



NONDISCRIMINATION POLICY

I. POLICY OF NONDISCRIMINATION

The Nevada Division of Environmental Protection (Division) is committed to ensuring that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any program, activity, or service that it provides on the basis of race, color, national origin; on the basis of sex or a disability; or on the basis of age, in violation of Title 40 Code of Federal Regulations (C.F.R.) Parts 5 and 7 and Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, and Section 13 of the Federal Water Pollution Control Act Amendments of 1972. (Federal Nondiscrimination Laws). The Division will not tolerate retaliation, intimidation, threats, coercion, or discrimination against any individual or group. This policy establishes a framework for taking reasonable measures to ensure Nevada citizens and Tribal members have access to all services and programs provided by or actions taken by the Division. This policy also establishes procedures whereby the Division will receive and investigate allegations of discrimination.

II. LEGAL REQUIREMENTS

Title 40 of the Code of Federal Regulations (CFR), Parts 5 and 7, prohibit discrimination on the basis of race, color, national origin, age, sex, or disability in programs or activities receiving federal assistance. These requires are further codified in:

- Title VI of the Civil Rights Act of 1964, which assures that “[n]o person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefit of, or be otherwise subjected to discrimination under any program or activity receiving federal assistance.”
- Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in any education or training program receiving federal financial assistance, with a limited number of defined exceptions.
- Section 504 of the Rehabilitation Act of 1973, which forbids discrimination on the basis of an individual’s disability by all federal agencies and in all federally funded activities.
- The Age Discrimination Act of 1975, as amended, which prohibits discrimination in federally supported activities on the basis of age.
- NRS 232.0081, as amended, which requires the Division to develop a language access plan.

III. DIVISION NONDISCRIMINATION PROGRAM

a. **Overview, Goals, and Principles.** The Division is required to comply with Federal Nondiscrimination Laws as a recipient of federal assistance from the U.S. Environmental Protection Agency and other federal agencies. The Division will not exclude an individual from participation in, or the enjoyment of, any advantage or privilege provided by its programs, activities, and services based

on an unlawful discriminatory reason, and the Division will not tolerate intimidation, threats, coercion, or discrimination against any individual or group.

To ensure its programs, activities, and services are responsive to the needs and priorities of Nevada's diverse population, it is essential to have a process in place that effectively engages the public, fully integrates their feedback, and results in decisions that are protective of human health and the environment. The objective of the Division's Nondiscrimination Program is to ensure all people are treated equally under and have a meaningful role in processes associated with and access to the Division's programs, activities, and services.

b. **Elements of the Program.**

1) **Notice of Nondiscrimination.** The Division's Notice of Nondiscrimination is provided in both English and Spanish and offers contact information for the Nondiscrimination Coordinator. The Notice is prominently and permanently posted in the Division's main offices in Carson City and Las Vegas and on the Division's website.

2) **Grievance Procedures.** The Division's grievance procedures provide a process for filing a complaint concerning discrimination or retaliation, investigating the complaint, communicating with complainant about the complaint, deciding the merits of a complaint, and, if applicable, providing a remedy. The Division's grievance procedures and complaint forms are posted on the Division's website.

3) **Language Access Plan.** The Language Access Plan (LAP) provides a process for identifying individuals in need of language or auditory services and providing services that ensure the Division's communications and materials pertinent to or in support of a program, activity, or service are reasonably accessible. The LAP is posted on the Division's website.

4) **Public Participation Plan.** The Division's Public Participation Plan (PPP) provides a general framework for meaningful public involvement in all of its programs, activities, and services no matter the location of the program in the State of Nevada or the community potentially impacted. The PPP is posted on the Division's website.

5) **Demographic Data.** In compliance with 40 C.F.R. 7.85(a)(2), the Division collects and maintains demographic data on the race, ethnicity, age, sex, disability status, and English proficiency of Nevada citizens. The data will be reviewed and updated annually.

IV. NONDISCRIMINATION COORDINATOR

a. **Role.** The Division's Nondiscrimination Coordinator facilitates the Division's compliance with Federal Nondiscrimination Laws by:

- Ensuring information regarding the Division's Nondiscrimination Program is available both internally and externally;
- Maintaining public notices of nondiscrimination and procedures for receipt and processing of complaints;
- Processing and investigating complaints in accordance with the Division's grievance procedures to assure prompt and fair resolution;

- Providing written updates to complainants of the progress and disposition of their complaints;
- Tracking and conducting semiannual reviews of all complaints and their disposition filed under Federal Nondiscrimination Laws including any patterns or systemic problems;
- Maintaining the Division's compliance records; and
- Periodically reviewing the efficacy of the Division's Nondiscrimination Program.

The Division's Nondiscrimination Coordinator also supports implementation of the Division's LAP by:

- Identifying the primary channels of contact for individuals with LEP or disabilities (whether telephonic, in person, written correspondence, web-based, etc.);
- Reviewing information reported by staff about identification of and services provided to individuals with LEP or disability;
- Reviewing the Division's programs, activities, and services for language accessibility;
- Assessing implementation of the LAP and providing recommendations, if any, to improve the Division's efforts to provide meaningful access to its programs, activities, and services to individuals with LEP or disability;
- Taking reasonable steps to provide meaningful access to its grievance process for individuals with LEP and provide individuals with disabilities the right to request reasonable modifications or auxiliary aids or services needed to obtain equal access to and enable participation in the Division's grievance process; and
- Reviewing annual cost of translation and interpretation services and ensuring that funds are available to provide services.

b. **Staff Training.** The Division's Nondiscrimination Coordinator will train the Division's staff on this Policy, the grievance procedures, the LAP, and the PPP. Training may include but is not limited to:

- Explaining the Division's requirements under Federal Nondiscrimination Laws;
- Describing the grievance procedures;
- Handling actual or potential discrimination complaints;
- Identifying language need(s) for an individual with LEP or auxiliary aids and services for an individual with a disability;
- Providing notice of language assistance in Vital Documents; and
- Implementing the goals of the PPP.

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c. **Contact Information.** All communication, submittals, or requests for services under this policy should be directed or sent to the attention of:

Frederick J. Perdomo
Nondiscrimination Coordinator
901 South Stewart Street, Suite 4001
Carson City, Nevada 89701
Nondiscrimination_Coodinator@ndep.nv.gov
775-687-9301

V. ATTACHMENTS

ATTACHMENT A: Notice of Nondiscrimination

ATTACHMENT B: Grievance Procedures and Complaint Form

ATTACHMENT C: Language Access Plan

ATTACHMENT D: Public Participation Plan

ATTACHMENT E: Demographic Data

VI. VERSION

2026

VII. APPROVED

Jennifer Carr, Division Administrator

Frederick Perdomo, Division Deputy Administrator/Nondiscrimination Coordinator

ATTACHMENT A
Notice of Nondiscrimination

**NOTICE OF NONDISCRIMINATION**

The Nevada Division of Environmental Protection does not discriminate on the basis of race, color, national origin, sex, disability, or age in the administration of its programs or activities, as required by applicable laws and regulations.

The Division's Nondiscrimination Coordinator is responsible for coordination of compliance efforts and receipt of inquiries concerning nondiscrimination requirements under Title 40 Code of Federal Regulations Parts 5 and 7 and Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, Section 13 of the Federal Water Pollution Control Act Amendments of 1972. (Federal Nondiscrimination Laws).

- If you have any questions about this notice or any of the Division's nondiscrimination programs, policies, or procedures;
- If you believe that you have been discriminated against with respect to a Division program, activity, or service or have been subjected to retaliation or intimidation for filing a nondiscrimination complaint or for exercising a right or privilege guaranteed by Federal Nondiscrimination Laws; or
- If you require reasonable accommodation or language service to access the Division's nondiscrimination programs, policies, or procedures, including filing a complaint;

You may contact the Division's Nondiscrimination Coordinator at:

Frederick J. Perdomo, Nondiscrimination Coordinator
901 South Stewart Street, Suite 4001
Carson City, Nevada 89701
Nondiscrimination_Coordinator@ndep.nv.gov
775-687-9301

or visit the Division's website at www.ndep.nv.gov to learn how and where to file a complaint of discrimination

Attachment B
Grievance Procedures



GRIEVANCE PROCEDURES

I. PURPOSE

The Nevada Division of Environmental Protection (Division) is required to comply with Title 40 Code of Federal Regulations (C.F.R.) Parts 5 and 7 and Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, Section 13 of the Federal Water Pollution Control Act Amendments of 1972. (Federal Nondiscrimination Laws) as a recipient of federal assistance from the U.S. Environmental Protection Agency and other federal agencies. This Grievance Procedure is intended to satisfy these requirements by ensuring that no person is excluded from participation in, denied the benefits of, or subjected to discrimination under any Division program, activity, or service, or intimidation or retaliation for engaging in a protected act. This policy establishes procedures for receiving, investigating, and responding to allegations of discrimination or allegations of intimidation or retaliation related to the complaint process or for exercising a right or privilege guaranteed by Federal Nondiscrimination Laws.

II. APPLICABILITY

The policies, procedures, and responsibilities of this Grievance Procedure apply to all Division programs, activities, and services.

III. GRIEVANCE PROCEDURES AND COMPLAINT PROCESSING

a. If a person believes they have suffered from prohibited discrimination under a Division program, activity, or service; or if a person believes they have been subject to intimidation or retaliation related to the complaint process or for exercising a right or privilege guaranteed by Federal Nondiscrimination Laws, the complainant may file a complaint with the Nondiscrimination Coordinator (Coordinator). Complaints must include the complainant's or their representative's name and contact information; a description of the nature of the complaint, the date(s) of the alleged discriminatory action, event, or occurrence; the requested remedy; and complainant's or representative's signature. Complaint forms are available in English and Spanish.

b. A written complaint must be filed within 180 days after the alleged discriminatory action, event, or occurrence unless the Division waives the time limit for good cause. The Division will notify the complainant of the Division's receipt of the complaint within five business days.

c. The Coordinator may attempt, if possible, to resolve the complaint through a mutually agreeable solution. The focus of this informal resolution process should include improving agency procedures with the intent of preempting the need for future complaints. Upon informal resolution as contemplated here, the Coordinator shall provide a letter of resolution summarizing the allegations and describing the informal resolution mutually agreed to by the complainant. Such a letter of resolution shall result in the Division's closure of the complaint file.

d. The Coordinator will investigate the complaint. The investigation may include interviews

of the complainant, employees, contractors, subcontractors, subgrantees, those named in the complaint, and witnesses to the alleged discrimination, as well as a review of any physical or written evidence. If more information is needed to resolve the case, the Coordinator may contact the complainant. The complainant has 30 days to send requested information to the investigator assigned to the case or the complaint file may be closed.

e. If the Coordinator and complainant are unable to resolve the complaint informally, the Coordinator will make a report and recommendation to the Administrator of the Division within 180 days after the complaint is filed with the Division. The report and recommendation will include a description of the investigation process, a summary of the relevant facts, a recommended disposition of the complaint based on a preponderance of the evidence, and a proposed remedy, if applicable. The Coordinator may consult with the Attorney General's Office on the report and recommendation.

f. The Administrator shall have 30 days to either accept and adopt the Coordinator's Report and Recommendation or issue a separate decision. A copy of the Administrator's decision shall be sent to the complainant within 10 days after it is made.

g. Complainants may submit a written appeal within 30 days of receiving the Administrator's determination. Appeals must be based on procedural error, new evidence not available at the time of the Administrator's decision, or evidence of bias in the review. An appeal will be reviewed by an individual not involved in the initial investigation and decision. A written appeal decision will be issued within 30 days after the written appeal is filed.

h. The complainant may voluntarily withdraw the complaint at any time prior to final disposition of the complaint.

IV. OTHER REQUIREMENTS

a. **Recordkeeping.** Records including investigative files shall be kept for a minimum of three years after disposition of the complaint.

b. **Complaint Log.** The Coordinator will maintain a complaint log containing the name and address of the complainant or their representative, date(s) of the alleged prohibited discrimination, nature of the complaint, date of submission of the complaint, date of the Coordinator's request for additional information necessary to evaluate the complaint and date of its receipt, results of the investigation, and disposition of the complaint.

c. **Policy Owner and Review.** The Coordinator will keep and maintain this Grievance Procedure. The procedures will be reviewed annually and revised as necessary to ensure prompt and fair resolution of complaints and ongoing compliance with 40 C.F.R. Parts 5 and 7.

d. **Communication and Training.** The Coordinator will develop, conduct, and review training needs.

e. **Compliance and Audit Plan.** The Coordinator will review the complaint files, data, and grievance procedures annually.

f. **Access Assistance.** The Coordinator will, upon request, provide reasonable accommodation or language service to access the Division's nondiscrimination grievance procedures, including filing a complaint.

V. ACCOMPANYING DOCUMENTS

- a. **Complaint Form (English)**
- b. **Complaint Form (Spanish)**



NEVADA DIVISION OF

ENVIRONMENTAL PROTECTION

STATE OF NEVADA

Department of Conservation & Natural Resources

Joe Lombardo, Governor

James A. Settelmeyer, Director

Jennifer L. Carr, Administrator

COMPLAINT FORM

Name: _____

Address: _____

City: _____ **State:** _____ **Zip:** _____

Phone number: _____

Email Address: _____

Relationship to Complainant: _____

Name of Complainant (If not named above): _____

Basis of Alleged Discrimination: (Check all that apply)

Race Color Sex Age Disability National Origin English Proficiency

Retaliation Intimidation

Date(s) of Alleged Discriminatory Action: _____

Describe alleged discriminatory conduct and requested remedy. (Attach documents, if needed)

Prior Complaints: Has the complainant filed a complaint involving the same or similar facts or circumstances with a federal, state, or local agency or in federal or state court? Yes No

If you marked "yes," please attach the filed complaint and, if applicable, any resolution to the complaint by agreement, decision, or otherwise.

Date: _____ Signature: _____

Submit by Mail or Email to:

Nevada Division of Environmental Protection

Attn: Frederick J. Perdomo, Nondiscrimination Coordinator

901 South Stewart Street, Suite 4001

Carson City, Nevada 89701

Nondiscrimination_Coordinator@ndep.nv.gov

ATTACHMENT C
Language Access Plan



LANGUAGE ACCESS PLAN

I. PURPOSE

The Nevada Division of Environmental Protection (Division) is required to develop and implement a Language Access Plan (LAP) under NRS 232.0081. The LAP ensures the Division takes reasonable steps to provide individuals with limited English proficiency (LEP) or disability meaningful and timely access to its programs, activities, and services, and communicates effectively with these individuals.

The LAP is intended only to improve access to the Division's programs, activities, and services, and does not create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the State of Nevada, its agencies, its officers or employees, or any person. Because this document is intended for internal management purposes only, it should not be cited in any judicial or administrative proceedings. Administration of the LAP is within the sole discretion of the Division.

II. APPLICABILITY

The policies, procedures, and responsibilities of this LAP apply to all Division staff, including those working on their behalf, such as contractors and grantees.

III. DEFINITIONS

a. "Bilingual Staff Member" means an agency staff member who has demonstrated proficiency in both English and at least one other language. A bilingual staff member may speak or write directly to an individual with LEP in a language other than English.

b. "Effective Communication" means communication sufficient to provide the individual with LEP or disability with substantially the same level of access to services and information received by individuals with no LEP or disability.

c. "Limited English Proficient (LEP) Individuals" means individuals who do not speak English as their primary language and who have a limited ability to read, write, speak, or understand English. LEP individuals may be competent in English for certain types of communication (e.g., speaking or understanding), but still be LEP for other types of communication (e.g., reading or writing).

d. "Meaningful Access" means language assistance that results in accurate, timely, and effective communication to the LEP individual or individual with disability. For individuals with LEP or disability, meaningful access denotes reasonable efforts to provide language assistance services to ensure that these individuals have substantially equal access to the Division's programs, activities, and services.

e. "Vital Information" means material that is critical for access to the Division's programs, activities, and services or contains information about procedures or processes required by law. Classification of information as "vital" depends on the importance of the program, information,

encounter, activity, or service involved and the consequence to the individual with LEP or disability if the information in question is not provided accurately or in a timely manner.

IV. DIVISION LANGUAGE ACCESS PROCEDURES

a. **The Division's Interaction with Individuals with LEP or Disabilities.** Because of the Division's varied activities, its specific programs, activities, and services and the State's diverse population distribution, the type and frequency of contact and interaction with the public varies significantly. To the extent that the Division makes programs, activities, and services available to the public, the Division will take reasonable steps to ensure meaningful access is available to individuals with LEP.

b. **Identification and Assessment of Individuals with LEP.**

1) **Profile of Individuals with LEP:** The Division may encounter individuals with LEP during interactions with interested or responsible persons, communities, businesses, and governments. In Nevada, the majority of individuals with LEP speak Spanish; however, the Division may at times have interactions with individuals who speak other languages. According to the American Community Survey, the top three languages other than English spoken at home by individuals aged five years or older in this State are Spanish, Tagalog, and Chinese. In addition, the Division may encounter native language in its interactions and consultation with tribal governments.

2) **Identification of LEP Individuals:** At the first point of contact with or upon request by an individual who may be LEP, the Division will make an initial assessment of the need for language assistance services and arrange for such services if they are needed to effectively communicate with the individual. To identify the individual's primary language, staff may rely on self-identification by the individual with LEP, a translation service software, a bi-lingual staff member, or if relatives, friends, acquaintances, neighbors, or children are present with the individual, staff may rely on these individuals to conduct a first inquiry as to the primary language of the individual. However, staff generally should not rely on a bi-lingual staff member or relatives, friends, acquaintances, neighbors, or to provide interpretation services because this could result in a breach of confidentiality, a conflict of interest, or an inadequate interpretation.

3) **Public Communication** – Prior to issuing a public communication or holding a public meeting or hearing, staff should identify the community or communities the communication is intended to reach and assess the potential need for language services within the community or communities.

c. **Language Access Procedures.**

1) The Division will take reasonable steps to communicate effectively with individuals or communities with LEP. To ensure that language assistance services are accurate, meaningful, and effective, the Division will, on a case-by-case basis, determine which and the extent of services that should be provided.

2) The Division will ensure that LEP individuals identified in §IV(b)(2) receive language services for vital information.

3) The Division will provide language services for public communication that conveys critical or serious public health and safety information. These language services will be provided in Spanish and may be provided in other languages if indicated.

4) The Division will provide language services, upon request, for public documents and public meetings, workshops, and hearings that convey vital information. The public notice for these documents or events should contain information in Spanish (and potentially other languages based on the public communication assessment described in § IV(b)(3)) describing the process to request language services from the Division.

5) The Division will obtain or utilize existing language services contracts that will provide document translation, in-person interpretation, telephonic interpretation, and other language services, including braille, closed captioning, and alternate formats. If the Division provides language services, the service provider will be selected and paid for by the Division. Individuals with LEP who wish to select their own language service provider will bear the responsibility for those costs.

6) The Division's staff should consider careful coordination and communication with their counterparts in other state agencies and local and county governments, as appropriate. This includes but is not limited to sharing translated documents, engaging subject matter experts, responding to the public, and/or identifying critical materials, circumstances, and events that may require support.

7) **Vital Information:** Though meaningful access to a program, activity, or service requires an awareness of its existence, the Division recognizes that it would be nearly impossible, from a practical and cost-based perspective, to provide language services for every communication or outreach material. The Division is committed to providing language services, if indicated, to convey vital information. Whether information is considered vital will be based on factors that include but are not limited to: the criticality or seriousness of the information that needs to be conveyed, the need to notify an individual of their rights, responsibilities, or obligations, the frequency of use of the content by the general public, and the potential risks of not translating content.

d. **Other Language Services.** Division staff will use the same procedures for identifying individuals with disability who are in need of language, visual, or auditory services. These services will be provided free of charge and on an individualized basis.

e. **Documentation of Services.** Staff must report interactions with individuals with LEP to the Coordinator who will document the date or dates of the interaction(s), method used to identify the individual(s) with LEP, the language(s) spoken by the individual(s) with LEP, the services provided to the individual(s), and the Division's cost for such services.

f. **Notification of the Availability of Language Assistance Services.** The Division will include the notice below in Spanish in the English version of the Division's documents, which contain or identify an event that conveys vital information.

g. **Notice to Limited English Proficient Individuals.** If you require accessibility or disability-related accommodations, language assistance, language translation, or interpretive services you may request these services free of charge. If you need more information about available services, please

contact the Division at 775-687-4670 or Frederick J. Perdomo at Nondiscrimination_Coodinator@ndep.nv.gov. Alternatively, you may write to:

Nevada Division of Environmental Protection
901 South Stewart Street, Suite 4001
Carson City, Nevada 89701
Attn: Frederick J. Perdomo, Nondiscrimination Coordinator

ATTACHMENT D
Public Participation Plan

**PUBLIC PARTICIPATION PLAN****I. PUBLIC PARTICIPATION**

The Nevada Division of Environmental Protection (Division) provides meaningful public involvement in all of its programs, activities, and services no matter the location of the program in the State of Nevada or the community potentially impacted. The Division considers early and ongoing public involvement critical to its decision-making process because it brings forth diverse opinions and values and offers opportunities to collaborate with stakeholders. In addition to satisfying its statutory and regulatory public participation requirements, the Division will make reasonable efforts to meaningfully involve all communities in its programs, activities, and services. This Public Participation Plan provides a summary of the goals and outreach methods the Division will use as part of the Public Participation Plan.

The Division's public participation requirements and goals are as follows:

- a. The Division will seek public input and will consider the views of the public in making decisions as required by the statutes and regulations it administers and implements.
- b. The Division will ensure fair treatment of all Nevada citizens by providing, where appropriate or required, meaningful public participation in its programs, activities, and services.
- c. The Division will ensure that the decision-making processes are accessible to all interested and impacted communities and groups, including those that are financially limited or potentially vulnerable.
- d. The Division will make reasonable efforts to identify and seek the input of all interested stakeholders.
- e. The Division will respond in a reasonable and timely manner to requests for public records under Nevada's Public Records Law (NRS Chapter 239).
- f. The Division will offer and provide language translation and accessibility services in accordance with its Language Access Plan (LAP).
- g. The Division will make reasonable efforts to engage overburdened populations in the public participation process.

The following are various methods Division staff may use to support meaningful public participation:

- a. The Division will continue to notify the public of its programs, activities, and services through notices sent by mail and email, posted on the Division's website, or provided through other appropriate and effective communication or media services.
- b. The Division may hold public meetings and hearings if a project has a significant impact on a community. The Division will make reasonable efforts to host these public meetings and hearings at a time and location convenient for the affected communities.

c. The Division will make reasonable efforts to hold public meetings and hearings at a location accessible by public transportation, if feasible, and to provide a virtual option for remote attendance and participation.

d. The Division will hold public meetings and hearings at locations accessible for individuals with disability.

e. The Division will offer and upon request provide accommodations for individuals who require American Sign Language services in accordance with the procedures in the Division's LAP.

f. The Division will offer and upon request provide translation services at public meetings in accordance with the procedures in the Division's LAP.

g. The Division will monitor past and present concerns within communities affected by Division programs, activities, and services.

II. DISSEMINATION OF INFORMATION

The Division will post documents regarding projects which may significantly affect communities on the Division website and other prominent locations. Upon request or based on the demographic analysis of any area potentially impacted by a project, vital documents will be available or provided in other languages or forms to accommodate individuals with LEP or disability

ATTACHMENT E
Demographic Data

**DEMOGRAPHIC DATA**

The Nevada Division of Environmental Protection (Division) is required by Federal Nondiscrimination Laws to “collect, maintain, and ... provide the following information: ... Racial/ethnic, national origin, age, sex and handicap data....” 40 C.F.R. § 7.85(a)(2). The Division collects demographic data annually from the Nevada State Demographer and the U.S. Census Bureau and the Coordinator maintains that information in this document and in the Nondiscrimination Coordinator’s compliance files.

- **Total Population:** 3,302,982

- **Race/Ethnicity:**

- White, Not of Hispanic Origin: 1,588,554
- Black, Not of Hispanic Origin: 306,221
- American Indian or Alaskan native, Not of Hispanic Origin: 35,488
- Asian or Pacific Islander, Not of Hispanic Origin: 339,262
- Hispanic Origin of Any Race: 1,033,457

- **Age:**

- 4 years and under: 173,476
- 5 years of age: 35,722
- 6-18 years of age: 547,129
- 19-64 years of age: 2,012,487
- 65 years and over: 534,168

- **Sex:**

- Male: 1,646,103
- Female: 1,656,879

- **Disability:**

- With a disability: 463,462
 - With a hearing difficulty: 130,063
 - With a vision difficulty: 108,747
 - With a cognitive difficulty: 179,349
 - With an ambulatory difficulty: 220,583
 - With a self-care difficulty: 85,928
 - With an independent living difficulty: 151,676

- **Limited English Proficiency (LEP)**
 - With LEP: 353,436
 - Spanish: 252,546
 - Other Indo-European Languages: 19,677
 - Asian and Pacific Island Languages: 73,198
 - Other Languages: 8,015
- **Sources**
 - **Race/ethnicity, Age, Sex** : Nevada County Age, Sex, Race, and Hispanic Origin Estimates and Projections, October 1, 2024 <https://tax.nv.gov/wp-content/uploads/2024/10/2024-ASRHO-Estimates-and-Projections-Summary-2000-to-2043.pdf>, Accessed on August 22, 2025
 - **Disability**: U.S. Census Bureau. "Types of Disabilities." American Community Survey, ACS 1-Year Supplemental Estimates, K201803, Types of Disabilities, 2023, <https://data.census.gov/table/ACSSE2023.K201803?t=Disability&g=040XX00US32&y=2023&d=ACS+1-Year+Supplemental+Estimates>, Accessed on August 22, 2025.
 - **Limited English Proficiency**: U.S. Census Bureau. "Language Spoken at Home." American Community Survey, ACS 1-Year Supplemental Estimates, S1601, <https://data.census.gov/table/ACST1Y2023.S1601?t=Language+Spoken+at+Home&g=040XX00US32>, Accessed on August 28, 2025.