

Central Wisconsin Airport Title VI Plan

1. Title VI Policy Statement¹

Central Wisconsin 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.

Central Wisconsin 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 **Central Wisconsin Airport** will take action to involve them and the general public in the decision making process.

Central Wisconsin 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 **Central Wisconsin Airport** and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Brian Grefe, A.A.E., Airport Director available at 715-693-2147 and bgrefe@fly-cwa.org is responsible for overseeing the Airport Sponsor’s compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.


Signature
Brian Grefe, A.A.E.
Airport Director

April 10, 2024
Effective Date

April 30, 2027
3-Year Expiration Date

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

2. Administration

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

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

Staff Supporting Title VI Program	Airport Sponsor Program / Office
<i>Julie Ulrick</i>	<i>Badging Coordinator</i>
<i>Michael Puerner</i>	<i>Marathon County Corporation Counsel</i>
<i>Sarah Severson</i>	<i>Marathon County Public Information</i>

As of the date of this plan, **Central Wisconsin Airport** has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
<i>FAA AIP Entitlement</i>	<i>CWA-GLG-3-55-0052-066-2024</i>	<i>\$706,022</i>
<i>FAA AIP Entitlement</i>	<i>CWA-GLG-3-55-0052-067-2024</i>	<i>\$862,209</i>
[...]		

In addition, **Central Wisconsin Airport** sub-recipients have the following pending applications for Federal financial assistance (either directly from the FAA, or passed through the State DOT):

Federal Source	Grant Number	Amount
<i>N/A</i>		

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

Federal Source	Grant Award Information Available at:
<i>DHS</i>	<i>https://www.dhs.gov/dhs-grants</i>
<i>FAA BIL</i>	<i>https://www.faa.gov/bil/airport-infrastructure</i>
<i>FAA AIP</i>	<i>https://www.faa.gov/airports/aip/</i>

3. Grant and Procurement Assurances

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

Central Wisconsin 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.

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. **Central Wisconsin Airport** requires, Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

The Central Wisconsin Airport Utilizes standardized forms for other types of agreements to help ensure that they include the required provisions. Obligatory provisions and references are inserted into templates for contracts, leases, and other agreements; these include:

- Provisions of nondiscrimination contract clauses requiring compliance with the acts and regulations relative to nondiscrimination in Federally assisted programs of the DOT and incorporating the acts and regulations into the contracts by reference in every contract or agreement subject to the nondiscrimination in Federally assisted programs of the DOT acts and regulations.
- Such provisions are applied to lessee/tenants, contractors, subcontractors, consultants, and other parties.

Description of Oversight Methods for Subcontracts

Obligatory provisions and references are inserted into base templates and the templates are reviewed periodically by the Airport staff to ensure accordance and consistency with Sponsor Assurances. Periodic performance audits are conducted to ensure compliance. Annually, 10 percent of all Airport contracts will be randomly sampled, and associated subcontracts will be reviewed to determine if they include required civil rights clauses.

4. Title VI Coordinator Responsibilities

The Coordinator is responsible for ensuring that they and other staff supporting 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 **Central Wisconsin 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, or bids/proposals for airport contracts, and/or 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)

Central Wisconsin 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,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.

Central Wisconsin Airport has posted the above Title VI policy statement at its staff offices.

Central Wisconsin Airport will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by **September 30, 2024**, by email and at the airport managers’ meeting. The plan is posted to the Central Wisconsin Airport Website

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>Terminal</i>	<i>2</i>	<i>1</i>	
<i>Rent-a-Car</i>			<i>1</i>
<i>Fixed Base Operator (FBO) Building</i>			<i>1</i>
[...]			

Outreach to Affected Communities

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, or the airport’s website. Central Wisconsin Airport contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities³ and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

To ensure that the community is effectively informed of and able to participate in public

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

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

hearings, **Central Wisconsin Airport** 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 **Central Wisconsin Airport** will be able to identify, understand, and engage with communities. In doing so, the **Central Wisconsin Airport** needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by **Central Wisconsin’s** airport program.

Affected Communities ⁴	Population
<i>Mosinee, Kronenwetter (ZCTA5 54455)</i>	18,073

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

We have identified the following facts about the Affected Communities:

Low Income Communities⁵

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” **Central Wisconsin Airport** is collecting information about affected and potentially affected low-income communities. According to *U.S. Census Report, S1701: Poverty Status in the Past 12 Months*, the overall poverty level for the zip code 54455 is approximately 5.1 %. The poverty rate remains low compared with the rest of Wisconsin. The poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
<i>Mosinee, Kronenwetter (ZCTA5 54455)</i>	5.1%

Racial and Ethnic Communities.

⁴ “Affected communities” means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.

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

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

Affected Community: Mosinee, Kronenwetter (ZCTA5 54455)
Total Affected Community Population: 19,175

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	<i>16,901</i>	<i>93.5%</i>
<i>Black or African American</i>	<i>79</i>	<i>0.4%</i>
<i>American Indian or Alaska Native</i>	<i>9</i>	<i>0.1%</i>
<i>Asian</i>	<i>387</i>	<i>2.1%</i>
<i>Native Hawaiian or Other Pacific Islander</i>	<i>35</i>	<i>0.2%</i>
<i>Hispanic or Latino</i>	<i>283</i>	<i>1.6%</i>

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that **Central Wisconsin Airport** communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁷ that are spoken in LEP households in the Affected Communities. The data source is American Community Survey.

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.⁸ The safe harbor for our community is 958. Please refer to the end of this document to find data for all languages in our community.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
<i>N/A</i>		

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

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

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

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)
<i>Spanish</i>	X			
<i>Chinese (incl. Mandarin, Cantonese)</i>	X			
<i>Hmong</i>	X			
<i>Dari</i>	X			
<i>Ukrainian</i>	X			

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

This information is updated annually⁹ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	https://data.census.gov/cedsci/table?q=B16001&tid=ACSDT1Y2019.B16001
<i>Wausau Metropolitan Planning Organization</i>	https://wausaumpo.org/wp-content/uploads/2023/02/Wausau_MPO_2023_TitleVI_Plan_Final.pdf
<i>Wausau Transit Commission</i>	https://www.wausauwi.gov/home/showpublisheddocument/2005/638144169129430000
<i>State of Wisconsin Department of Transportation</i>	https://wisconsin.gov/Pages/doing-bus/civil-rights/titlevi-ada/default.aspx
<i>North Central Wisconsin Regional Planning Commission (NCWRPC)</i>	https://www.ncwrpc.org/wp-content/uploads/2023-NCWRPC-Title-VI-and-LEP-Plan-Final-Version.pdf
<i>Hmong American Center</i>	https://www.hmongamericancenter.org/

Beneficiary Diversity.

Demographic information is not currently collected from airport customers, attendees at community meetings, and businesses seeking opportunities at the airport, through voluntary disclosures.

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

Description of Potential Future Beneficiary Demographic Information Collection Methods

- *Airport Administration Office conducts biannual 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.*
- *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

- *Employees are asked to submit voluntary confidential demographic information at time of hiring through WorkDay ERP Software.*
- *Marathon and Portage County makes available to appointed County Supervisors on the Central Wisconsin Joint Airport Board the ability to voluntarily and anonymously enter demographic information through WorkDay ERP Software.*

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 **Central Wisconsin 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.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
<i>Runway 8/26</i>	<i>None</i>
<i>Runway 17/35</i>	<i>None</i>

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.

<i>Terminal Building</i>	<i>None</i>
<i>Rent-a-car Building</i>	<i>None</i>
<i>Snow Removal Equipment Building</i>	<i>None</i>
<i>Air Traffic Control Tower</i>	<i>None</i>
<i>T-Hangars</i>	<i>None</i>
<i>Fixed Base Operator (FBO)</i>	<i>None</i>
<i>General Aviation Hangars</i>	<i>None</i>
<i>Fuel Farm</i>	<i>None</i>

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

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
<i>Transient Hangar</i>	<i>None</i>
<i>General Aviation Terminal Building</i>	<i>None</i>
<i>Hangar Rehabilitation</i>	<i>None</i>
<i>ARFF/ SRE Building</i>	<i>None</i>
<i>Terminal Baggage Handling Expansion</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

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the Central Wisconsin 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>Spanish</i>
<i>Chinese (incl. Mandarin, Cantonese)</i>
<i>Hmong</i>
<i>Dari</i>
<i>Ukrainian</i>

Central Wisconsin Airport collects data for languages spoken by airport guests.¹¹ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
<i>TSA Provided data</i>	<i>N/A</i>
<i>Airline-provided data</i>	<i>N/A</i>
<i>Concessionaire provided data</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: **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 the Central Wisconsin 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
Southern Wisconsin Interpreting and Translation Services, Inc. ¹²	All above languages

- Information regarding translation services can be obtained at: <https://swits.us/>, 1-866-737-9487, and Airport Administration office

Location for Translation Assistance	Languages
<i>Airport Administration Office</i>	<i>All above languages</i>
<i>Airport website translate view</i>	<i>Spanish</i>
<i>Multi-lingual staff pool</i>	<i>Spanish, Hmong</i>
[...]	

Interpretation Services:

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

¹² Central Wisconsin Airport’s county partners are currently identifying additional translation assistance services available for utilization. Those services will be made available to Central Wisconsin Airport.

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
<i>Southern Wisconsin Interpreting and Translation Services, Inc.</i>	<i>All above languages</i>
[...]	

- Information regarding interpretation services can be obtained at: <https://swits.us/>

Location for Interpretation Assistance	Languages
<i>Airport Administration Office</i>	<i>All above languages</i>
[...]	

Description of Interpretation Assistance Processes

- *Marathon County contracts with the Southern Wisconsin Interpreting and Translation Services, Inc. to provide on-demand telephone interpretation services to airport guests. When a request for an interpreter is received, the following process is used: Staff contacts Southern Wisconsin Interpreting and Translation Services, Inc. and requests translation services in the appropriate language. Southern Wisconsin Interpreting and Translation Services, Inc. operators will coordinate connect the requesting party to an interpreter for the duration of the call.*

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: Mosinee, Kronenwetter (all of zip code 54455). Ground transportation to the airport is available by taxi, limo, transportation network carriers (e.g. Uber), private shuttle services, and private vehicles. No bus public transit service is available or planned currently.

10. Minority Businesses

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

The Central Wisconsin Joint Airport Board owner of Central Wisconsin Airport has established an Airport Concession Disadvantaged Business Enterprise (ACDBE) program in accordance with regulations of the U.S. Department of Transportation (DOT), 49 CFR Part 23. The Central Wisconsin Airport is a primary airport and has received federal funds authorized for airport development after January 1988 (authorized under Title 49 of the United States Code). The Central Wisconsin Airport has signed airport grant assurances that it will comply with 49 CFR Part 23.

It is the policy of the Central Wisconsin Airport to ensure that ACDBEs as defined in Part 23, have an equal opportunity to receive and participate in concession opportunities. It is also our policy:

1. To ensure nondiscrimination in the award and administration of opportunities for concessions by airports receiving DOT financial assistance;
2. To create a level playing field on which ACDBEs can compete fairly for opportunities for concessions;
3. To ensure that our ACDBE program is narrowly tailored in accordance with applicable law;
4. To ensure that only firms that fully meet this part's eligibility standards are permitted to participate as ACDBEs at our airport(s);
5. To help remove barriers to the participation of ACDBEs in opportunities for concessions at our airport(s); and
6. To provide appropriate flexibility to our airports in establishing and providing opportunities for ACDBEs.

In addition, 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 Marathon County Corporation Counsel.

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 requirements¹³
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹⁴

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, Central Wisconsin 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 matters¹⁵
3. Allege misconduct by the Central Wisconsin Airport, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the Central Wisconsin Airport, including airport employees, contractors, concessionaires, lessees, or tenants.

¹³ 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.

¹⁴ 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.

¹⁵ 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 Central Wisconsin Airport.¹⁶ Alternatively, they can file a formal complaint with an outside agency, such as the U.S. Departments of Justice or Transportation, or the Federal Aviation Administration (FAA), or seek other legal remedies.

Receipt of Complaint. The Coordinator will log in the complaint and promptly send copies of the complaint to the Airport Administration Office.

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

Brian Grefe, Airport Director
100 CWA Dr. Ste 227
Mosinee, WI 54455
bgrefe@fly-cwa.org

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 **5 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 be uploaded to the FAA Civil Rights Connect System, which issues automated notifications to FAA staff. The Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation and resolution process.

¹⁶

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 Central Wisconsin Airport the Coordinator will avoid interfering with the FAA investigation, cooperate with the FAA when needed, and share factual information with the FAA.

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

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

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

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

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

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state Central Wisconsin 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 Marathon County Administrator.
- The written appeal must be received **within 30 days** after receipt of the written decision.

- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- Marathon County Administrator 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 Central Wisconsin Airport will identify and may implement measures to reduce the chances of similar discrimination in the future.

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

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

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

Website, In-person, and Other Distribution Methods

1 *Airport website, Title VI page at <https://www.fly-cwa.org/civil-rights>*

14. Population / Language Data

Table: ACSST5Y2020.S1701

POVERTY STATUS IN THE PAST 12 MONTHS		United States [®] Census Bureau
Note: The table shown may have been modified by user selections. Some information may be missing.		
DATA NOTES		
TABID:	S1701	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2020	
DATASET:	ACSST5Y2020	
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, 2020, https://data.census.gov/table/ACSST5Y2020.S1701?q=S1701&g=860XX00U554455 .	
FTP URL:	None	
API URL:	https://api.census.gov/data/2020/acs/acs5/subject	
USER SELECTIONS		
TABID:	S1701	
GEOS:	7CTA5 54455	
EXCLUDED COLUMNS		
	None	
APPLIED FILTERS		
	None	
APPLIED SORTS		
	None	
PIVOT & GROUPING		
PIVOT COLUMNS:	None	
PIVOT MODE:	Off	
ROW GROUPS:	None	
VALUE COLUMNS:	None	
WEB ADDRESS:	https://data.census.gov/table/ACSST5Y2020.S1701?q=S1701&g=860XX00U554455	
TABLE NOTES		
	Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, for 2020, the 2020 Census provides the official counts of the population and housing units for the nation, states, counties, cities, and towns. For 2016 to 2019, the Population Estimates Program provides estimates of the population for the nation, states, counties, cities, and towns and intercensal housing unit estimates for the nation, states, and counties.	
	Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Technical Documentation section.	
	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, 2016-2020 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	
	Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.	
	The 2016-2020 American Community Survey (ACS) data generally reflect the September 2018 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	
	Estimates of urban and rural populations, 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	
	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.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	
COLUMN NOTES		
	None	

Table: ACSST5Y2020.S1701

	ZCTAS 54455		
	Total		Below poverty level
Label	Estimate	Margin of Error	Estimate
Population for whom poverty status is determined	18,073	±414	915
AGE			
Under 18 years	4,030	±363	193
Under 5 years	1,152	±201	100
5 to 17 years	2,878	±367	93
Related children of householder under 18 years	3,993	±364	156
18 to 64 years	11,203	±423	493
18 to 34 years	3,339	±350	293
35 to 64 years	7,864	±392	200
60 years and over	4,064	±333	266
65 years and over	2,840	±265	229
SEX			
Male	8,949	±415	388
Female	9,124	±415	527
RACE AND HISPANIC OR LATINO ORIGIN			
White alone	16,901	±540	893
Black or African American alone	79	±72	0
American Indian and Alaska Native alone	9	±9	5
Asian alone	387	±268	0
Native Hawaiian and Other Pacific Islander alone	35	±55	0
Some other race alone	22	±22	8
Two or more races	640	±274	9
Hispanic or Latino origin (of any race)	283	±210	74
White alone, not Hispanic or Latino	16,746	±558	827
EDUCATIONAL ATTAINMENT			
Population 25 years and over	12,667	±469	521
Less than high school graduate	616	±160	100
High school graduate (includes equivalency)	4,277	±438	192
Some college, associate's degree	4,257	±496	132

Table: ACSST5Y2020.S1701

	Percent below poverty level		
Label	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	±254	5.1%	±1.4
AGE			
Under 18 years	±120	4.8%	±3.0
Under 5 years	±83	8.7%	±6.9
5 to 17 years	±55	3.2%	±2.0
Related children of householder under 18 years	±120	3.9%	±3.0
18 to 64 years	±177	4.4%	±1.6
18 to 34 years	±153	8.8%	±4.3
35 to 64 years	±85	2.5%	±1.1
60 years and over	±115	6.5%	±2.7
65 years and over	±110	8.1%	±3.7
SEX			
Male	±158	4.3%	±1.7
Female	±216	5.8%	±2.4
RACE AND HISPANIC OR LATINO ORIGIN			
White alone	±253	5.3%	±1.5
Black or African American alone	±15	0.0%	±22.1
American Indian and Alaska Native alone	±7	55.6%	±48.7
Asian alone	±15	0.0%	±5.0
Native Hawaiian and Other Pacific Islander alone	±15	0.0%	±39.3
Some other race alone	±13	36.4%	±47.9
Two or more races	±15	1.4%	±2.3
Hispanic or Latino origin (of any race)	±82	26.1%	±29.2
White alone, not Hispanic or Latino	±219	4.9%	±1.3
EDUCATIONAL ATTAINMENT			
Population 25 years and over	±149	4.1%	±1.2
Less than high school graduate	±81	16.2%	±12.2
High school graduate (includes equivalency)	±90	4.5%	±2.1
Some college, associate's degree	±76	3.1%	±1.8

Table: ACSST5Y2020.S1701

	ZCTA5 54455		
	Total		Below poverty level
Label	Estimate	Margin of Error	Estimate
Bachelor's degree or higher	3,517	±386	97
EMPLOYMENT STATUS			
Civilian labor force 16 years and over	10,384	±426	400
Employed	10,114	±413	336
Male	5,431	±290	227
Female	4,683	±256	109
Unemployed	270	±114	64
Male	128	±70	4
Female	142	±79	60
WORK EXPERIENCE			
Population 16 years and over	14,393	±499	740
Worked full-time, year-round in the past 12 months	7,727	±409	129
Worked part-time or part-year in the past 12 months	3,180	±355	312
Did not work	3,486	±327	299
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS			
50 percent of poverty level	376	±188	(X)
125 percent of poverty level	1,136	±272	(X)
150 percent of poverty level	1,700	±387	(X)
185 percent of poverty level	2,258	±476	(X)
200 percent of poverty level	2,902	±600	(X)
300 percent of poverty level	6,128	±836	(X)
400 percent of poverty level	8,712	±850	(X)
500 percent of poverty level	12,431	±805	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED			
Male	1,282	±283	269
Female	1,189	±180	229
15 years	19	±30	19
16 to 17 years	18	±27	18
18 to 24 years	377	±240	134
25 to 34 years	350	±138	46
35 to 44 years	241	±118	8
45 to 54 years	439	±155	16
55 to 64 years	356	±107	79

Table: ACSST5Y2020.S1701

	Percent below poverty level		
Label	Margin of Error	Estimate	Margin of Error
Bachelor's degree or higher	±48	2.8%	±1.3
EMPLOYMENT STATUS			
Civilian labor force 16 years and over	±162	3.9%	±1.6
Employed	±157	3.3%	±1.5
Male	±143	4.2%	±2.6
Female	±65	2.3%	±1.4
Unemployed	±58	23.7%	±19.0
Male	±9	3.1%	±7.7
Female	±58	42.3%	±30.1
WORK EXPERIENCE			
Population 16 years and over	±202	5.1%	±1.4
Worked full-time, year-round in the past 12 months	±93	1.7%	±1.2
Worked part-time or part-year in the past 12 months	±157	9.8%	±4.7
Did not work	±116	8.6%	±3.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS			
50 percent of poverty level	(X)	(X)	(X)
125 percent of poverty level	(X)	(X)	(X)
150 percent of poverty level	(X)	(X)	(X)
185 percent of poverty level	(X)	(X)	(X)
200 percent of poverty level	(X)	(X)	(X)
300 percent of poverty level	(X)	(X)	(X)
400 percent of poverty level	(X)	(X)	(X)
500 percent of poverty level	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED			
Male	±186	20.2%	±6.7
Female	±153	21.0%	±9.8
15 years	±107	19.3%	±8.7
16 to 17 years	±30	100.0%	±53.4
18 to 24 years	±27	100.0%	±54.8
25 to 34 years	±130	35.5%	±22.5
35 to 44 years	±38	13.1%	±10.8
45 to 54 years	±7	3.3%	±2.9
55 to 64 years	±19	3.6%	±4.6
55 to 64 years	±48	22.2%	±11.9

Table: ACSST5Y2020.S1701

	ZCTA5 54455		
	Total		Below poverty level
Label	Estimate	Margin of Error	Estimate
65 to 74 years	265	±119	96
75 years and over	406	±118	82
Mean income deficit for unrelated individuals (dollars)	5,378	±1,209	(X)
Worked full-time, year-round in the past 12 months	1,355	±348	101
Worked less than full-time, year-round in the past 12 months	371	±130	144
Did not work	745	±144	253

Table: ACSST5Y2020.S1701

	Percent below poverty level		
Label	Margin of Error	Estimate	Margin of Error
65 to 74 years	±89	36.2%	±24.7
75 years and over	±42	20.2%	±10.7
Mean income deficit for unrelated individuals (dollars)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	±90	7.5%	±6.0
Worked less than full-time, year-round in the past 12 months	±117	38.8%	±23.3
Did not work	±107	34.0%	±12.4

Table: ACSDT5Y2015.B16001

LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER		United States [®] Census Bureau
Note: The table shown may have been modified by user selections. Some information may be missing.		
DATA NOTES		
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, https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001:LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK	
FTP URL:	https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/	
API URL:	https://api.census.gov/data/2015/acs/	
USER SELECTIONS		
TABLES:	B16001	
GEO:	ZCTA5 54455	
EXCLUDED COLUMNS		
	None	
APPLIED FILTERS		
	None	
APPLIED SORTS		
	None	
PIVOT & GROUPING		
PIVOT COLUMNS:	None	
PIVOT MODE:	Off	
ROW GROUPS:	None	
VALUE COLUMNS:	None	
WEB ADDRESS	https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001:%20LANGUAGE%20SPOKEN%20AT%20HOME%20BY%20ABILITY%20TO%20SPEAK%20ENGLISH%20FOR%20THE%20POPULATION%205%20YEARS%20AND%20OVER&g=860XX00U554455	
TABLE NOTES		
	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.	
	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.	
	Tell us what you think. Provide feedback to help make American Community Survey data more useful for you.	
	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.	
	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.	
	* 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.	
	* An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution.	
	* An "+" following a median estimate means the median falls in the upper interval of an open-ended distribution.	
	* 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.	
	* An "*****" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.	
	* An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be	

Table: ACSDT5Y2015.B16001

	displayed because the number of sample cases is too small.
	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
	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
	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.
	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
	Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates
COLUMN NOTES	None

Table: ACSDT5Y2015.B16001

	ZCTA5 54455	
Label	Estimate	Margin of Error
Total:	16,505	±342
Speak only English	15,929	±393
Spanish or Spanish Creole:	135	±69
Speak English "very well"	76	±53
Speak English less than "very well"	59	±44
French (incl. Patois, Cajun):	36	±38
Speak English "very well"	20	±32
Speak English less than "very well"	16	±20
French Creole:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Italian:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Portuguese or Portuguese Creole:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
German:	83	±56
Speak English "very well"	79	±55
Speak English less than "very well"	4	±4
Yiddish:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Other West Germanic languages:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Scandinavian languages:	6	±8
Speak English "very well"	6	±8
Speak English less than "very well"	0	±14
Greek:	0	±14
Speak English "very well"	0	±14

Table: ACSDT5Y2015.B16001

	ZCTA5 54455	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±14
Russian:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Polish:	18	±11
Speak English "very well"	16	±10
Speak English less than "very well"	2	±3
Serbo-Croatian:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Other Slavic languages:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Armenian:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Persian:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Gujarati:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Hindi:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Urdu:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Other Indic languages:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14

Table: ACSDT5Y2015.B16001

	ZCTA5 54455	
Label	Estimate	Margin of Error
Other Indo-European languages:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Chinese:	21	±31
Speak English "very well"	14	±22
Speak English less than "very well"	7	±10
Japanese:	2	±3
Speak English "very well"	2	±3
Speak English less than "very well"	0	±14
Korean:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Mon-Khmer, Cambodian:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Hmong:	254	±156
Speak English "very well"	176	±122
Speak English less than "very well"	78	±64
Thai:	16	±25
Speak English "very well"	0	±14
Speak English less than "very well"	16	±25
Laotian:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Vietnamese:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Other Asian languages:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Tagalog:	0	±14
Speak English "very well"	0	±14

Table: ACSDT5Y2015.B16001

	ZCTA5 54455	
Label	Estimate	Margin of Error
Speak English less than "very well"	0	±14
Other Pacific Island languages:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Navajo:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Other Native North American languages:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Hungarian:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Arabic:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Hebrew:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
African languages:	0	±14
Speak English "very well"	0	±14
Speak English less than "very well"	0	±14
Other and unspecified languages:	5	±8
Speak English "very well"	5	±8
Speak English less than "very well"	0	±14

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: Brian Grefe
Phone: 705-693-2147
Address: 100 CWA Dr.
Mosinee, WI 54455

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: Brian Grefe
Teléfono: 715-693-2147
Dirección: 100 CWA Dr.
Mosinee, WI 54455



U.S. Department of Transportation
Federal Aviation Administration

HC-01098