



**Elko Regional Airport**  
**Title VI and ADA/504 Compliance Plan**  
**December 2020**

A handwritten signature in black ink, appearing to read "Jim Foster", is written over a horizontal line.

Jim Foster, Airport Manager

12/8/2020

Date

## **Authorities**

Title VI of the Civil Rights Act of 1964 (Title VI); the Airport and Airway Improvement Act of 1982, Section 520; the Rehabilitation Act of 1973, Section 504; Title II of the Americans with Disabilities (ADA) Act of 1990, and Title 49 of the Code of Federal Regulations (CFR), Part 21.

## **Policy Statement**

The Elko Regional Airport ("Airport") and its employees, lessees, tenants, concessionaires, contractors and airlines will not deny public services, employment and program opportunities to any person at the Airport due to race, creed, color, national origin or sex, or be otherwise subjected to the specific discriminatory actions prohibited by Title VI. Further, the Airport will take reasonable steps to provide meaningful access to services for persons with limited English proficiency.

The Airport does not discriminate on the basis of disability in admission to, access to, treatment of, or employment in its programs and activities. This notice is provided as required by the Rehabilitation Act of 1973, Section 504, and Title II of the Americans with Disabilities (ADA) Act of 1990.

## **Limited English Proficiency**

Limited English Proficiency (LEP) persons refers to persons for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. It includes people who reported to the U.S. Census that they speak English less than very well, not well, or not at all. The Airport will undertake reasonable measures to provide language assistance

## **Public Notice**

Per 49 CFR §21, the Airport shall display a nondiscrimination notice to the public during normal working hours. The Airport displays the "Unlawful Discrimination" poster conspicuously in public areas of the Airport including pre- and post-security. In addition, a nondiscrimination notice is posted on the Airport website.

## **Complaint Process**

### Title VI Policy

Any person who believes he or she has been aggrieved by any unlawful discriminatory practice under Title VI should report the complaint to the Title VI Coordinator who is the Airport Coordinator at 775.777.7194, 975 Terminal Way, Elko, NV 89801, or [airportcoordinator@elkocitynv.gov](mailto:airportcoordinator@elkocitynv.gov). The Airport will forward all complaints to the FAA within 15 days of receipt.

### ADA/Section 504 Nondiscrimination Policy

Any person who believes he or she has been discriminated against on the basis of disability under Section 504 or the ADA should report the complaint to the ADA Coordinator who is the Airport Manager, at 775.777.7194, 975 Terminal Way, Elko, NV 89801, or [airportcoordinator@elkocitynv.gov](mailto:airportcoordinator@elkocitynv.gov).

A complaint form is available at the Airport Administration Office located 975 Terminal Way, Elk, NV and online <http://www.flyelkonevada.com/index.php/home/public-notice/>

Allegations of discrimination may also be filed directly with the Federal Aviation Administration:

Federal Aviation Administration  
Office of Civil Rights  
ACR-1800 Independence Avenue, S.W.  
Washington, DC 20591

Allegations of discrimination based on disability may also be filed directly with the U.S. Department of Justice:

U.S. Department of Justice  
950 Pennsylvania Avenue, N.W.  
Civil Rights Division, Disability Rights Section  
Washington, DC 20530

### **Plan Monitoring**

The Airport should periodically review this Title VI compliance plan, including the language assistance plan, to determine its overall effectiveness and make adjustments and updates to the plan as deemed necessary. These efforts may include:

- Monitor LEP efforts and update census data as it becomes available
- Review all Title VI, ADA, or LEP complaints received and identify revisions plan as needed
- Update information on the Airport website related to this plan and complaint procedures
- Monitor complaint tracking and evaluate potential areas for improvement
- Review training material and update in accordance with best practices