

DEPARTMENT OF TRANSPORTATION  
TITLE VI PROGRAM – 49 CFR PART 21



CAMARILLO AIRPORT (CMA)

Prepared for  
Ventura County Department of Airports  
Camarillo, CA

Prepared by  
**Mead  
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June, 2025

**Preface**

Ventura County Department of Airports (**COUNTY AIRPORTS**) is the owner and operator of the Camarillo Airport (**CMA**). **COUNTY AIRPORTS** provides review, advisory, and decision-making capacity regarding airport operation and construction. In that capacity, **COUNTY AIRPORTS** has established a Title VI program for **CMA** in accordance with Code of Federal Regulations (CFR) of the U. S. Department of Transportation (DOT), 49 CFR Part 21. All reference to Subparts and Section numbers throughout the Title VI program are in accordance to the 49 CFR Part 21 regulations.

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**Camarillo Airport (CMA)**  
**Ventura County Department of Airports (County Airports)**  
**Title VI Plan**

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

**COUNTY AIRPORTS** assures that no person shall on the grounds of race, color, national origin (including limited English proficiency (LEP)), sex (including sexual orientation), 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.

**COUNTY AIRPORTS** further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, pertinent to Title VI, whether those programs are federally funded or not. **COUNTY AIRPORTS** 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 **COUNTY AIRPORTS** will take action to involve them and the general public in the decision-making process.

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

**Title VI Coordinator Dave Nafie, Deputy Director for Business & Development**, available at **805/ 388-4201** and **Dave.Nafie@ventura.org**, is responsible for overseeing **County Airports** 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**  
**Keith Freitas**  
**Ventura County Airports Director**

June 3, 2025  
\_\_\_\_\_  
**Effective Date**  
  
June 3, 2028  
\_\_\_\_\_  
**3-Year Expiration Date**

<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

**Ventura County Board of Supervisors** has reviewed and adopted this Title VI Plan for **CMA**. 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 or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by **County Airports** and resubmittal to FAA.

In addition to the Coordinator and **County Airport’s** leadership, the following people also assist with our Title VI program requirements:

<b>Staff Supporting Title VI Program</b>	<b>COUNTY AIRPORTS Program / Office</b>
Erin Powers	Projects Administrator
Ana Castro	Administrative Officer
Sujin Beck	Projects Facilities Specialist
Madeline Herrle	Leasing Manager
Dave Nafie	Deputy Director Business & Development
Casey Pullman	Deputy Director Operations & Maintenance
Jannette Jauregui	Communications & Engagement Manager (PIO)

**COUNTY AIRPORTS** has the following airport program sub-recipients:

### **Sub-Recipients**

None
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As of the date of this plan, **COUNTY AIRPORTS** has the following pending applications for Federal financial assistance:

<b>Federal Source</b>	<b>Grant Number</b>	<b>Amount</b>
FAA AIP	3-06-0339-044-2024	\$1,830,218
FAA AIP	3-06-0339-TBD	\$42,393,160
FAA AIP	3-06-0339-TBD	\$1,931,897
FAA AIP	3-06-0339-TBD	\$30,300,169
FAA AIP	3-06-0339-TBD	\$197,029
FAA AIP	3-06-0339-TBD	\$197,029

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

<b>Federal Source</b>	<b>Grant Number</b>	<b>Amount</b>
None		

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

<b>Federal Source</b>	<b>Grant Award Information Available at:</b>
FAA AIP	<a href="https://www.faa.gov/airports/aip/">https://www.faa.gov/airports/aip/</a>

### **3. Grant and Procurement Assurances**

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

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

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

*Subcontract template must be used in all subcontracts related to the airport program. Subcontracts are audited 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 **COUNTY AIRPORTS** is in compliance with nondiscrimination requirements of Title VI and reports to **COUNTY AIRPORTS** 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 **County Airport'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)

**COUNTY AIRPORTS** 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

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

[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.

**COUNTY AIRPORTS** has posted the above Title VI policy statement at its staff offices.

**COUNTY AIRPORTS** will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. On FAA acceptance, this plan will be sent via email notifying employees, contractors, concessionaires, lessees and tenants the plan is posted to **COUNTY AIRPORTS** website.

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>
Main Terminal Entrances	1		
Waypoint Cafe			1
Fixed Base Operators (FBO)			3

#### Outreach to Affected Communities

**COUNTY AIRPORTS** ensures 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 on the airport website. **COUNTY AIRPORTS Coordinator** contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities<sup>3</sup> and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

FAA advises a Community Participation Program (**CPP**) is not required at this time. If later found to be required **COUNTY AIRPORTS** will create a detailed **CPP**. A copy of the plan will be available at in the Airport Administration Office and on the Airport website.

To ensure that the community is effectively informed of and able to participate in public hearings, **COUNTY AIRPORTS** includes public notices translated into appropriate languages, including for any language spoken by a significant number or proportion of the Affected Community population that has limited English proficiency (LEP). Such social media postings

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

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

The Communities immediately surrounding the airport or in the flight path that could be impacted by the airport projects include the neighborhoods of Amlie Spanish Hills, Lewis, Nyeland Acres, Crestview West, Springville, and Paseo Camarillo among others. All of these communities are included in the same zip code boundary which is 93010 therefore the demographic information in the following tables will utilize US Census data from ZCTA5 - 93010

Affected Communities <sup>4</sup>	Population
ZCTA5 - 93010	45,910

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

We have identified the following facts about the Affected Communities:

### Low Income Communities<sup>5</sup>.

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” **COUNTY AIRPORTS** is collecting information about affected and potentially affected low-income communities.

According to *U.S. Census Report, S1701: Poverty Status in the Past 12 Months*, the overall poverty level for ZCTA5 – 93010 is approximately 7.8 %. The poverty rate is lower compared with the rest of the state of **California** at 13.2%. The poverty rates for the specific Affected Communities are as follows:

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

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

Affected Communities	Poverty Rate
ZCTA5 - 93010	7.8%

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: **ZCTA5 - 93010**  
Total Affected Community Population: **45,901**

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White Alone	30,353	66.1%
Black or African American	1,374	3.0%
American Indian and Alaska Native Alone	304	0.7%
Asian Alone	3,586	7.8%
Native Hawaiian or Other Pacific Islander	103	0.2%
Hispanic or Latino	15,211	33.1%
Some other Race	3,099	0.8%
Two or More Races	7,082	5.0%

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that **COUNTY AIRPORTS** 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*.

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

<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.

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.<sup>8</sup> The safe harbor for our community is 1000 since the population of the area exceeds 20,000. Please refer to Section 14 at the end of this document to find data for all languages in our community.

<b>Languages Spoken by LEP Population that Meet the Safe Harbor Threshold</b>	<b>Number</b>	<b>Margin of Error</b>
Spanish*	7,346	+/-977

\*within margin of error

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

<b>Languages Spoken by LEP Persons</b>	<b>A few times a year (12 or less days a year)</b>	<b>Several times a month (13 to 51 days a year)</b>	<b>At least once a week (52 to 364 days a year)</b>	<b>Every day (365 days a year)</b>
Spanish				X
Chinese (incl. Mandarin, Cantonese)				
German				
Korean				
Russian				
Scandinavian				
Vietnamese				
Tagalog				
African				

Additional languages spoken by significant numbers of LEP persons in the Affected Communities, local schools, emergency service providers, and others, include:

#### **Additional Languages Spoken**

Chinese
Tagalog

<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.

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
<b>Data Sources for Languages Spoken in Affected Community</b>	<b>Website link to Data Source</b>
U.S. Census Bureau	<a href="https://data.census.gov/cedsci/table?q=B16001&amp;tid=ACSDT1Y2019.B16001">https://data.census.gov/cedsci/table?q=B16001&amp;tid=ACSDT1Y2019.B16001</a>
Local public school data	<a href="https://www.camarilloschools.org/">https://www.camarilloschools.org/</a>
Consultation with community centers	No websites currently maintained

Beneficiary Diversity.

Demographic information is collected from airport customers, attendees at community meetings, and businesses seeking opportunities at the airport, through voluntary disclosures.

**Description of Beneficiary Demographic Information Collection Methods**

- *Airport Staff conducts biannual surveys of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey includes a voluntary request for demographic information.*
- *Participants at small business workshops, pre-bid meetings, and other public meetings are asked to complete an anonymous survey that includes demographic information.*
- *Businesses that submit bids or offers are asked to complete an anonymous survey that includes demographic information.*

Staff and Advisory Board Diversity.

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

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

- *Employees are asked to submit voluntary confidential demographic information at time of hiring.*
- *Every 3 years, the airport administration sends an email to all board members asking them to voluntarily and anonymously enter demographic information through an online survey.*

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<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.

## 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 COUNTY AIRPORTS activity must have a discriminatory disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification, summarized below. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.<sup>10</sup>

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

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
Runway 8-26	Nyeland Acres, Amlie Spanish Hills
Helipads	None
Apron Area	None
Central Terminal Area	None
Taxiways	None

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
Runway 8-26 Reconstruction Design	None
Runway 8-26 Reconstruction	None
Taxiway Connectors Reconstruction	None

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:

Facilities or Construction Projects with Disparate Impacts	Affected Community Impacted	Impact Can Be Eliminated?
None		

<sup>10</sup> In order to carry out an alternative with a discriminatory impact, the COUNTY AIRPORTS 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, the COUNTY AIRPORTS 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>
Spanish

COUNTY AIRPORTS 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>
Airport Language Line usage data	<a href="http://www.language.com">www.language.com</a>
Airline-provided data	N/A
Assumption from flight origin / destination	N/A
Assistance requests to airport information desks	N/A
TSA	N/A

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

<b>Language</b>
Chinese
Tagalog
German
Korean
Russian

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

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<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.

and interpretation services are accurate and effective. Additionally, the Title VI Coordinator will inform leadership and staff of **COUNTY AIRPORTS** 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>
Language line, Inc	All above languages

- Information regarding translation services can be obtained at:

<b>Location for Translation Assistance</b>	<b>Languages</b>
Airport website request form	All above languages
Airport website translate view	Spanish
Language Line, Inc	All Above Languages

**Interpretation Services:**

- The following vendors have been identified for interpretation services:

<b>Interpretation Vendors</b>	<b>Languages</b>
Language Line, Inc.	All above languages

- Information regarding interpretation services can be obtained at:

<b>Location for Interpretation Assistance</b>	<b>Languages</b>
Airport Language Assistance page	All above languages
Airport information desks	All above languages, using Language Line, Inc.
Airport Administrative Office	All above languages, using Language Line, Inc.

**Description of Interpretation Assistance Processes**

- *Airport Staff maintains 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 Public Information Handbook and provided to all airport employees. Generally, these employee volunteers are available to assist members of the public with verbal real-time*

interpretation, during normal business hours.

- The airport contracts with the Language Line, Inc. to provide on-demand telephone interpretation services to airport guests. When a request for an interpreter is received, the following process is used: Airport information desk staff use I-Speak cards to identify the language spoken by the airport guest. Staff contacts Language Line, Inc. and “parks” the request in the queue for the appropriate language. Language Line, Inc. operators will coordinate connect the requesting party to an interpreter for the duration of the call. The completed call is then logged in the Language Line Service binder. This log is kept for one year.

## **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 local transit authority 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 in the Flathead Region.

<b>Minority and/or Disadvantaged Community Areas</b>	<b>Transit Service</b>	<b>Planned or Existing</b>
Camarillo Area Transit	Fixed-route buses	Existing
DIAL-A-RIDE City of Camarillo	Paratransit vans	Existing

## **10. Minority Businesses**

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

Bids for airport concessions and other business opportunities are solicited from area minority and woman-owned businesses through the following methods:

<b>Airport Business Opportunity</b>	<b>Minority Business Outreach Methods</b>
Custodial Services	Ventura County Outreach
Landscaping Services	Ventura County Outreach
Misc Building Improvements	Ventura County Outreach

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 COUNTY AIRPORTS Administrative 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, COUNTY AIRPORTS 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 COUNTY AIRPORTS including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the COUNTY AIRPORTS 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 COUNTY AIRPORTS 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 COUNTY AIRPORTS 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 COUNTY AIRPORTS 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 CMA.<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 Airport Administration Office.

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

**Ana Castro, Administrative Officer**  
**Ventura County Department of Airports**  
**Camarillo, CA 93010**  
**805/ 388-4211**  
**Ana.Castro@ventura.org**

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

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

### **Discrimination Complaint Referral Procedure**

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within 3 business days.

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

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## **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 **County Airports**, the Coordinator will avoid interfering with the FAA investigation, cooperate with the FAA when needed, and share factual information with the FAA.

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

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

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

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

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

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state **County Airport**'s conclusion regarding whether unlawful discrimination occurred, and will describe the complainant's appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via the FAA Civil Rights Connect System.

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

- The complainant may appeal in writing to the **Ventura County Director of Airports**.
- The written appeal must be received **within 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 **Director of Airports** 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 **County Airports** will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. **County Airports** employees, contractors, and tenants will not intimidate or retaliate against a person who has filed a complaint alleging discrimination.

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

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

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

**1** Airport website, Title VI page

## **14. Population / Language Data**

<b>Poverty Status in the Past 12 Months</b>		<b>United States<sup>®</sup> Census Bureau</b>
<b>Note: The table shown may have been modified by user selections. Some information may be missing.</b>		
<b>DATA NOTES</b>		
TABLE ID:	S1701	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2023	
DATASET:	ACSST5Y2023	
PRODUCT:	ACS 5-Year Estimates Subject Tables	
UNIVERSE:	None	
MLA:	U.S. Census Bureau, U.S. Department of Commerce. "Poverty Status in the Past 12 Months." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S1701, 2023,	
FTP URI:	None	
API URI:	<a href="https://api.census.gov/data/2023/acs/acs5/subject">https://api.census.gov/data/2023/acs/acs5/subject</a>	
<b>USER SELECTIONS</b>		
TABLES	S1701	
GEOS	7CTA5 93010	
<b>EXCLUDED COLUMNS</b>		
	None	
<b>APPLIED FILTERS</b>		
	None	
<b>APPLIED SORTS</b>		
	None	
<b>PIVOT &amp; GROUPING</b>		
PIVOT COLUMNS	None	
PIVOT MODE	Off	
ROW GROUPS	None	
VALUE COLUMNS	None	
<b>WEB ADDRESS</b>		
	<a href="https://data.census.gov/table/ACSST5Y2023.S1701?q=S1701&amp;g=860XX00US93010">https://data.census.gov/table/ACSST5Y2023.S1701?q=S1701&amp;g=860XX00US93010</a>	
<b>TABLE NOTES</b>		
	Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the decennial census is the official source of population totals for April 1st of each decennial year. In between censuses, the Census Bureau's Population Estimates Program produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units and the group quarters population for states and	

Table: ACSST5Y2023.S1701

	<p>Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation including code lists, subject definitions, data accuracy, and statistical testing, and a full list of ACS tables and table shells (without estimates) can be found on the Technical Documentation section of the ACS website.</p> <p>Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.</p>
	Source: U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates
	ACS data generally reflect the geographic boundaries of legal and statistical areas as of January 1 of the estimate year. For more information, see: <a href="#">Geography Boundaries by Year</a> .
	Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a
	Users must consider potential differences in geographic boundaries, questionnaire content or coding, or other methodological issues when comparing ACS data from different years. Statistically significant differences shown in ACS Comparison Profiles, or in data users' own analysis, may be the result of these differences and thus might not necessarily reflect changes to the social, economic, housing, or demographic characteristics being compared. For more information, see: <a href="#">Change to Income Deficit</a> .
	Dollar amounts are adjusted to respective calendar years. For more information, see: <a href="#">Change to Income Deficit</a> .
	Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on 2020 Census data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of
	<p>Explanation of Symbols:- The estimate could not be computed because there were an insufficient number of sample observations. For a ratio of medians estimate, one or both of the median estimates falls in the lowest interval or highest interval of an open-ended distribution. For a 5-year median estimate, the margin of error associated with a median was larger than the median itself.N The estimate or margin of error cannot be displayed because there were an insufficient number of sample cases in the selected geographic area. (X) The estimate or margin of error is not applicable or not available.median- The median falls in the lowest interval of an open-ended distribution (for example "2,500-")median+ The median falls in the highest interval of an open-ended distribution (for example "250,000+").** The margin of error could not be computed because there were an insufficient number of sample observations.*** The margin of error could not be computed because the median falls in the lowest interval or highest interval of an open-ended distribution.***** A margin</p>
<b>COLUMN NOTES</b>	None

Table: ACSST5Y2023.S1701

	ZCTA5 93010			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	45,901	±1,555	3,349	±719
AGE				
Under 18 years	9,601	±807	902	±392
Under 5 years	2,801	±493	158	±116
5 to 17 years	6,800	±626	744	±377
Related children of householder under 18 years	9,529	±809	830	±390
18 to 64 years	26,526	±1,028	1,750	±381
18 to 34 years	10,251	±781	794	±229
35 to 64 years	16,275	±734	956	±259
60 years and over	12,811	±851	851	±251
65 years and over	9,774	±704	697	±232
SEX				
Male	22,795	±990	1,512	±359
Female	23,106	±963	1,837	±434
RACE AND HISPANIC OR LATINO ORIGIN				
White alone	30,353	±1,674	2,461	±577
Black or African American alone	1,374	±461	14	±25
American Indian and Alaska Native alone	304	±174	38	±35
Asian alone	3,586	±511	88	±71
Native Hawaiian and Other Pacific Islander alone	103	±75	0	±29
Some other race alone	3,099	±625	207	±162
Two or more races	7,082	±1,121	541	±342

Table: ACSST5Y2023.S1701

	Percent below poverty level	
Label	Estimate	Margin of Error
Population for whom poverty status is determined	7.3%	±1.6
AGE		
Under 18 years	9.4%	±4.0
Under 5 years	5.6%	±4.1
5 to 17 years	10.9%	±5.2
Related children of householder under 18 years	8.7%	±4.0
18 to 64 years	6.6%	±1.4
18 to 34 years	7.7%	±2.1
35 to 64 years	5.9%	±1.6
60 years and over	6.6%	±1.9
65 years and over	7.1%	±2.3
SEX		
Male	6.6%	±1.5
Female	8.0%	±1.9
RACE AND HISPANIC OR LATINO ORIGIN		
White alone	8.1%	±1.9
Black or African American alone	1.0%	±1.8
American Indian and Alaska Native alone	12.5%	±10.8
Asian alone	2.5%	±2.0
Native Hawaiian and Other Pacific Islander alone	0.0%	±32.4
Some other race alone	6.7%	±5.2
Two or more races	7.6%	±4.8

Table: ACSST5Y2023.S1701

	ZCTA5 93010			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	15,211	±1,296	1,486	±547
White alone, not Hispanic or Latino	23,433	±1,300	1,620	±427
EDUCATIONAL ATTAINMENT				
Population 25 years and over	32,516	±1,220	2,138	±447
Less than high school graduate	2,198	±374	270	±134
High school graduate (includes equivalency)	5,893	±602	606	±215
Some college, associate's degree	11,231	±857	723	±229
Bachelor's degree or higher	13,194	±882	539	±176
EMPLOYMENT STATUS				
Civilian labor force 16 years and over	22,251	±1,011	981	±291
Employed	21,189	±1,061	803	±256
Male	11,337	±731	381	±149
Female	9,852	±626	422	±170
Unemployed	1,062	±321	178	±124
Male	625	±233	159	±120
Female	437	±204	19	±26
WORK EXPERIENCE				
Population 16 years and over	37,418	±1,293	2,564	±510
Worked full-time, year-round in the past 12 months	15,901	±978	182	±109
Worked part-time or part-year in the past 12 months	8,148	±650	822	±239

Table: ACSST5Y2023.S1701

	Percent below poverty level	
Label	Estimate	Margin of Error
Hispanic or Latino origin (of any race)	9.8%	±3.5
White alone, not Hispanic or Latino	6.9%	±1.8
EDUCATIONAL ATTAINMENT		
Population 25 years and over	6.6%	±1.4
Less than high school graduate	12.3%	±5.8
High school graduate (includes equivalency)	10.3%	±3.4
Some college, associate's degree	6.4%	±2.0
Bachelor's degree or higher	4.1%	±1.4
EMPLOYMENT STATUS		
Civilian labor force 16 years and over	4.4%	±1.3
Employed	3.8%	±1.2
Male	3.4%	±1.3
Female	4.3%	±1.7
Unemployed	16.8%	±9.9
Male	25.4%	±15.5
Female	4.3%	±6.7
WORK EXPERIENCE		
Population 16 years and over	6.9%	±1.4
Worked full-time, year-round in the past 12 months	1.1%	±0.7
Worked part-time or part-year in the past 12 months	10.1%	±2.8

Table: ACSST5Y2023.S1701

	ZCTA5 93010			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Did not work	13,369	±756	1,560	±358
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS				
50 percent of poverty level	1,181	±333	(X)	(X)
125 percent of poverty level	3,806	±765	(X)	(X)
150 percent of poverty level	5,245	±843	(X)	(X)
185 percent of poverty level	7,538	±1,084	(X)	(X)
200 percent of poverty level	8,718	±1,227	(X)	(X)
300 percent of poverty level	13,593	±1,391	(X)	(X)
400 percent of poverty level	20,353	±1,614	(X)	(X)
500 percent of poverty level	27,083	±1,801	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	7,520	±695	1,409	±338
Male	3,521	±454	567	±189
Female	3,999	±432	842	±255
15 years	16	±25	16	±25
16 to 17 years	56	±36	56	±36
18 to 24 years	335	±159	176	±109
25 to 34 years	1,677	±369	222	±107
35 to 44 years	819	±256	39	±44
45 to 54 years	736	±214	146	±92
55 to 64 years	1,006	±239	277	±136
65 to 74 years	1,194	±260	212	±122
75 years and over	1,681	±270	265	±136
Mean income deficit for unrelated individuals (dollars)	8,827	±1,081	(X)	(X)

Table: ACSST5Y2023.S1701

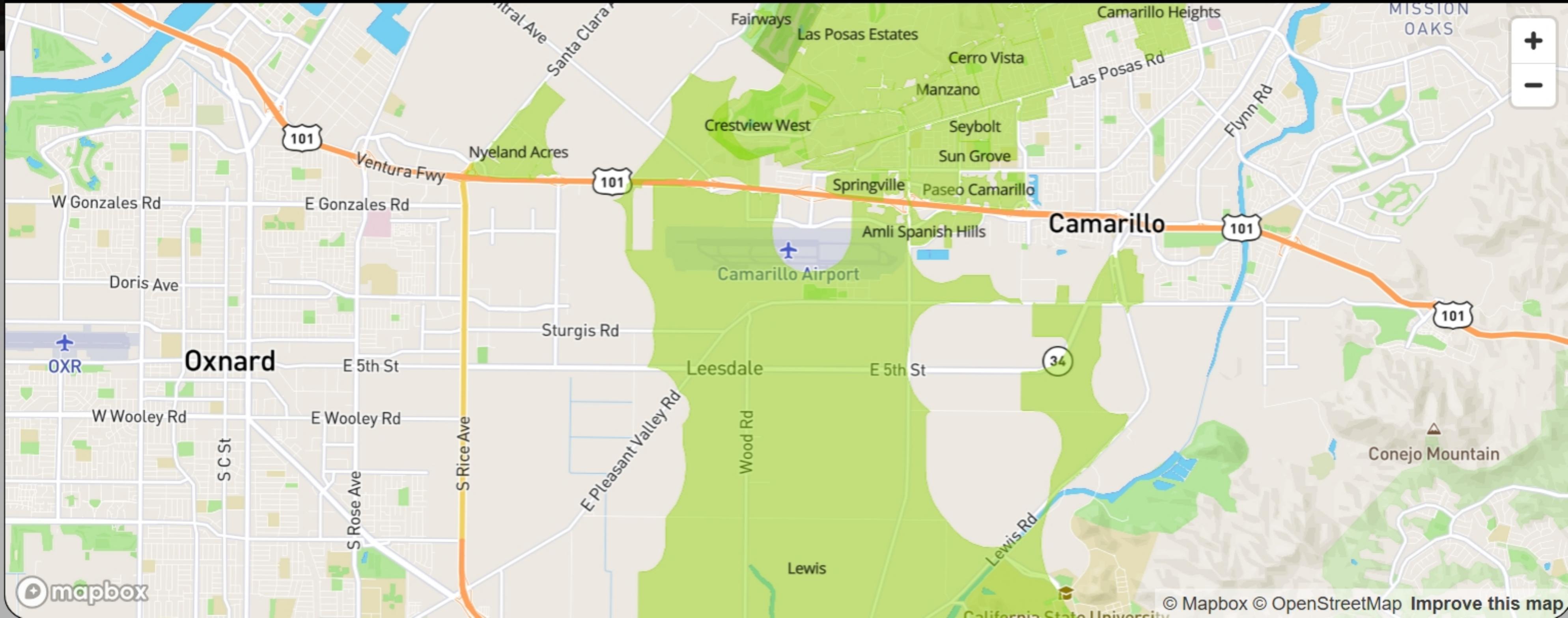
	Percent below poverty level	
Label	Estimate	Margin of Error
Did not work	11.7%	±2.6
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS		
50 percent of poverty level	(X)	(X)
125 percent of poverty level	(X)	(X)
150 percent of poverty level	(X)	(X)
185 percent of poverty level	(X)	(X)
200 percent of poverty level	(X)	(X)
300 percent of poverty level	(X)	(X)
400 percent of poverty level	(X)	(X)
500 percent of poverty level	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	18.7%	±3.8
Male	16.1%	±5.0
Female	21.1%	±5.5
15 years	100.0%	±84.8
16 to 17 years	100.0%	±45.3
18 to 24 years	52.5%	±22.8
25 to 34 years	13.2%	±6.4
35 to 44 years	4.8%	±5.3
45 to 54 years	19.8%	±11.1
55 to 64 years	27.5%	±10.2
65 to 74 years	17.8%	±8.4
75 years and over	15.8%	±7.0
Mean income deficit for unrelated individuals (dollars)	(X)	(X)

Table: ACSST5Y2023.S1701

	ZCTA5 93010			
	Total		Below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error
Worked full-time, year-round in the past 12 months	2,808	±423	36	±42
Worked less than full-time, year-round in the past 12 months	1,526	±243	412	±127
Did not work	3,186	±463	961	±288
Population in housing units for whom poverty status is determined	45,619	±1,559	3,226	±719

Table: ACSST5Y2023.S1701

		<b>Percent below poverty level</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>	
Worked full-time, year-round in the past 12 months	1.3%	±1.5	
Worked less than full-time, year-round in the past 12 months	27.0%	±7.5	
Did not work	30.2%	±6.7	
Population in housing units for whom poverty status is determined	7.1%	±1.6	



101

101

101

101

34

Oxnard

Camarillo

Camarillo Airport

OXR

Conejo Mountain

mapbox

© Mapbox © OpenStreetMap Improve this map

<b>LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER</b>		<b>United States<sup>®</sup> Census Bureau</b>
<b>Note:</b> The table shown may have been modified by user selections. Some information may be missing.		
<b>DATA NOTES</b>		
TABLE ID:	B16001	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2015	
DATASET:	ACSDT5Y2015	
PRODUCT:	ACS 5-Year Estimates Detailed Tables	
UNIVERSE:	Population 5 years and over	
MLA:	U.S. Census Bureau. "LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER." American Community Survey, ACS 5-Year Estimates Detailed Tables, Table B16001, 2015,	
FTP URL:	<a href="https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/">https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/</a>	
API URL:	<a href="https://api.census.gov/data/2015/acs/acs5">https://api.census.gov/data/2015/acs/acs5</a>	
<b>USER SELECTIONS</b>		
TABLES	B16001	
GEOS	ZCTA5 93010	
<b>EXCLUDED COLUMNS</b>		
	None	
<b>APPLIED FILTERS</b>		
	None	
<b>APPLIED SORTS</b>		
	None	
<b>PIVOT &amp; GROUPING</b>		
PIVOT COLUMNS	None	
PIVOT MODE	Off	
ROW GROUPS	None	
VALUE COLUMNS	None	
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	<a href="https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=860XX00US93010">https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=860XX00US93010</a>	
<b>TABLE NOTES</b>		

Table: ACSDT5Y2015.B16001

	<p>Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.</p> <p>Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.</p>
	<p>Tell us what you think. Provide feedback to help make American Community Survey data more useful for you.</p> <p>Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.</p>
	<p>Explanation of Symbols: * An "***" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.</p> <ul style="list-style-type: none"> <li>* An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.</li> <li>* An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution.</li> <li>* An "+" following a median estimate means the median falls in the upper interval of an open-ended distribution.</li> <li>* An "****" entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.</li> <li>* An "*****" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.</li> <li>* An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.</li> </ul>
	<p>Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of</p>

Table: ACSDT5Y2015.B16001

	While the 2011-2015 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective
	Methodological changes to data collection in 2013 may have affected language data for 2013. Users should be aware of these changes when using multi-year data containing data from 2013. For more information, see: Language User Note.
	Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a
	Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates
<b>COLUMN NOTES</b>	None

Table: ACSDT5Y2015.B16001

	<b>ZCTA5 93010</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>
Total:	41,459	±959
Speak only English	31,193	±1,098
Spanish or Spanish Creole:	7,346	±977
Speak English "very well"	4,500	±577
Speak English less than "very well"	2,846	±643
French (incl. Patois, Cajun):	120	±68
Speak English "very well"	69	±46
Speak English less than "very well"	51	±48
French Creole:	1	±3
Speak English "very well"	1	±3
Speak English less than "very well"	0	±25
Italian:	22	±33
Speak English "very well"	16	±23
Speak English less than "very well"	6	±11
Portuguese or Portuguese Creole:	58	±80
Speak English "very well"	42	±55
Speak English less than "very well"	16	±25
German:	288	±144
Speak English "very well"	243	±122
Speak English less than "very well"	45	±42
Yiddish:	18	±22
Speak English "very well"	18	±22

Table: ACSDT5Y2015.B16001

	<b>ZCTA5 93010</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>
Speak English less than "very well"	0	±25
Other West Germanic languages:	53	±41
Speak English "very well"	47	±40
Speak English less than "very well"	6	±9
Scandinavian languages:	56	±54
Speak English "very well"	11	±17
Speak English less than "very well"	45	±44
Greek:	23	±28
Speak English "very well"	23	±28
Speak English less than "very well"	0	±25
Russian:	114	±93
Speak English "very well"	62	±60
Speak English less than "very well"	52	±49
Polish:	34	±37
Speak English "very well"	34	±37
Speak English less than "very well"	0	±25
Serbo-Croatian:	10	±15
Speak English "very well"	10	±15
Speak English less than "very well"	0	±25
Other Slavic languages:	5	±7
Speak English "very well"	5	±7
Speak English less than "very well"	0	±25

Table: ACSDT5Y2015.B16001

	ZCTA5 93010	
Label	Estimate	Margin of Error
Armenian:	96	±136
Speak English "very well"	96	±136
Speak English less than "very well"	0	±25
Persian:	101	±96
Speak English "very well"	49	±49
Speak English less than "very well"	52	±53
Gujarati:	26	±30
Speak English "very well"	21	±27
Speak English less than "very well"	5	±9
Hindi:	32	±47
Speak English "very well"	32	±47
Speak English less than "very well"	0	±25
Urdu:	0	±25
Speak English "very well"	0	±25
Speak English less than "very well"	0	±25
Other Indic languages:	0	±25
Speak English "very well"	0	±25
Speak English less than "very well"	0	±25
Other Indo-European languages:	6	±11
Speak English "very well"	6	±11
Speak English less than "very well"	0	±25
Chinese:	640	±230
Speak English "very well"	393	±150

Table: ACSDT5Y2015.B16001

	ZCTA5 93010	
Label	Estimate	Margin of Error
Speak English less than "very well"	247	±107
Japanese:	147	±69
Speak English "very well"	74	±42
Speak English less than "very well"	73	±43
Korean:	161	±164
Speak English "very well"	104	±123
Speak English less than "very well"	57	±48
Mon-Khmer, Cambodian:	25	±33
Speak English "very well"	25	±33
Speak English less than "very well"	0	±25
Hmong:	0	±25
Speak English "very well"	0	±25
Speak English less than "very well"	0	±25
Thai:	54	±46
Speak English "very well"	18	±24
Speak English less than "very well"	36	±42
Laotian:	0	±25
Speak English "very well"	0	±25
Speak English less than "very well"	0	±25
Vietnamese:	89	±66
Speak English "very well"	15	±17
Speak English less than "very well"	74	±55

Table: ACSDT5Y2015.B16001

	ZCTA5 93010	
Label	Estimate	Margin of Error
Other Asian languages:	91	±77
Speak English "very well"	82	±74
Speak English less than "very well"	9	±13
Tagalog:	520	±222
Speak English "very well"	385	±199
Speak English less than "very well"	135	±79
Other Pacific Island languages:	63	±48
Speak English "very well"	40	±39
Speak English less than "very well"	23	±30
Navajo:	0	±25
Speak English "very well"	0	±25
Speak English less than "very well"	0	±25
Other Native North American languages:	0	±25
Speak English "very well"	0	±25
Speak English less than "very well"	0	±25
Hungarian:	0	±25
Speak English "very well"	0	±25
Speak English less than "very well"	0	±25
Arabic:	50	±57
Speak English "very well"	32	±34
Speak English less than "very well"	18	±26
Hebrew:	0	±25

Table: ACSDT5Y2015.B16001

	<b>ZCTA5 93010</b>	
<b>Label</b>	<b>Estimate</b>	<b>Margin of Error</b>
Speak English "very well"	0	±25
Speak English less than "very well"	0	±25
African languages:	0	±25
Speak English "very well"	0	±25
Speak English less than "very well"	0	±25
Other and unspecified languages:	17	±17
Speak English "very well"	14	±16
Speak English less than "very well"	3	±6

**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:  
Phone:  
Address:

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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:  
Teléfono:  
Dirección:



U.S. Department of Transportation  
**Federal Aviation Administration**

**16. Title VI Complaint Form**



# COUNTY *of* VENTURA

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## Department of Airports

### TITLE VI Complaint Form

Camarillo Airport (CMA) assures that no person shall on the grounds of race, color, national origin, sex, 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), and the Section 520 of the Airport and Airway Improvement Act of 1982 be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity.

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Complainant's Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_

State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

*\* Preferred method of how to contact you.*

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Who is responsible for the discriminatory action(s): \_\_\_\_\_

Name of Organization: \_\_\_\_\_

Name of Individual (if known): \_\_\_\_\_

Location of Discrimination: \_\_\_\_\_

What is the discrimination based on?

- Race
- Color
- Sex
- Creed
- National Origin
- Age

Date of the alleged discrimination: \_\_\_\_\_ Time: \_\_\_\_\_

---

Describe the alleged discrimination. Explain what happened and whom you believe was responsible (additional sheets of paper may be attached to this form).

List names and contact information of persons who may have knowledge of the alleged discrimination.

What remedy are you seeking?

Have you filed this complaint with any other Federal, State or local agency? If so, whom.

**Please sign and date. The complaint will not be accepted if it has not been signed. You may attach any written materials or other supporting information that you think is relevant to your complaint. Please submit the complaint form to the agencies as soon as possible but no more than 180 days after the alleged occurrence.**

\_\_\_\_\_  
**Signature**

\_\_\_\_\_  
**Date**

**The Title VI Complaint form may be submitted directly to the following agencies:**

Title VI Coordinator – Dave Nafie, Deputy Director of Business & Development  
Ventura County Department of Airports  
555 Airport Way, Suite B  
Camarillo, CA 93010  
805/ 388-4201  
Dave.Nafie@ventura.org

\*Within 15 days of receiving the completed form the Title VI Coordinator is required to submit the form to:  
Federal Aviation Administration  
Office of Civil Rights  
via  
FAA.CivilRightsConnect.com