

**Title VI Plan**  
**Atlantic City International Airport**


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

Atlantic City International Airport (ACY) 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.

Atlantic City International 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. ACY 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 Atlantic City International Airport will take action to involve them and the general public in the decision-making process.

Atlantic City International 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 Atlantic City International Airport and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Doris McClinton available at 609-965-6060 and dmclinton@sjta.com, 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

**Stephen F. Dougherty**  
**Executive Director**  
**South Jersey Transportation Authority**

**April 2, 2024**  
Effective Date

**April 2, 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 SJTA is the owner and operator of Atlantic City International Airport. The Board of Commissioners of the South Jersey Transportation Authority (SJTA) has reviewed and adopted this Title VI Plan for Atlantic City International 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 Executive Director's or Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by SJTA's Board of Commissioners 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

ACY has the following airport program sub-recipients: None

As of the date of this plan, Atlantic City International Airport has the following pending applications for Federal financial assistance:

<b>Federal Source</b>	<b>Grant Number</b>	<b>Amount</b>
<i>FAA BIL ATP</i>	<i>AB-12345</i>	<i>\$2,250,000</i>

"In addition, ACY's sub-recipients have the following pending applications for Federal financial assistance (either directly from the FAA or passed through the State DOT): None.

Updated information for pending and awarded grant applications will be available through the following methods: None.

## 3. Grant and Procurement Assurances

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

Atlantic City International 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. Atlantic City International Airport requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

SJTA's general counsel advises airport on all agreements, contracts, covenants, deeds, leases, licenses, permits, and similar instruments ("Contracts") to which ACY is a party as owner, lessor, concessionaire, grantor, or licensing or permitting authority.

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

Subcontract template must be used in all subcontracts related to the airport program. Subcontracts are audited by the Title VI Coordinator to verify they include the template language, for not less than 10 percent of contractors each year.

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

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

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

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

Among other responsibilities, the Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to Atlantic City International 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)

Atlantic City International 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.

Atlantic City International Airport has posted the above Title VI policy statement at its staff offices.

Atlantic City International Airport will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by June 30, 2024 by email and tenant meetings.

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

<b>Terminal/FBO/Concessions/ Other Locations</b>	<b>Quantity in Pre-Security Area</b>	<b>Quantity in Post-Security Area</b>	<b>Additional Quantities</b>
Terminal	3	3	6
Rent-a-Car			1
FBO			1
Aircraft Rescue and Fire Fighting (ARFF)			1
Airport Administration			1

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

### Outreach to Affected Communities

SJTA Executive Department 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 general circulation newspapers, community newspapers and email broadcast., and terminal display system. SJTA Departments leading a given project contact 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.

Atlantic City International Airport will create a detailed CPP by April 1, 2024. A copy of the plan will be available at [www.sjta.org](http://www.sjta.org) and [acaairport.com](http://acaairport.com).

To ensure that the community is effectively informed of and able to participate in public hearings, SJTA Communications Manager will include 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 Atlantic City International Airport will be able to identify, understand, and engage with communities. In doing so, the Atlantic City International Airport needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by Atlantic City International Airport's airport program.

<b>Affected Communities<sup>4</sup></b>	<b>Population</b>
<i>Atlantic County</i>	268,551
<i>Cape May County</i>	94,207
<i>Ocean County</i>	631,808

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

We have identified the following facts about the Affected Communities:

<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.

<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.

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," Atlantic City International Airport is collecting information about affected and potentially affected low-income communities. According to U.S Census Report ***SI701: Poverty Status in the Past 12 Months***, the overall poverty level for the Atlantic, Cape May, and Ocean County area is approximately 11%. The poverty rate remains similar compared with the rest of the State of New Jersey (9.7%). The poverty rates for the specific Affected Communities are as follows.

Affected Communities	Poverty Rate
<i>Atlantic County</i>	<i>13.0%</i>
<i>Cape May County</i>	<i>9.0%</i>
<i>Ocean County</i>	<i>10.5%</i>

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>:

Affected Community: Atlantic County  
 Total Affected Community Population: 268,551

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	<i>161,664</i>	<i>60.2%</i>
<i>Black or African American</i>	<i>35,797</i>	<i>13.3%</i>
<i>American Indian or Alaska Native</i>	<i>852</i>	<i>0.3%</i>
<i>Asian</i>	<i>21,133</i>	<i>7.9%</i>
<i>Native Hawaiian or Other Pacific Islander</i>	<i>162</i>	<i>0.1%</i>
<i>Hispanic or Latino</i>	<i>53,061</i>	<i>19.8%</i>
<i>Two or more races</i>	<i>24,428</i>	<i>9.1%</i>
<i>Other</i>	<i>24,551</i>	<i>9.1%</i>

<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: Cape May County**  
**Total Affected Community Population: 94,207**

<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>	82,390	87.5%
<i>Black or African American</i>	3,416	3.6%
<i>American Indian or Alaska Native</i>	62	0.1%
<i>Asian</i>	746	0.8%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0.0%
<i>Hispanic or Latino</i>	7,838	8.3%
<i>Two or more races</i>	4,758	5.1%
<i>Other</i>	2,835	3.0%

**Affected Community: Ocean County**  
**Total Affected Community Population: 631,808**

<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>	550,299	87.1%
<i>Black or African American</i>	19,083	3.0%
<i>American Indian or Alaska Native</i>	1,523	0.2%
<i>Asian</i>	11,870	1.9%
<i>Native Hawaiian or Other Pacific Islander</i>	106	0.0%
<i>Hispanic or Latino</i>	61,236	9.7%
<i>Two or more races</i>	29,858	4.7%
<i>Other</i>	19,069	3.0%

**Limited English Proficiency (LEP).**

The goal of all language access planning and implementation is to ensure that Atlantic City International 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 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.<sup>8</sup> The safe harbor for our community is 1,000. Please refer to the end of this document to find data for

<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.

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>Spanish</i>	33,503	+/-2430
<i>Chinese (incl. Mandarin, Cantonese)</i>	3,095	+/-771
<i>Vietnamese</i>	2,678	+/-764
<i>Italian</i>	2,111	+/-494
<i>Gujarati</i>	1,827	+/-588
<i>Russian</i>	1,218	+/-632
<i>Tagalog</i>	1,200	+/-496
<i>Portuguese or Portuguese Creole</i>	1,052	+/-438

**Add Census table B16001 for the jurisdiction(s) to the end of the plan for reference. See Table B16001: Language Spoken at Home by Ability to Speak English]**

Frequency of contact with LEP individuals at the airport and airport-related activities (all languages): We currently do not have records to track this information. However, in 2024 ACY will implement the following processes: (1) implement a questionnaire that will be provided to customers twice a year that asks questions regarding the languages spoken by LEP persons; (2) have customer service representatives keep track of how often they come in contact with LEP requests; (3) get a report from the airport website on how often the website is translated; and (4) ask tenants how often they come across LEP persons and what languages are requested.

<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>Spanish</i>				
<i>Chinese (incl. Mandarin, Cantonese)</i>				
<i>Vietnamese</i>				
<i>Italian</i>				
<i>Gujarti</i>				
<i>Russian</i>				
<i>Tagalog</i>				
<i>Portuguese or Portuguese Creole</i>				

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 annually<sup>9</sup> through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
U.S. Census Bureau	<a href="https://data.census.gov/table?q=b16001&amp;g=050XX00US34001,34009,34029">https://data.census.gov/table?q=b16001&amp;g=050XX00US34001,34009,34029</a>

Beneficiary Diversity.

Demographic information will be 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 Marketing Department conducts an annual survey 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 will be 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 will be asked to submit voluntary confidential demographic information at time of hiring. The Advisory Board will be asked to submit the same.*

**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 **Atlantic City International 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

<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.

<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.

within the next 3 years:

<b>Existing Airport Facilities</b>	<b>Affected Community Impacted by Operation of the Facility</b>
Terminal	None
Parking Facilities	None
Fixed Based Operator (FBO)	None
Airport Rescue and Firefighting (AARF)	None

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

<b>Airport Facility Construction Projects</b>	<b>Affected Community Impacted by Construction of the Facility</b>
<i>Northwest Quadrant Development</i>	<i>None</i>
<i>Southwest Quadrant Development</i>	<i>None</i>
<i>New Hangar Construction</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 Atlantic City International 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:

<b>Language</b>
<i>Spanish</i>
<i>Chinese (incl. Mandarin, Cantonese)</i>
<i>Vietnamese</i>
<i>Italian</i>
<i>Gujarti</i>
<i>Russian</i>
<i>Tagalog</i>
<i>Portuguese or Portuguese Creole</i>

Atlantic City International Airport also collects data for languages spoken by airport guests.<sup>11</sup> Data sources include:

<b>Data Sources for Languages Spoken by Airport Guests</b>	<b>Website link to Data Source</b>
<i>Airport language line usage data</i>	<i>www.languageline.com</i>
<i>Airline-provided data</i>	<i>N/A</i>
<i>Assumption from flight origin / destination</i>	<i>N/A</i>
<i>Assistance requests to airport information desks</i>	<i>N/A</i>

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

<b>Language</b>
<i>Russian</i>
<i>Bengali</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 Atlantic City International 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:

<b>Translation Vendors</b>	<b>Languages</b>
<i>Indus Translation Services</i>	<i>All above languages</i>

- Information regarding translation services can be obtained at: [sjta.com](http://sjta.com)

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

**Interpretation Services:**

- The following vendors have been identified for interpretation services: None

<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 interpretation services can be obtained at: [sjta.com](http://sjta.com) for our ADA language.

### **Description of Interpretation Assistance Processes**

- Airport Customer Service Office will maintain a list of multilingual employees, the languages they speak, and their associated office telephone numbers. The list indicates whether each employee is proficient to provide interpretation and/or translation services. The list is updated annually in the internal telephone list and provided to all airport tenants. Generally, these employee volunteers are available to assist members of the public with verbal real-time interpretation, during normal business hours.
- The airport has a visual paging system that places messages for customers that are deaf and hard of hearing on visual displays throughout the terminal.

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

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

<b>Minority and/or Disadvantaged Community Areas</b>	<b>Transit Service</b>	<b>Planned or Existing</b>
Pleasantville	Fixed-route shuttles	Existing
Atlantic City	Fixed-route shuttles	Existing

**10. Minority Businesses**  
 49 CFR 21 Appendix C (a)(1)(x)

Bids for airport concessions, construction, professional services 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>Business Opportunities</i>	<i>Advertised through sjta.com and bidexpress.com, which are online portals for all South Jersey Transportation Authority and Atlantic City International Airports procurement opportunities.</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 SJTA Procurement 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, Atlantic City International 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 Atlantic City International Airport, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the Atlantic City International 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 Atlantic City International Airport.<sup>15</sup> 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 Executive Director, Airport Director, Human Resources, and any other office, as appropriate.

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

Doris McClinton  
Affirmative Action Officer and Title VI Coordinator  
South Jersey Transportation Authority  
PO Box 351  
Hammonton, NJ 08037  
609-965-6060  
dmccclinton@sjta.com

If a complaint is initially made by phone, it must be supplemented with a written complaint before 180 days after the discriminatory event has passed. If a verbal complaint is received, the complainant should be given a copy of the Airport Discrimination Complaint Procedures and instructed to submit a written complaint. Accommodation will be provided upon request to individuals unable to file a written complaint due to a disability.

Initial Procedure. The Coordinator may meet with the complainant to clarify the issues, obtain additional information, and determine if informal resolution might be possible in lieu of an investigation. If successfully resolved, the Coordinator will issue a closure letter to the complainant, record the disposition in the complaints log, and report the resolution to FAA.

### **Discrimination Complaint Referral Procedure**

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within 48 hours.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Coordinator was notified). The Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof to the FAA Civil Rights staff. (Note: complaints based on

disability do not have to be forwarded to FAA.) To transmit complaint information to the FAA, the Coordinator will email the FAA Office of Civil Rights analyst(s), as well as upload the relevant information to the FAA Civil Rights Connect System. The Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation and resolution process.

### **Investigation Procedure**

Assignment of Investigator. The Coordinator will immediately begin the investigation or designate an investigator.

Cooperation with FAA. The Coordinator will promptly investigate all Title VI complaints, including those referred by the FAA for investigation. If the FAA is investigating a complaint against ACY, 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 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 ACY'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 email and/or 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 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 Executive Director will issue a final written decision in response to the appeal.

Avoiding Future Discrimination. In addition to taking action with respect to any specific instances of discrimination, the ACY will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. ACY 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 Doris McClinton.

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

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

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1 Airport website, Title VI page at <https://www.acairport.com/title-vi>

2 Airport Administration Office

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## 14. Population / Language Data

### Poverty Data Atlantic County, Cape May County, Ocean County

**Source: American Community Survey 2022, Poverty Status in the Past 12 Months**

	Atlantic County, New Jersey					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	268,551	±613	34,989	±2,379	13.0%	±0.9
AGE						
Under 18 years	56,462	±545	10,194	±1,204	18.1%	±2.1
Under 5 years	14,167	±140	3,128	±602	22.1%	±4.3
5 to 17 years	42,295	±527	7,066	±891	16.7%	±2.1
Related children of householder under 18 years	56,184	±563	9,923	±1,200	17.7%	±2.1
18 to 64 years	161,777	±232	19,658	±1,515	12.2%	±0.9
18 to 34 years	54,851	±244	7,692	±832	14.0%	±1.5
35 to 64 years	106,926	±145	11,966	±1,043	11.2%	±1.0
60 years and over	71,410	±798	7,296	±921	10.2%	±1.3
65 years and over	50,312	±113	5,137	±786	10.2%	±1.6
SEX						
Male	131,402	±376	15,095	±1,407	11.5%	±1.1
Female	137,149	±439	19,894	±1,389	14.5%	±1.0
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	161,664	±1,407	13,473	±1,626	8.3%	±1.0
Black or African American alone	35,797	±1,156	7,216	±1,014	20.2%	±2.6
American Indian and Alaska Native alone	852	±362	242	±238	28.4%	±20.0
Asian alone	21,133	±559	2,678	±646	12.7%	±3.1
Native Hawaiian and Other Pacific Islander alone	162	±38	58	±62	35.8%	±37.0

Some other race alone	24,515	±1,808	6,792	±1,374	27.7%	±5.0
Two or more races	24,428	±2,137	4,530	±960	18.5%	±3.6
Hispanic or Latino origin (of any race)	53,061	±536	12,253	±1,446	23.1%	±2.7
White alone, not Hispanic or Latino	147,684	±734	11,177	±1,518	7.6%	±1.0
EDUCATIONAL ATTAINMENT						
Population 25 years and over	189,723	±111	21,207	±1,510	11.2%	±0.8
Less than high school graduate	21,858	±1,114	5,398	±725	24.7%	±3.0
High school graduate (includes equivalency)	61,398	±1,926	8,413	±848	13.7%	±1.3
Some college, associate's degree	49,139	±1,794	4,985	±672	10.1%	±1.3
Bachelor's degree or higher	57,328	±1,830	2,411	±469	4.2%	±0.8
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	140,004	±1,619	11,251	±1,049	8.0%	±0.8
Employed	128,382	±1,897	8,192	±948	6.4%	±0.7
Male	66,090	±1,314	3,416	±608	5.2%	±0.9
Female	62,292	±1,252	4,776	±712	7.7%	±1.1
Unemployed	11,622	±1,039	3,059	±499	26.3%	±3.9
Male	6,043	±707	1,140	±289	18.9%	±4.6
Female	5,579	±642	1,919	±381	34.4%	±5.7
WORK EXPERIENCE						
Population 16 years and over	219,291	±422	25,924	±1,776	11.8%	±0.8
Worked full-time, year-round in the past 12 months	86,294	±1,837	2,067	±464	2.4%	±0.5
Worked part-time or part-year in the past 12 months	57,422	±1,830	8,211	±930	14.3%	±1.6
Did not work	75,575	±1,646	15,646	±1,329	20.7%	±1.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	14,653	±1,644	(X)	(X)	(X)	(X)

125 percent of poverty level	46,879	±3,050	(X)	(X)	(X)	(X)
150 percent of poverty level	56,681	±3,150	(X)	(X)	(X)	(X)
185 percent of poverty level	73,396	±3,500	(X)	(X)	(X)	(X)
200 percent of poverty level	79,495	±3,538	(X)	(X)	(X)	(X)
300 percent of poverty level	124,440	±3,496	(X)	(X)	(X)	(X)
400 percent of poverty level	159,077	±3,768	(X)	(X)	(X)	(X)
500 percent of poverty level	189,354	±3,424	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	52,993	±1,844	12,405	±1,118	23.4%	±1.9
Male	25,377	±1,326	5,302	±623	20.9%	±2.2
Female	27,616	±1,179	7,103	±876	25.7%	±2.8
15 years	160	±86	160	±86	100.0%	±23.0
16 to 17 years	108	±58	101	±60	93.5%	±12.5
18 to 24 years	3,402	±648	1,515	±577	44.5%	±13.1
25 to 34 years	8,647	±759	1,561	±345	18.1%	±3.9
35 to 44 years	5,536	±629	1,266	±349	22.9%	±5.5
45 to 54 years	7,009	±606	2,046	±386	29.2%	±5.0
55 to 64 years	11,377	±773	2,420	±323	21.3%	±2.6
65 to 74 years	8,951	±614	1,821	±557	20.3%	±5.8
75 years and over	7,803	±560	1,515	±313	19.4%	±4.0
Mean income deficit for unrelated individuals (dollars)	7,913	±428	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	20,104	±1,187	558	±212	2.8%	±1.0
Worked less than full-time, year-round in the past 12 months	11,678	±978	3,541	±674	30.3%	±4.7
Did not work	21,211	±1,003	8,306	±866	39.2%	±3.5
Population in housing units for whom poverty status is determined	267,393	±618	34,346	±2,367	12.8%	±0.9

	Cape May County, New Jersey					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	94,207	±80	8,443	±1,223	9.0%	±1.3
AGE						
Under 18 years	16,619	±55	1,995	±550	12.0%	±3.3
Under 5 years	4,112	±25	515	±186	12.5%	±4.5
5 to 17 years	12,507	±52	1,480	±485	11.8%	±3.9
Related children of householder under 18 years	16,581	±62	1,965	±547	11.9%	±3.3
18 to 64 years	51,789	±130	5,317	±784	10.3%	±1.5
18 to 34 years	15,805	±144	1,704	±394	10.8%	±2.5
35 to 64 years	35,984	±182	3,613	±614	10.0%	±1.7
60 years and over	35,027	±521	2,097	±373	6.0%	±1.0
65 years and over	25,799	±123	1,131	±164	4.4%	±0.6
SEX						
Male	45,725	±235	4,008	±662	8.8%	±1.4
Female	48,482	±218	4,435	±783	9.1%	±1.6
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	82,390	±715	6,306	±975	7.7%	±1.2
Black or African American alone	3,416	±376	577	±255	16.9%	±7.5
American Indian and Alaska Native alone	62	±77	6	±11	9.7%	±25.2
Asian alone	746	±141	50	±49	6.7%	±6.9
Native Hawaiian and Other Pacific Islander alone	0	±32	0	±32	-	**
Some other race alone	2,835	±679	557	±325	19.6%	±11.6
Two or more races	4,758	±754	947	±383	19.9%	±7.1
Hispanic or Latino origin (of any race)	7,838	±46	1,494	±556	19.1%	±7.1
White alone, not Hispanic or Latino	79,551	±269	6,007	±961	7.6%	±1.2
EDUCATIONAL ATTAINMENT						

Population 25 years and over	71,565	±299	5,637	±733	7.9%	±1.0
Less than high school graduate	4,191	±481	1,004	±269	24.0%	±6.0
High school graduate (includes equivalency)	22,462	±1,012	2,598	±546	11.6%	±2.2
Some college, associate's degree	19,051	±1,042	1,270	±271	6.7%	±1.5
Bachelor's degree or higher	25,861	±1,027	765	±198	3.0%	±0.7
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	45,141	±907	2,391	±591	5.3%	±1.3
Employed	42,214	±946	1,833	±544	4.3%	±1.3
Male	21,899	±735	812	±317	3.7%	±1.4
Female	20,315	±625	1,021	±337	5.0%	±1.6
Unemployed	2,927	±472	558	±217	19.1%	±7.3
Male	1,611	±307	268	±138	16.6%	±8.5
Female	1,316	±382	290	±173	22.0%	±12.5
WORK EXPERIENCE						
Population 16 years and over	79,675	±236	6,616	±824	8.3%	±1.0
Worked full-time, year-round in the past 12 months	28,734	±1,025	441	±235	1.5%	±0.8
Worked part-time or part-year in the past 12 months	20,301	±823	2,041	±592	10.1%	±2.8
Did not work	30,640	±897	4,134	±495	13.5%	±1.5
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	3,751	±661	(X)	(X)	(X)	(X)
125 percent of poverty level	11,113	±1,291	(X)	(X)	(X)	(X)
150 percent of poverty level	14,385	±1,444	(X)	(X)	(X)	(X)
185 percent of poverty level	18,812	±1,647	(X)	(X)	(X)	(X)
200 percent of poverty level	20,821	±1,669	(X)	(X)	(X)	(X)
300 percent of poverty level	34,512	±1,659	(X)	(X)	(X)	(X)

400 percent of poverty level	46,410	±1,582	(X)	(X)	(X)	(X)
500 percent of poverty level	57,521	±1,465	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	18,729	±884	3,538	±529	18.9%	±2.6
Male	8,844	±590	1,841	±390	20.8%	±4.0
Female	9,885	±632	1,697	±369	17.2%	±3.3
15 years	4	±10	4	±10	100.0%	±100.0
16 to 17 years	34	±30	26	±28	76.5%	±38.7
18 to 24 years	927	±295	467	±242	50.4%	±17.2
25 to 34 years	2,727	±392	309	±126	11.3%	±4.8
35 to 44 years	1,215	±246	216	±94	17.8%	±7.5
45 to 54 years	2,336	±457	576	±196	24.7%	±6.9
55 to 64 years	3,925	±424	1,109	±338	28.3%	±7.1
65 to 74 years	3,568	±412	498	±111	14.0%	±3.3
75 years and over	3,993	±326	333	±100	8.3%	±2.4
Mean income deficit for unrelated individuals (dollars)	7,768	±770	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	6,755	±598	169	±110	2.5%	±1.6
Worked less than full-time, year-round in the past 12 months	3,379	±512	814	±298	24.1%	±7.6
Did not work	8,595	±562	2,555	±397	29.7%	±4.0
Population in housing units for whom poverty status is determined	93,585	±91	8,086	±1,210	8.6%	±1.3

Ocean County, New Jersey						
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	649,023	±723	75,990	±9,256	11.7%	±1.4
AGE						
Under 18 years	160,573	±604	32,100	±6,486	20.0%	±4.0
Under 5 years	47,225	±720	9,497	±2,593	20.1%	±5.5
5 to 17 years	113,348	±697	22,603	±4,639	19.9%	±4.1
Related children of householder under 18 years	160,573	±604	32,100	±6,486	20.0%	±4.0
18 to 64 years	341,352	±642	31,900	±3,761	9.3%	±1.1
18 to 34 years	121,655	±884	11,278	±2,238	9.3%	±1.8
35 to 64 years	219,697	±1,057	20,622	±2,929	9.4%	±1.3
60 years and over	194,261	±2,999	16,688	±2,552	8.6%	±1.3
65 years and over	147,098	±548	11,990	±2,202	8.2%	±1.5
SEX						
Male	316,160	±1,154	35,633	±5,169	11.3%	±1.6
Female	332,863	±1,171	40,357	±4,864	12.1%	±1.5
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	540,227	±5,060	64,932	±9,667	12.0%	±1.8
Black or African American alone	19,622	±2,759	3,230	±1,468	16.5%	±7.3
American Indian and Alaska Native alone	N	N	N	N	N	N
Asian alone	10,167	±1,672	236	±220	2.3%	±2.2
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N
Some other race alone	28,659	±6,036	2,759	±2,819	9.6%	±9.5
Two or more races	47,933	±5,965	4,833	±2,164	10.1%	±4.1
Hispanic or Latino origin (of any race)	65,974	±327	7,176	±3,070	10.9%	±4.6
White alone, not Hispanic or Latino	528,219	±3,822	63,414	±9,735	12.0%	±1.8
EDUCATIONAL ATTAINMENT						

Population 25 years and over	441,944	±761	39,514	±3,793	8.9%	±0.9
Less than high school graduate	24,453	±3,109	4,393	±1,233	18.0%	±4.3
High school graduate (includes equivalency)	142,875	±6,737	18,401	±2,776	12.9%	±1.9
Some college, associate's degree	122,771	±6,445	8,549	±1,824	7.0%	±1.5
Bachelor's degree or higher	151,845	±5,791	8,171	±1,587	5.4%	±1.0
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	295,595	±5,367	15,353	±2,263	5.2%	±0.8
Employed	280,715	±5,866	12,126	±2,007	4.3%	±0.7
Male	144,423	±3,931	4,906	±1,348	3.4%	±0.9
Female	136,292	±4,016	7,220	±1,465	5.3%	±1.1
Unemployed	14,880	±2,447	3,227	±987	21.7%	±5.6
Male	8,520	±1,481	1,151	±482	13.5%	±5.7
Female	6,360	±1,560	2,076	±985	32.6%	±12.3
WORK EXPERIENCE						
Population 16 years and over	506,119	±1,378	46,668	±4,692	9.2%	±0.9
Worked full-time, year-round in the past 12 months	189,673	±6,435	2,567	±846	1.4%	±0.4
Worked part-time or part-year in the past 12 months	117,479	±5,331	12,534	±2,042	10.7%	±1.8
Did not work	198,967	±5,599	31,567	±3,808	15.9%	±1.8
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	24,501	±4,330	(X)	(X)	(X)	(X)
125 percent of poverty level	100,477	±9,998	(X)	(X)	(X)	(X)
150 percent of poverty level	120,898	±10,568	(X)	(X)	(X)	(X)
185 percent of poverty level	153,311	±11,989	(X)	(X)	(X)	(X)
200 percent of poverty level	168,918	±11,690	(X)	(X)	(X)	(X)
300 percent of poverty level	264,231	±13,476	(X)	(X)	(X)	(X)

400 percent of poverty level	341,197	±13,717	(X)	(X)	(X)	(X)
500 percent of poverty level	413,313	±12,655	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	102,106	±5,782	17,226	±2,458	16.9%	±2.1
Male	43,351	±3,618	7,596	±1,771	17.5%	±3.7
Female	58,755	±3,369	9,630	±1,733	16.4%	±2.6
15 years	0	±225	0	±225	-	**
16 to 17 years	0	±225	0	±225	-	**
18 to 24 years	3,029	±1,082	540	±292	17.8%	±9.4
25 to 34 years	11,561	±2,245	1,783	±779	15.4%	±5.2
35 to 44 years	7,597	±1,339	1,309	±742	17.2%	±9.0
45 to 54 years	11,361	±1,844	2,071	±1,010	18.2%	±8.3
55 to 64 years	18,442	±2,704	3,388	±1,008	18.4%	±4.6
65 to 74 years	23,106	±2,502	4,315	±1,399	18.7%	±5.3
75 years and over	27,010	±2,164	3,820	±1,028	14.1%	±3.9
Mean income deficit for unrelated individuals (dollars)	8,637	±612	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	33,968	±3,693	805	±441	2.4%	±1.3
Worked less than full-time, year-round in the past 12 months	15,936	±2,414	3,044	±794	19.1%	±4.5
Did not work	52,202	±3,611	13,377	±2,250	25.6%	±3.7
Population in housing units for whom poverty status is determined	647,404	±710	75,520	±9,268	11.7%	±1.4

## Language Data Atlantic County, Cape May County, Ocean County

**Source: American Community Survey 2015, Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over**

	Atlantic County, New Jersey	
Label	Estimate	Margin of Error
Total:	258,822	±29
Speak only English	187,888	±1,613
Spanish or Spanish Creole:	39,824	±1,301
Speak English "very well"	23,536	±1,240
Speak English less than "very well"	16,288	±1,098
French (incl. Patois, Cajun):	995	±351
Speak English "very well"	737	±257
Speak English less than "very well"	258	±147
French Creole:	932	±326
Speak English "very well"	426	±182
Speak English less than "very well"	506	±238
Italian:	1,677	±305
Speak English "very well"	1,344	±285
Speak English less than "very well"	333	±96
Portuguese or Portuguese Creole:	351	±190
Speak English "very well"	276	±152
Speak English less than "very well"	75	±72
German:	1,073	±322
Speak English "very well"	984	±318
Speak English less than "very well"	89	±58
Yiddish:	92	±48
Speak English "very well"	57	±39
Speak English less than "very well"	35	±28

Other West Germanic languages:	116	±147
Speak English "very well"	116	±147
Speak English less than "very well"	0	±28
Scandinavian languages:	28	±22
Speak English "very well"	24	±20
Speak English less than "very well"	4	±6
Greek:	1,241	±452
Speak English "very well"	972	±438
Speak English less than "very well"	269	±105
Russian:	827	±268
Speak English "very well"	514	±203
Speak English less than "very well"	313	±141
Polish:	539	±197
Speak English "very well"	365	±179
Speak English less than "very well"	174	±84
Serbo-Croatian:	300	±185
Speak English "very well"	209	±139
Speak English less than "very well"	91	±65
Other Slavic languages:	620	±237
Speak English "very well"	482	±219
Speak English less than "very well"	138	±92
Armenian:	213	±227
Speak English "very well"	105	±107
Speak English less than "very well"	108	±121
Persian:	161	±141
Speak English "very well"	81	±63
Speak English less than "very well"	80	±83
Gujarati:	2,895	±709
Speak English "very well"	1,315	±408
Speak English less than "very well"	1,580	±414
Hindi:	704	±283

Speak English "very well"	452	±240
Speak English less than "very well"	252	±128
Urdu:	1,298	±413
Speak English "very well"	887	±321
Speak English less than "very well"	411	±137
Other Indic languages:	4,059	±843
Speak English "very well"	1,935	±488
Speak English less than "very well"	2,124	±494
Other Indo-European languages:	495	±249
Speak English "very well"	345	±179
Speak English less than "very well"	150	±100
Chinese:	3,423	±675
Speak English "very well"	1,179	±353
Speak English less than "very well"	2,244	±454
Japanese:	97	±71
Speak English "very well"	66	±57
Speak English less than "very well"	31	±41
Korean:	813	±278
Speak English "very well"	375	±175
Speak English less than "very well"	438	±177
Mon-Khmer, Cambodian:	43	±61
Speak English "very well"	26	±34
Speak English less than "very well"	17	±28
Hmong:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Thai:	152	±118
Speak English "very well"	89	±65
Speak English less than "very well"	63	±55
Laotian:	113	±126
Speak English "very well"	47	±79

Speak English less than "very well"	66	±78
Vietnamese:	3,297	±702
Speak English "very well"	1,003	±310
Speak English less than "very well"	2,294	±512
Other Asian languages:	426	±218
Speak English "very well"	306	±195
Speak English less than "very well"	120	±67
Tagalog:	2,079	±439
Speak English "very well"	1,498	±343
Speak English less than "very well"	581	±244
Other Pacific Island languages:	197	±161
Speak English "very well"	149	±143
Speak English less than "very well"	48	±64
Navajo:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Other Native North American languages:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Hungarian:	78	±90
Speak English "very well"	66	±90
Speak English less than "very well"	12	±15
Arabic:	1,112	±616
Speak English "very well"	686	±508
Speak English less than "very well"	426	±253
Hebrew:	117	±91
Speak English "very well"	88	±82
Speak English less than "very well"	29	±30
African languages:	534	±222
Speak English "very well"	381	±152

Speak English less than "very well"	153	±113
Other and unspecified languages:	13	±13
Speak English "very well"	7	±10
Speak English less than "very well"	6	±9

	<b>Cape May County, New Jersey</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>
Total:	91,308	±39
Speak only English	82,287	±714
Spanish or Spanish Creole:	4,888	±406
Speak English "very well"	2,713	±365
Speak English less than "very well"	2,175	±282
French (incl. Patois, Cajun):	337	±121
Speak English "very well"	275	±97
Speak English less than "very well"	62	±73
French Creole:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Italian:	583	±179
Speak English "very well"	393	±144
Speak English less than "very well"	190	±91
Portuguese or Portuguese Creole:	105	±63
Speak English "very well"	59	±42
Speak English less than "very well"	46	±46
German:	355	±134
Speak English "very well"	275	±120
Speak English less than "very well"	80	±46
Yiddish:	20	±23
Speak English "very well"	20	±23
Speak English less than "very well"	0	±28
Other West Germanic languages:	92	±131
Speak English "very well"	92	±131
Speak English less than "very well"	0	±28
Scandinavian languages:	27	±27
Speak English "very well"	27	±27

Speak English less than "very well"	0	±28
Greek:	235	±156
Speak English "very well"	161	±86
Speak English less than "very well"	74	±96
Russian:	242	±263
Speak English "very well"	74	±80
Speak English less than "very well"	168	±235
Polish:	547	±364
Speak English "very well"	459	±360
Speak English less than "very well"	88	±49
Serbo-Croatian:	124	±141
Speak English "very well"	87	±91
Speak English less than "very well"	37	±56
Other Slavic languages:	337	±206
Speak English "very well"	201	±122
Speak English less than "very well"	136	±146
Armenian:	6	±10
Speak English "very well"	6	±10
Speak English less than "very well"	0	±28
Persian:	13	±20
Speak English "very well"	7	±11
Speak English less than "very well"	6	±9
Gujarati:	154	±143
Speak English "very well"	110	±126
Speak English less than "very well"	44	±66
Hindi:	27	±30
Speak English "very well"	27	±30
Speak English less than "very well"	0	±28
Urdu:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28

Other Indic languages:	126	±116
Speak English "very well"	47	±52
Speak English less than "very well"	79	±97
Other Indo-European languages:	164	±132
Speak English "very well"	140	±127
Speak English less than "very well"	24	±38
Chinese:	97	±54
Speak English "very well"	43	±35
Speak English less than "very well"	54	±40
Japanese:	88	±82
Speak English "very well"	40	±58
Speak English less than "very well"	48	±66
Korean:	84	±86
Speak English "very well"	35	±42
Speak English less than "very well"	49	±47
Mon-Khmer, Cambodian:	46	±52
Speak English "very well"	46	±52
Speak English less than "very well"	0	±28
Hmong:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Thai:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Laotian:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Vietnamese:	39	±48
Speak English "very well"	12	±20
Speak English less than "very well"	27	±33
Other Asian languages:	49	±59

Speak English "very well"	49	±59
Speak English less than "very well"	0	±28
Tagalog:	97	±80
Speak English "very well"	41	±43
Speak English less than "very well"	56	±60
Other Pacific Island languages:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Navajo:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Other Native North American languages:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Hungarian:	52	±66
Speak English "very well"	50	±66
Speak English less than "very well"	2	±3
Arabic:	22	±30
Speak English "very well"	17	±23
Speak English less than "very well"	5	±13
Hebrew:	13	±17
Speak English "very well"	13	±17
Speak English less than "very well"	0	±28
African languages:	52	±43
Speak English "very well"	22	±20
Speak English less than "very well"	30	±42
Other and unspecified languages:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28

	<b>Ocean County, New Jersey</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>
Total:	543,849	*****
Speak only English	475,776	±1,980
Spanish or Spanish Creole:	32,946	±1,129
Speak English "very well"	17,906	±1,065
Speak English less than "very well"	15,040	±1,050
French (incl. Patois, Cajun):	1,108	±292
Speak English "very well"	866	±230
Speak English less than "very well"	242	±157
French Creole:	474	±240
Speak English "very well"	340	±215
Speak English less than "very well"	134	±105
Italian:	6,229	±772
Speak English "very well"	4,641	±606
Speak English less than "very well"	1,588	±307
Portuguese or Portuguese Creole:	2,299	±514
Speak English "very well"	1,368	±349
Speak English less than "very well"	931	±320
German:	1,813	±279
Speak English "very well"	1,478	±245
Speak English less than "very well"	335	±128
Yiddish:	4,291	±870
Speak English "very well"	4,110	±853
Speak English less than "very well"	181	±105
Other West Germanic languages:	251	±130
Speak English "very well"	214	±116
Speak English less than "very well"	37	±46
Scandinavian languages:	44	±45
Speak English "very well"	44	±45

Speak English less than "very well"	0	±28
Greek:	1,067	±338
Speak English "very well"	702	±245
Speak English less than "very well"	365	±196
Russian:	1,265	±368
Speak English "very well"	528	±183
Speak English less than "very well"	737	±256
Polish:	2,018	±426
Speak English "very well"	1,319	±304
Speak English less than "very well"	699	±219
Serbo-Croatian:	276	±93
Speak English "very well"	210	±91
Speak English less than "very well"	66	±45
Other Slavic languages:	951	±309
Speak English "very well"	509	±162
Speak English less than "very well"	442	±226
Armenian:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Persian:	196	±158
Speak English "very well"	161	±150
Speak English less than "very well"	35	±39
Gujarati:	784	±271
Speak English "very well"	581	±230
Speak English less than "very well"	203	±108
Hindi:	588	±209
Speak English "very well"	437	±178
Speak English less than "very well"	151	±88
Urdu:	369	±220
Speak English "very well"	330	±192
Speak English less than "very well"	39	±53

Other Indic languages:	360	±206
Speak English "very well"	259	±165
Speak English less than "very well"	101	±85
Other Indo-European languages:	612	±213
Speak English "very well"	414	±173
Speak English less than "very well"	198	±95
Chinese:	1,338	±370
Speak English "very well"	541	±196
Speak English less than "very well"	797	±277
Japanese:	192	±99
Speak English "very well"	102	±84
Speak English less than "very well"	90	±52
Korean:	636	±292
Speak English "very well"	221	±117
Speak English less than "very well"	415	±210
Mon-Khmer, Cambodian:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Hmong:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Thai:	31	±27
Speak English "very well"	17	±20
Speak English less than "very well"	14	±17
Laotian:	28	±36
Speak English "very well"	16	±31
Speak English less than "very well"	12	±20
Vietnamese:	607	±288
Speak English "very well"	250	±177
Speak English less than "very well"	357	±219
Other Asian languages:	427	±209

Speak English "very well"	340	±164
Speak English less than "very well"	87	±62
Tagalog:	2,584	±469
Speak English "very well"	2,021	±442
Speak English less than "very well"	563	±192
Other Pacific Island languages:	142	±122
Speak English "very well"	122	±118
Speak English less than "very well"	20	±24
Navajo:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Other Native North American languages:	0	±28
Speak English "very well"	0	±28
Speak English less than "very well"	0	±28
Hungarian:	311	±132
Speak English "very well"	221	±101
Speak English less than "very well"	90	±63
Arabic:	911	±295
Speak English "very well"	662	±232
Speak English less than "very well"	249	±126
Hebrew:	2,335	±529
Speak English "very well"	2,106	±490
Speak English less than "very well"	229	±150
African languages:	469	±259
Speak English "very well"	267	±141
Speak English less than "very well"	202	±188
Other and unspecified languages:	121	±82
Speak English "very well"	34	±28
Speak English less than "very well"	87	±62

## **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: Tim Kroll  
Phone: 609-573-4700  
Address: Atlantic City International Airport, Suite 106  
Egg Harbor Township, NJ 08234

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### **Discriminacion Ilegal**

Se prohíbe a los operadores de aeropuertos y a sus arrendatarios, inquilinos, concesionarios y contratistas discriminar contra cualquier persona por motivo de raza, color, nacionalidad de origen, sexo, creencias religiosas, impedimento físico o discapacidad en lo que respecta a servicios públicos y oportunidades de empleo. Las alegaciones de discriminación deberán ser dirigidas inmediatamente al Administrador del Aeropuerto o a:

Federal Aviation Administration  
Office of Civil Rights, ACR-1  
800 Independence Avenue, S.W.  
Washington, D.C. 20591

Los reglamentos sobre discriminación ilegal están a la disposición de los interesados para su examen en la oficina del Administrador del Aeropuerto.

Coordinador: Tim Kroll  
Teléfono: 609-573-4700  
Dirección: Aeropuerto Internacional de Atlantic City  
Municipio de Egg Harbor, Nueva Jersey 08234



U.S. Department of Transportation  
Federal Aviation Administration

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