEOS	ZCTA5 61822	
<b>EXCLUDED COLUMNS</b>		
	None	
<b>APPLIED FILTERS</b>		
	None	
<b>APPLIED SORTS</b>		
	None	
<b>PIVOT &amp; GROUPING</b>		
PIVOT COLUMNS	None	
PIVOT MODE	Off	

<b>ROW GROUPS</b>	None
<b>VALUE COLUMNS</b>	None
<b>WEB ADDRESS</b>	<a href="https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701:%20Poverty%20Status%20in%20the%20Past%2012%20Months&amp;g=860XX00US61822">https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701:%20Poverty%20Status%20in%20the%20Past%2012%20Months&amp;g=860XX00US61822</a>
<b>TABLE NOTES</b>	
	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.
	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.  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.
	Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates
	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.
	Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.
	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.

	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


<b>ZCTA5 61822</b>						
	<b>Total</b>		<b>Below poverty level</b>		<b>Percent below poverty level</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>
Population for whom poverty status is determined	27,856	±1,344	2,082	±549	7.5%	±1.9
AGE						
Under 18 years	6,398	±795	471	±270	7.4%	±4.0
Under 5 years	1,748	±306	76	±90	4.3%	±5.1
5 to 17 years	4,650	±653	395	±239	8.5%	±4.9
Related children of householder under 18 years	6,341	±809	414	±261	6.5%	±3.9
18 to 64 years	16,785	±974	1,279	±405	7.6%	±2.3
18 to 34 years	5,961	±718	774	±360	13.0%	±5.5
35 to 64 years	10,824	±691	505	±195	4.7%	±1.9
60 years and over	6,261	±625	406	±230	6.5%	±3.6

65 years and over	4,673	±547	332	±181	7.1%	±3.8
SEX						
Male	14,196	±971	940	±355	6.6%	±2.5
Female	13,660	±780	1,142	±313	8.4%	±2.2
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	17,517	±1,253	1,416	±452	8.1%	±2.5
Black or African American alone	3,375	±1,115	233	±159	6.9%	±4.7
American Indian and Alaska Native alone	58	±83	0	±23	0.0%	±40.4
Asian alone	5,341	±821	258	±172	4.8%	±3.2
Native Hawaiian and Other Pacific Islander alone	0	±23	0	±23	-	**
Some other race alone	290	±202	0	±23	0.0%	±11.4
Two or more races	1,275	±405	175	±253	13.7%	±17.9
Hispanic or Latino origin (of any race)	1,351	±512	44	±68	3.3%	±5.0
White alone, not Hispanic or Latino	16,475	±1,146	1,372	±454	8.3%	±2.6
EDUCATIONAL ATTAINMENT						
Population 25 years and over	19,063	±849	1,268	±358	6.7%	±1.9
Less than high school graduate	966	±309	267	±205	27.6%	±17.1
High school graduate (includes equivalency)	2,451	±405	247	±167	10.1%	±6.2
Some college, associate's degree	4,639	±549	355	±183	7.7%	±4.0
Bachelor's degree or higher	11,007	±812	399	±187	3.6%	±1.7
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	14,938	±1,000	795	±357	5.3%	±2.4
Employed	14,386	±943	670	±335	4.7%	±2.3
Male	7,801	±641	382	±263	4.9%	±3.3
Female	6,585	±529	288	±153	4.4%	±2.3
Unemployed	552	±233	125	±112	22.6%	±18.5
Male	383	±204	115	±111	30.0%	±26.3

Female	169	±112	10	±15	5.9%	±10.3
WORK EXPERIENCE						
Population 16 years and over	22,218	±1,001	1,651	±420	7.4%	±1.9
Worked full-time, year-round in the past 12 months	10,818	±792	84	±61	0.8%	±0.6
Worked part-time or part-year in the past 12 months	5,155	±711	741	±358	14.4%	±6.4
Did not work	6,245	±748	826	±266	13.2%	±4.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	1,273	±488	(X)	(X)	(X)	(X)
125 percent of poverty level	2,568	±647	(X)	(X)	(X)	(X)
150 percent of poverty level	3,389	±935	(X)	(X)	(X)	(X)
185 percent of poverty level	4,768	±1,279	(X)	(X)	(X)	(X)
200 percent of poverty level	5,298	±1,283	(X)	(X)	(X)	(X)
300 percent of poverty level	9,212	±1,339	(X)	(X)	(X)	(X)
400 percent of poverty level	12,531	±1,338	(X)	(X)	(X)	(X)
500 percent of poverty level	15,609	±1,403	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	5,608	±759	1,149	±358	20.5%	±5.4
Male	2,582	±538	538	±295	20.8%	±9.9
Female	3,026	±448	611	±203	20.2%	±5.7
15 years	17	±34	17	±34	100.0%	±74.6
16 to 17 years	40	±62	40	±62	100.0%	±48.7
18 to 24 years	823	±450	328	±222	39.9%	±14.7
25 to 34 years	1,385	±343	346	±209	25.0%	±14.1
35 to 44 years	727	±257	63	±76	8.7%	±11.2
45 to 54 years	635	±200	67	±69	10.6%	±10.8



55 to 64 years	600	±191	64	±53	10.7%	±8.2
65 to 74 years	828	±235	224	±144	27.1%	±15.3
75 years and over	553	±185	0	±23	0.0%	±6.1
Mean income deficit for unrelated individuals (dollars)	8,394	±1,428	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	2,871	±572	28	±28	1.0%	±1.0
Worked less than full-time, year-round in the past 12 months	1,240	±449	540	±337	43.5%	±15.3
Did not work	1,497	±312	581	±209	38.8%	±10.7
Population in housing units for whom poverty status is determined	27,856	±1,344	2,082	±549	7.5%	±1.9

<b>Poverty Status in the Past 12 Months</b>		
<b>Note: The table shown may have been modified by user selections. Some information may be missing.</b>		
<b>DATA NOTES</b>		
TABLE ID:	S1701	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2022	
DATASET:	ACSST5Y2022	
PRODUCT:	ACS 5-Year Estimates Subject Tables	
UNIVERSE:	None	
MLA:	U.S. Census Bureau. "Poverty Status in the Past 12 Months." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S1701, 2022, <a href="https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701:Poverty%20Status%20in%20the%20Past%2012%20Months&amp;g=860XX00US61874">https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701: Poverty Status in the Past 12 Months&amp;g=860XX00US61874</a> . Accessed on February 2, 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>		
TABLES	S1701	
GEOS	ZCTA5 61874	
<b>EXCLUDED COLUMNS</b>	None	
<b>APPLIED FILTERS</b>	None	
<b>APPLIED SORTS</b>	None	

<b>PIVOT &amp; GROUPING</b>	
PIVOT COLUMNS	None
PIVOT MODE	Off
ROW GROUPS	None
VALUE COLUMNS	None
<b>WEB ADDRESS</b>	<a href="https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701:%20Poverty%20Status%20in%20the%20Past%2012%20Months&amp;g=860XX00US61874">https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701:%20Poverty%20Status%20in%20the%20Past%2012%20Months&amp;g=860XX00US61874</a>
<b>TABLE NOTES</b>	
	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.
	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.  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.
	Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates
	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.
	Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.


	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.
	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

	<b>ZCTA5 61874</b>					
	<b>Total</b>		<b>Below poverty level</b>		<b>Percent below poverty level</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>
Population for whom poverty status is determined	8,486	±181	925	±328	10.9%	±3.9
AGE						
Under 18 years	2,094	±293	260	±153	12.4%	±7.2
Under 5 years	577	±150	50	±56	8.7%	±8.6
5 to 17 years	1,517	±274	210	±137	13.8%	±9.1
Related children of householder under 18 years	2,027	±293	193	±128	9.5%	±6.3
18 to 64 years	4,828	±348	618	±226	12.8%	±4.5
18 to 34 years	1,881	±331	512	±210	27.2%	±9.7

35 to 64 years	2,947	±324	106	±80	3.6%	±2.8
60 years and over	2,030	±456	47	±44	2.3%	±2.2
65 years and over	1,564	±434	47	±44	3.0%	±3.0
SEX						
Male	3,678	±363	318	±158	8.6%	±4.0
Female	4,808	±383	607	±264	12.6%	±5.2
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	6,281	±572	589	±285	9.4%	±4.3
Black or African American alone	529	±311	207	±205	39.1%	±27.9
American Indian and Alaska Native alone	0	±17	0	±17	-	**
Asian alone	1,175	±281	109	±83	9.3%	±6.9
Native Hawaiian and Other Pacific Islander alone	0	±17	0	±17	-	**
Some other race alone	0	±17	0	±17	-	**
Two or more races	501	±264	20	±25	4.0%	±5.8
Hispanic or Latino origin (of any race)	512	±262	21	±24	4.1%	±5.2
White alone, not Hispanic or Latino	6,102	±582	579	±285	9.5%	±4.4
EDUCATIONAL ATTAINMENT						
Population 25 years and over	5,630	±385	331	±134	5.9%	±2.5
Less than high school graduate	203	±97	62	±71	30.5%	±30.3
High school graduate (includes equivalency)	1,181	±425	42	±32	3.6%	±3.1
Some college, associate's degree	996	±213	29	±46	2.9%	±4.5
Bachelor's degree or higher	3,250	±331	198	±98	6.1%	±3.0
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	4,230	±404	307	±183	7.3%	±4.2
Employed	4,172	±405	307	±183	7.4%	±4.3
Male	2,085	±293	106	±71	5.1%	±3.3
Female	2,087	±302	201	±171	9.6%	±7.5
Unemployed	58	±36	0	±17	0.0%	±40.4

Male	33	±27	0	±17	0.0%	±53.6
Female	25	±25	0	±17	0.0%	±61.6
<b>WORK EXPERIENCE</b>						
Population 16 years and over	6,574	±307	728	±258	11.1%	±3.9
Worked full-time, year-round in the past 12 months	2,833	±319	9	±15	0.3%	±0.5
Worked part-time or part-year in the past 12 months	1,701	±456	397	±204	23.3%	±11.9
Did not work	2,040	±337	322	±175	15.8%	±8.3
<b>ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS</b>						
50 percent of poverty level	525	±283	(X)	(X)	(X)	(X)
125 percent of poverty level	1,160	±377	(X)	(X)	(X)	(X)
150 percent of poverty level	1,498	±458	(X)	(X)	(X)	(X)
185 percent of poverty level	2,057	±459	(X)	(X)	(X)	(X)
200 percent of poverty level	2,351	±556	(X)	(X)	(X)	(X)
300 percent of poverty level	2,956	±502	(X)	(X)	(X)	(X)
400 percent of poverty level	4,151	±515	(X)	(X)	(X)	(X)
500 percent of poverty level	4,851	±477	(X)	(X)	(X)	(X)
<b>UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED</b>						
Male	873	±301	147	±113	16.8%	±11.9
Female	1,544	±386	427	±236	27.7%	±11.0
15 years	40	±56	40	±56	100.0%	±48.7
16 to 17 years	27	±36	27	±36	100.0%	±59.2
18 to 24 years	612	±325	334	±204	54.6%	±22.3
25 to 34 years	403	±117	99	±64	24.6%	±14.1
35 to 44 years	157	±97	40	±62	25.5%	±32.3
45 to 54 years	161	±117	9	±14	5.6%	±10.0
55 to 64 years	94	±58	0	±17	0.0%	±30.1

65 to 74 years	539	±395	1	±2	0.2%	±0.5
75 years and over	384	±122	24	±26	6.3%	±7.1
Mean income deficit for unrelated individuals (dollars)	10,161	±1,841	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	803	±290	0	±17	0.0%	±4.3
Worked less than full-time, year-round in the past 12 months	891	±426	340	±201	38.2%	±23.6
Did not work	723	±192	234	±139	32.4%	±16.0
Population in housing units for whom poverty status is determined	8,482	±181	924	±328	10.9%	±3.9

<b>Poverty Status in the Past 12 Months</b>		
<b>Note: The table shown may have been modified by user selections. Some information may be missing.</b>		
<b>DATA NOTES</b>		
TABLE ID:	S1701	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2022	
DATASET:	ACSST5Y2022	
PRODUCT:	ACS 5-Year Estimates Subject Tables	
UNIVERSE:	None	
MLA:	U.S. Census Bureau. "Poverty Status in the Past 12 Months." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S1701, 2022, <a href="https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701:Poverty%20Status%20in%20the%20Past%2012%20Months&amp;g=860XX00US61880">https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701: Poverty Status in the Past 12 Months&amp;g=860XX00US61880</a> . Accessed on February 2, 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>		
TABLES	S1701	
GEOS	ZCTA5 61880	
<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.S1701?q=S1701:%20Poverty%20Status%20in%20the%20Past%2012%20Months&amp;g=860XX00US61880">https://data.census.gov/table/ACSST5Y2022.S1701?q=S1701:%20Poverty%20Status%20in%20the%20Past%2012%20Months&amp;g=860XX00US61880</a>
<b>TABLE NOTES</b>	
	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.
	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.  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.
	Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates
	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.
	Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.
	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.

	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

<b>ZCTA5 61880</b>						
	<b>Total</b>		<b>Below poverty level</b>		<b>Percent below poverty level</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>	<b>Estimate</b>	<b>Margin of Error</b>
Population for whom poverty status is determined	4,567	±407	180	±154	3.9%	±3.3
<b>AGE</b>						
Under 18 years	970	±199	46	±75	4.7%	±7.3
Under 5 years	74	±51	0	±12	0.0%	±35.5
5 to 17 years	896	±204	46	±75	5.1%	±7.9
Related children of householder under 18 years	970	±199	46	±75	4.7%	±7.3
18 to 64 years	3,081	±371	134	±123	4.3%	±4.0
18 to 34 years	1,042	±330	44	±70	4.2%	±6.7
35 to 64 years	2,039	±265	90	±95	4.4%	±4.5
60 years and over	826	±208	51	±85	6.2%	±9.8
65 years and over	516	±158	0	±12	0.0%	±6.6
<b>SEX</b>						
Male	2,007	±302	55	±58	2.7%	±2.8

Female	2,560	±330	125	±119	4.9%	±4.7
<b>RACE AND HISPANIC OR LATINO ORIGIN</b>						
White alone	4,193	±417	180	±154	4.3%	±3.6
Black or African American alone	140	±166	0	±12	0.0%	±21.9
American Indian and Alaska Native alone	0	±12	0	±12	-	**
Asian alone	0	±12	0	±12	-	**
Native Hawaiian and Other Pacific Islander alone	0	±12	0	±12	-	**
Some other race alone	30	±48	0	±12	0.0%	±56.2
Two or more races	204	±194	0	±12	0.0%	±15.7
Hispanic or Latino origin (of any race)	15	±20	0	±12	0.0%	±79.5
White alone, not Hispanic or Latino	4,178	±416	180	±154	4.3%	±3.6
<b>EDUCATIONAL ATTAINMENT</b>						
Population 25 years and over	3,026	±389	134	±123	4.4%	±4.0
Less than high school graduate	12	±18	0	±12	0.0%	±88.8
High school graduate (includes equivalency)	1,072	±361	47	±70	4.4%	±6.6
Some college, associate's degree	1,068	±207	87	±96	8.1%	±8.6
Bachelor's degree or higher	874	±210	0	±12	0.0%	±3.9
<b>EMPLOYMENT STATUS</b>						
Civilian labor force 16 years and over	2,955	±434	37	±41	1.3%	±1.4
Employed	2,697	±418	37	±41	1.4%	±1.5
Male	1,293	±239	22	±34	1.7%	±2.6
Female	1,404	±266	15	±23	1.1%	±1.6
Unemployed	258	±247	0	±12	0.0%	±12.7
Male	26	±39	0	±12	0.0%	±60.4
Female	232	±250	0	±12	0.0%	±14.0
<b>WORK EXPERIENCE</b>						

Population 16 years and over	3,812	±386	134	±123	3.5%	±3.3
Worked full-time, year-round in the past 12 months	1,906	±360	36	±40	1.9%	±2.1
Worked part-time or part-year in the past 12 months	1,134	±298	1	±4	0.1%	±0.4
Did not work	772	±217	97	±109	12.6%	±13.0
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	45	±70	(X)	(X)	(X)	(X)
125 percent of poverty level	238	±171	(X)	(X)	(X)	(X)
150 percent of poverty level	377	±230	(X)	(X)	(X)	(X)
185 percent of poverty level	877	±426	(X)	(X)	(X)	(X)
200 percent of poverty level	884	±425	(X)	(X)	(X)	(X)
300 percent of poverty level	1,690	±432	(X)	(X)	(X)	(X)
400 percent of poverty level	2,247	±383	(X)	(X)	(X)	(X)
500 percent of poverty level	2,926	±382	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	512	±224	119	±121	23.2%	±19.3
Male	161	±98	25	±32	15.5%	±16.3
Female	351	±177	94	±109	26.8%	±26.7
15 years	0	±12	0	±12	-	**
16 to 17 years	0	±12	0	±12	-	**
18 to 24 years	0	±12	0	±12	-	**
25 to 34 years	93	±138	44	±70	47.3%	±15.5
35 to 44 years	5	±5	1	±4	20.0%	±80.0
45 to 54 years	48	±41	23	±33	47.9%	±45.3
55 to 64 years	192	±121	51	±85	26.6%	±35.6
65 to 74 years	119	±93	0	±12	0.0%	±25.1

75 years and over	55	±66	0	±12	0.0%	±41.5
Mean income deficit for unrelated individuals (dollars)	N	N	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	224	±120	21	±34	9.4%	±13.8
Worked less than full-time, year-round in the past 12 months	15	±21	1	±4	6.7%	±29.8
Did not work	273	±158	97	±109	35.5%	±32.7
Population in housing units for whom poverty status is determined	4,556	±407	176	±154	3.9%	±3.3

## 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:** Rebecca Martlage  
**Phone:** 217-244-8604  
**Address:** 11 Airport Road, Savoy, IL 61874

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### **Discriminación 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.

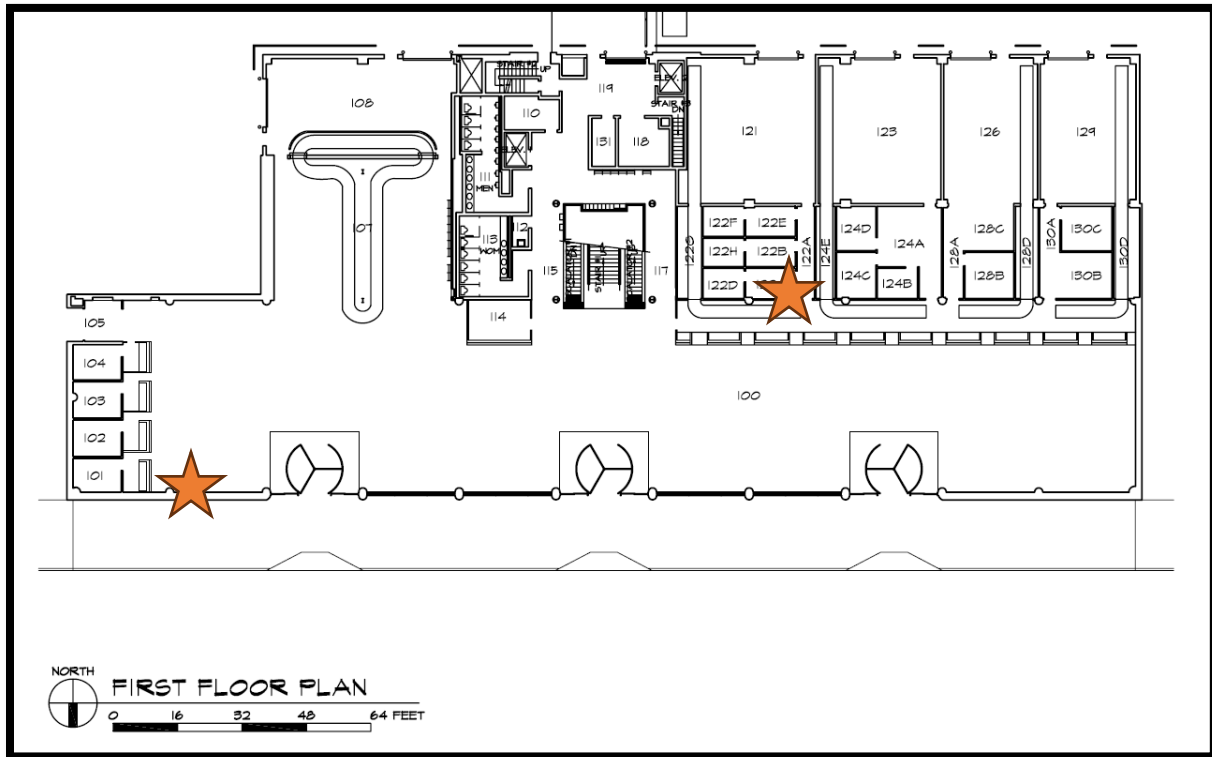
**Coordinador:** Rebecca Martlage  
**Teléfono:** 217-244-8604  
**Dirección:** 11 Airport Road, Savoy, IL 61874



U.S. Department of Transportation  
Federal Aviation Administration

HQ-10/098

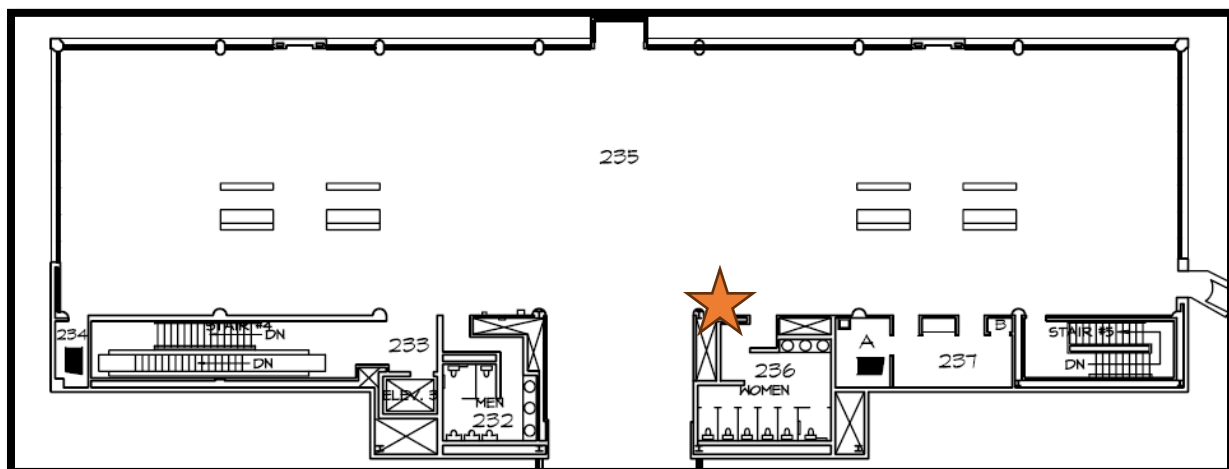
## 16. Terminal Discrimination Poster Locations



### **Pre-Screening Area**

Location 1: Main Terminal, TSA Baggage Screening Drop Off / Airline Ticketing

Location 2: Main Terminal, Rental Car Counters



### **Post-Screening Area**

Location 1: Passenger Boarding Terminal, Near Airport Concessions and Boarding Gates