

Juneau International Airport Sponsor Title VI Plan

1. Title VI Policy Statement¹

Juneau International Airport (JNU) 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.

JNU 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 JNU will take action to involve them and the general public in the decision making process.

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

Patricia Wahto, is available at 907-789-7821 and jnu_airport@jnuairport.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.

Patricia K Wahto

Signature

Patricia K. Wahto

Airport Manager

December 1, 2023

Effective Date

September 30, 2026

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

JNU Airport Board will review and adopt this Title VI Plan for JNU. 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, supporting staff, current projects, etc. or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the Airport Board and resubmittal to FAA.

JNU has the following airport program sub-recipients: none

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

Federal Source	Grant Number/Project	Amount
FAA AIP	Design East/West GA TL/Apron	\$1,000,000
FAA AIP	Design Safety Area Shoulder/Grading	\$400,000
FAA AIP	Equipment: Replace ARFF truck	\$1,000,000
FAA AIP	Equipment: Acquire Wetland Access vehicle (ARFF)	\$300,000

“In addition, JNU 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: online at [Airport Improvement Program \(AIP\) | Federal Aviation Administration \(faa.gov\)](https://www.faa.gov/airports/aip/)

Federal Source	Grant Award Information Available at:
<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)

JNU 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. JNU requires Civil Rights clauses to be included in solicitations and contracts for all

subcontractors, subleases, and any other agreements. The City and Borough of Juneau (CBJ), (through various solicitations for bids, Request for Proposals), via the Engineering Contract or Purchasing Departments, subject to these requirements and Assurances, and all proposal or agreements, including concessions, solicitations, contracts, etc., that JNU is a party as owner, lessor, grantor or authority. JNU has the final review of these documents prior to advertising or final execution to ensure all grant assurances are included.

Description of Oversight Methods for Subcontracts

JNU will randomly select two contracts per year, and review subcontracts awarded over the last year, under the scope of the primary contract, for compliance.

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 JNU 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 any airport customer complaints, including bids/proposals for airport contracts,

and other methods.

- 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)

JNU 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.

JNU will post the above Title VI policy statement at its staff offices and on its website.

JNU will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be made available by December 31, 2023, via the Airport’s website and included via link to tenants, contractors and concessions.

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
Main Terminal 1 st Floor (AS/DL)	2		
Bag Claim	2		
Rental Cars	4		
Departure Lounge		5	
2 nd Floor	3		
North Terminal	4		

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

Outreach to Affected Communities

CBJ Clerks Office ensures that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, community newspapers, email broadcast, and CBJ website. The CBJ Clerks Office will respond when contacted by any leaders and representatives in Affected Communities regarding effective media platforms to reach an Affected Community³, if the need arises, and provide translated materials. The office will maintain records of all such requests and the efforts made to reach an Affected Community.

To ensure that the community is effectively informed of and able to participate in public hearings, CBJ Clerks Office will provide public notices translated into appropriate languages, upon request. Additionally, an interpreter, or translation text, for public hearings would be made available upon request. 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, JNU will be able to identify, understand, and engage with any affected communities. In doing so, JNU needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by JNU's airport program. No Affected Communities, by demographic group, have been identified around the airport, or an airport project, or operation.

(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 Communities⁴

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,” **JNU uses the American Community Survey statistics on the CBJ as a whole. (U.S. Census Report, report *S1701: Poverty Status in the Past 12 Months*]**, as attached in Section 14. of this plan. The overall poverty level for the City and Borough of Juneau is approximately 7.2 %. The poverty rate remains low compared with the rest of the City and Borough of Juneau. Poverty rates for the

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

⁴ Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements).

specific Affected Communities have not been identified by specific area or Affected Communities, and has only been determined by the community as a whole.

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 have not identified any specific area or Affected Communities, and has only been determined by the community as a whole.

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that JNU communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. Section 14. Language Data table lists non-English languages⁵ that are spoken in LEP households by the community as a whole. The data source is the *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.⁶ JNU safe harbor threshold is 1,000. Please refer to Section 14 Language Data: Language Spoken at Home by Ability to Speak English. of this document to find data for all languages in our community. While the only data compiled for JNU is through the American Community Survey for ‘spoken’ English for LEP, it does not distinguish between ‘written’ and ‘spoken’ English.

Based on the language data and safe harbor threshold of 1,000 per language group, no language group exceeds the threshold for the community as a whole in JNU.

There is zero frequency of contact with LEP individuals at the airport and airport-related activities (all languages).

⁵ 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.

⁶ 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.

This information is updated annually⁷ 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

Beneficiary Diversity.

Demographic information is collected from businesses seeking opportunities at the airport, through voluntary disclosures.

Description of Beneficiary Demographic Information Collection Methods

- *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

- *During the hiring process, employees are asked to submit voluntary confidential demographic information. Job applicants are asked to submit the same information when submitting their job application through the job application website.*
- *During the application process, board members seeking a seat are asked to provide demographic information.*

⁷ 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.

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 JNU 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.⁸

The following airport facilities are already in planned 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>JNU Terminal and Airfield</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>RON/121/135 Ramp Rehab</i>	<i>None</i>
<i>Jetbridge/PBB Gate 5</i>	<i>None</i>
<i>Outbound Baggage Conveyor System</i>	<i>None</i>
<i>Public/Rental car/Employee Parking Lot Rehab</i>	<i>None</i>
<i>East/West GA TL/Apron Rehab</i>	<i>None</i>
<i>RSA grading shoulder/navaids</i>	<i>None</i>
<i>Acquire ARFF truck</i>	<i>None</i>
<i>Acquire ARFF Wetland Rescue vehicle</i>	<i>None</i>
<i>MALSR RW26 extension</i>	<i>None</i>
<i>Acquire snow removal equipment</i>	<i>None</i>
<i>Acquire Adjacent Loken Flying hangar land</i>	<i>None</i>
<i>E-1 Ramp Rehab</i>	<i>None</i>

JNU has 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

Justifications: none required.

⁸ 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.

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, JNU 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 that no language group exceeds the threshold for the community as a whole in JNU.

JNU does not collect data for languages spoken by airport guests.

The Title VI Coordinator will 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 JNU 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:

- The following vendors have been identified for written translations: none
- Information regarding translation services can be obtained at: none.

Interpretation Services:

- The following vendors have been identified for interpretation services: none
- Information regarding interpretation services can be obtained at: none

Description of Interpretation Assistance Processes

-
- *Airport Administration has limited staff that can translate/interpret that may be available during their scheduled work hours. The airlines have employees that may be proficient to provide interpretation and/or translation services upon request through their management team. Since the employees are dynamic and changing, talking to management as needed is the most reliable, during their normal business hours.*
 - *The airport uses Google Translate to communicate, as needed, with public with limited English proficiency, when a translator is not available.*
-

9. Transportation

49 Part CFR 21 Appendix C (a)(1)(ix)

In the Community Statistics section of this plan, we identified that no language group exceeds the threshold for the community as a whole in JNU. JNU does not identify a specific area or Affected Community for minority and disadvantaged community areas located within the

community as a whole; no Affected Communities are identified below. No minority or disadvantaged community are identified near the airport.

10. Minority Businesses

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

Bids for airport concessions and other business opportunities are solicited from area minority and woman-owned businesses through the Airport Concessionaire Disadvantage Business Enterprise (ACDBE) program.

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 CBJ Purchasing Office.

11. Training

New employee orientation for specific classifications of Airport Administration 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 (also CBJ-wide new hire training)
- 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 (CBJ-wide new hire training)
- Anti-harassment training (CBJ-wide new hire training)

JNU utilizes FAA Office of Civil Rights ADA and Title VI Programs training.

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 requirements⁹
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹⁰

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, JNU 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 matters¹¹
3. Allege misconduct by JNU, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by JNU including airport employees, contractors, concessionaires, lessees, or tenants.

⁹ 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.

¹⁰ 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.

¹¹ 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 JNU through the Airport website: [Airport – Passenger Services – City and Borough of Juneau](#) under Title VI Complaints.¹² 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 CBJ Deputy City Manager, CBJ Human Resources and CBJ Law Department.

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

Juneau International Airport
Attn: Airport Manager (Title VI Coordinator)
1873 Shell Simmons Drive, Suite 200
Juneau, AK 99801

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 Title VI 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 three 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 forward a copy of the complaint along with a statement describing all actions taken to resolve the matter and the results of such actions. The Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation and resolution process.

¹²

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 JNU, 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 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 JNU's conclusion regarding whether unlawful discrimination occurred, and will describe the complainant's appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via FAA Civil Rights Connect System.

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

- The complainant may appeal in writing to the FAA-Office of Civil Rights
- The written appeal must be received within fourteen (14) 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 FAA – Office of Civil Rights 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 JNU will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. JNU 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 JNU Airport Manager, Title VI Coordinator.

This complaint procedure is shared with the public through the following methods: JNU Airport website, *Title VI Complaints at* [Airport – Passenger Services – City and Borough of Juneau](#)

14. Population / Language Data

Poverty Data

City and Borough of Juneau, Alaska

Source: American Community Survey, 2021: Poverty Status in the Past 12 Months

Label	Total		Below poverty level		Percent below poverty level	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	31,813	±142	2,293	±424	7.2%	±1.3
AGE						
Under 18 years	6,595	±136	558	±140	8.5%	±2.1
Under 5 years	1,750	±64	111	±57	6.3%	±3.3
5 to 17 years	4,845	±106	447	±119	9.2%	±2.5
Related children of householder under 18 years	6,563	±136	526	±145	8.0%	±2.2
18 to 64 years	20,789	±161	1,614	±341	7.8%	±1.6
18 to 34 years	7,627	±198	694	±222	9.1%	±2.9
35 to 64 years	13,162	±220	920	±232	7.0%	±1.8
60 years and over	6,617	±266	200	±74	3.0%	±1.1
65 years and over	4,429	±100	121	±65	2.7%	±1.5
SEX						
Male	16,166	±170	1,360	±307	8.4%	±1.9
Female	15,647	±173	933	±220	6.0%	±1.4
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	20,678	±301	905	±277	4.4%	±1.3
Black or African American alone	288	±88	11	±20	3.8%	±7.1
American Indian and Alaska Native alone	3,172	±396	447	±148	14.1%	±4.6
Asian alone	2,137	±232	152	±95	7.1%	±4.3
Native Hawaiian and Other Pacific Islander alone	435	±20	40	±55	9.2%	±12.9
Some other race alone	585	±282	59	±65	10.1%	±11.3
Two or more races	4,518	±603	679	±209	15.0%	±4.5
Hispanic or Latino origin (of any race)	2,229	±50	500	±187	22.4%	±8.4
White alone, not Hispanic or Latino	19,961	±262	865	±277	4.3%	±1.4
EDUCATIONAL ATTAINMENT						
Population 25 years and over	22,602	±177	1,353	±298	6.0%	±1.3
Less than high school graduate	1,015	±297	157	±89	15.5%	±8.7
High school graduate (includes equivalency)	4,693	±486	631	±185	13.4%	±3.7
Some college, associate's degree	7,757	±587	339	±108	4.4%	±1.5
Bachelor's degree or higher	9,137	±556	226	±122	2.5%	±1.3

EMPLOYMENT STATUS						
Civilian labor force 16 years and over	17,213	±592	916	±222	5.3%	±1.3
Employed	16,341	±550	800	±205	4.9%	±1.3
Male	8,505	±389	391	±121	4.6%	±1.5
Female	7,836	±369	409	±154	5.2%	±2.0
Unemployed	872	±247	116	±66	13.3%	±7.9
Male	523	±198	90	±65	17.2%	±12.5
Female	349	±127	26	±19	7.4%	±6.6
WORK EXPERIENCE						
Population 16 years and over	25,933	±165	1,776	±356	6.8%	±1.4
Worked full-time, year-round in the past 12 months	11,532	±609	261	±139	2.3%	±1.2
Worked part-time or part-year in the past 12 months	7,339	±569	705	±172	9.6%	±2.2
Did not work	7,062	±501	810	±245	11.5%	±3.1
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	1,142	±344	(X)	(X)	(X)	(X)
125 percent of poverty level	2,798	±452	(X)	(X)	(X)	(X)
150 percent of poverty level	3,808	±491	(X)	(X)	(X)	(X)
185 percent of poverty level	4,907	±640	(X)	(X)	(X)	(X)
200 percent of poverty level	5,357	±642	(X)	(X)	(X)	(X)
300 percent of poverty level	9,695	±821	(X)	(X)	(X)	(X)
400 percent of poverty level	14,221	±849	(X)	(X)	(X)	(X)
500 percent of poverty level	17,911	±915	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Population	8,295	±694	1,228	±287	14.8%	±2.9
Male	4,417	±438	807	±245	18.3%	±4.9
Female	3,878	±388	421	±131	10.9%	±3.0
15 years	0	±21	0	±21	-	**
16 to 17 years	32	±42	32	±42	100.0%	±43.6
18 to 24 years	715	±209	312	±176	43.6%	±19.3
25 to 34 years	2,081	±311	153	±75	7.4%	±3.7
35 to 44 years	1,005	±190	228	±94	22.7%	±8.8
45 to 54 years	967	±179	113	±73	11.7%	±7.2
55 to 64 years	1,733	±286	306	±124	17.7%	±5.9
65 to 74 years	1,123	±226	37	±30	3.3%	±2.7
75 years and over	639	±147	47	±39	7.4%	±6.2
Mean income deficit for unrelated individuals (dollars)	8,007	±1,129	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	3,751	±424	152	±97	4.1%	±2.5
Worked less than full-time, year-round in the past 12 months	2,259	±365	454	±135	20.1%	±4.9
Did not work	2,285	±371	622	±234	27.2%	±7.7
Population in housing units for whom poverty status is determined	31,652	±159	2,227	±421	7.0%	±1.3

Language Data
City and Borough of Juneau, Alaska

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

Language & Ability Level	Estimate	Margin of Error
Total:	30,540	±17
Speak only English	27,237	±356
Spanish or Spanish Creole:	751	±225
Speak English "very well"	587	±194
Speak English less than "very well"	164	±56
French (incl. Patois, Cajun):	96	±66
Speak English "very well"	96	±66
Speak English less than "very well"	0	±18
French Creole:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Italian:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Portuguese or Portuguese Creole:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
German:	122	±100
Speak English "very well"	92	±71
Speak English less than "very well"	30	±47
Yiddish:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Other West Germanic languages:	25	±40
Speak English "very well"	25	±40
Speak English less than "very well"	0	±18
Scandinavian languages:	71	±47
Speak English "very well"	69	±47
Speak English less than "very well"	2	±3
Greek:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Russian:	15	±17
Speak English "very well"	7	±11
Speak English less than "very well"	8	±13
Polish:	0	±18

Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Serbo-Croatian:	3	±5
Speak English "very well"	3	±5
Speak English less than "very well"	0	±18
Other Slavic languages:	42	±65
Speak English "very well"	36	±65
Speak English less than "very well"	6	±9
Armenian:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Persian:	30	±48
Speak English "very well"	0	±18
Speak English less than "very well"	30	±48
Gujarati:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Hindi:	112	±89
Speak English "very well"	112	±89
Speak English less than "very well"	0	±18
Urdu:	7	±11
Speak English "very well"	7	±11
Speak English less than "very well"	0	±18
Other Indic languages:	10	±16
Speak English "very well"	10	±16
Speak English less than "very well"	0	±18
Other Indo-European languages:	7	±12
Speak English "very well"	7	±12
Speak English less than "very well"	0	±18
Chinese:	176	±142
Speak English "very well"	115	±97
Speak English less than "very well"	61	±49
Japanese:	41	±36
Speak English "very well"	23	±23
Speak English less than "very well"	18	±21
Korean:	64	±41
Speak English "very well"	50	±35
Speak English less than "very well"	14	±21
Mon-Khmer, Cambodian:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Hmong:	0	±18
Speak English "very well"	0	±18

Speak English less than "very well"	0	±18
Thai:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Laotian:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Vietnamese:	176	±116
Speak English "very well"	113	±72
Speak English less than "very well"	63	±51
Other Asian languages:	15	±15
Speak English "very well"	3	±6
Speak English less than "very well"	12	±14
Tagalog:	731	±229
Speak English "very well"	385	±150
Speak English less than "very well"	346	±128
Other Pacific Island languages:	336	±161
Speak English "very well"	130	±42
Speak English less than "very well"	206	±150
Navajo:	12	±15
Speak English "very well"	12	±15
Speak English less than "very well"	0	±18
Other Native North American languages:	299	±108
Speak English "very well"	260	±98
Speak English less than "very well"	39	±40
Hungarian:	75	±63
Speak English "very well"	75	±63
Speak English less than "very well"	0	±18
Arabic:	0	±18
Speak English "very well"	0	±18
Speak English less than "very well"	0	±18
Hebrew:	9	±13
Speak English "very well"	9	±13
Speak English less than "very well"	0	±18
African languages:	54	±63
Speak English "very well"	54	±63
Speak English less than "very well"	0	±18
Other and unspecified languages:	24	±31
Speak English "very well"	24	±31
Speak English less than "very well"	0	±18

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: Patty Wahto, Airport Manager
Phone: (907) 789-7821
Address: 1873 Shell Simmons Dr. #200
Juneau, AK 99801

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: Patty Wahto, Airport Manager
Teléfono: (907) 789-7821
Dirección: 1873 Shell Simmons Dr. #200
Juneau, AK 99801



U.S. Department of Transportation
Federal Aviation Administration

HQ-10/0068