

Gulfport-Biloxi International Airport's Title VI Plan

1. Title VI Policy Statement¹

Gulfport-Biloxi International Airport assures that no person shall on the grounds of race, color, national origin (including limited English proficiency (LEP)), sex (including sexual orientation and gender identity), creed, or age, as provided by Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 (PL 100.259), Section 520 of the Airport and Airway Improvement Act of 1982, and related authorities (hereafter, "Title VI and related requirements"), be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity that receives U.S. Department of Transportation (DOT) funding. Title VI also prohibits retaliation for asserting or otherwise participating in claims of discrimination.

Gulfport-Biloxi International Airport further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs are federally funded or not. The Airport Sponsor agrees, among other things, to understand the communities surrounding or in the flight path, as well as customers that use the airport. Anytime communities may be impacted by programs or activities the **Gulfport-Biloxi International Airport** will take action to involve them and the general public in the decision-making process.

Gulfport-Biloxi International Airport requires nondiscrimination assurances, as prescribed by FAA, from each tenant, contractor, and concessionaire providing an activity, service, or facility at the airport. Assurances must be included in any related lease, contract, or franchise agreement between **Gulfport-Biloxi International Airport** and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Shelby Fox, available at **228-863-5951** and **sfox@flygpt.com**, is responsible for overseeing the Airport Sponsor's compliance with Title VI and the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.

Signature
Clay Williams
Executive Director

April 1, 2024
April 1, 2027
3-Year Expiration Date

¹ This policy statement will be translated into languages other than English, upon request and based on patron and local language demographics.

2. Administration

Gulfport-Biloxi Regional Airport Authority (GBRAA) has reviewed and adopted this Title VI Plan for **Gulfport-Biloxi International Airport (GPT)**. This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the Executive Director’s or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the **GBRAA** and resubmittal to FAA.

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

Staff Supporting Title VI Program	Airport Sponsor Program / Office
Shelby Fox	Planning and Development
Director of Finance	Finance
HR Coordinator	Human Resources
Reception/Admin	Administration

Gulfport-Biloxi International Airport has the following airport program sub-recipients:

Sub-Recipients

None

As of the date of this plan, **Gulfport-Biloxi International Airport** has the following pending applications for Federal financial assistance:

Federal Source	Grant Number	Amount
FAA AIP	3-28-0030-104-2024	\$250,003

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

Federal Source	Grant Number	Amount
None		

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

Federal Source	Grant Award Information Available at:
FAA AIP	https://www.faa.gov/airports/aip/

3. Grant and Procurement Assurances

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

Gulfport-Biloxi International Airport will complete standard grant assurances for Title VI and related requirements, in the form prescribed by FAA. See https://www.faa.gov/airports/aip/grant_assurances/#current-assurances.

Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments, must contain the contractual requirements and clauses, in the form prescribed by FAA. See https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/. Note that unlike many other clauses, Civil Rights clauses are required in all contracts. Note also special clauses that are required for certain types of contracts, such as land acquisition.
- b. **Gulfport-Biloxi International Airport** 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 by the Procurement Dept. to verify they include the template language, for not less than 10 percent of contractors each year.

4. Title VI Coordinator Responsibilities

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

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

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

Among other responsibilities, the Coordinator:

- Proactively ensures that the Airport Sponsor is in compliance with nondiscrimination requirements of Title VI and reports to **Gulfport-Biloxi International Airport** leadership on the status of Title VI compliances.
- Responds promptly to requests by FAA for data and records and for the scheduling of compliance reviews and other FAA meetings to determine compliance with Title VI and related requirements.
- Receives discrimination complaints covered by Title VI and related requirements, and forwards them to the FAA, within 15 days of receipt, together with any actions taken to resolve the matter.
- Provides the FAA with updates regarding its response and status of early resolution efforts to complaints concerning Title VI and related requirements (49 CFR Part 21, Appendix C(b)(3)), including resolution efforts.
- Annually reviews the airport's Title VI plan and disseminates information throughout staff and the Airport Sponsor's leadership.
- Coordinates data collection to evaluate whether racial or ethnic groups are unequally benefited or impacted by airport programs. The data will be regularly assessed and readily available upon request (49 CFR § 21.9(b) & (c)). Data collection methods will include optional demographic questions in: airport customer satisfaction surveys, customer complaints, airport event sign-in sheets, and bids/proposals for airport contracts, and other methods described in the airport Community Participation Plan (CPP).
- Maintains demographic data for members of appointed planning and advisory bodies for the airport. Identifies any disparities compared to the community. Provides information to the membership selecting official/committee, particularly when vacancies occur.
- Maintains a copy of 49 CFR Part 21 for inspection by any person asking for it during normal working hours (49 CFR 21, Appendix C (b)(2)(i)).

See Notice, Compliance reviews, Audits, Lawsuits, and Other Investigations, and Complaints Sections of this Plan.

The Coordinator has 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)

Gulfport-Biloxi International Airport will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity. The Coordinator ensures that these posters are visible, accessible,² and maintained. The poster template is available at https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/ and a completed copy is attached. See Section 15 Appendix.

Gulfport-Biloxi International Airport has posted the above Title VI policy statement at its staff offices.

Gulfport-Biloxi International Airport will make this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed after approval from the FAA by email by email and posted on the GPT website.

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

Terminal/FBO/Concessions/ Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area	Additional Quantities
Terminal	3	3	
Rental Car Facility			1
Parking Garage			1
FBO			1
Fleet Maintenance Building			1

Outreach to Affected Communities

The Administration and Marketing Department will include impacted communities in the distribution of notices or public meetings. Announcements are made using a combination of social media, general circulation newspapers, community newspapers and email broadcast. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

To ensure that the community is effectively informed of and able to participate in public hearings, Administration and Marketing Department may include public notices translated into appropriate languages, including for any language spoken by a significant number or proportion of the Affected Community population that has limited English proficiency (LEP). Such social media postings and notices will include directions for obtaining an interpreter, free of charge, for public hearings. 28 CFR § 42.405(d). See Limited English Proficiency (LEP) Section.

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

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, GPT will be able to identify, understand, and engage with communities. In doing so, the GPT needs to know about communities eligible to be served, actually or potentially affected, benefited, or burdened by its airport program.

GPT is in Harrison County, Mississippi. The county is divided into 5 districts and GPT is in the middle of District 4 which has surrounding areas further divided by zip code which crosses parts of both District 4 and District 2. Most data is not available by district so most will be for Harrison County collectively but the population of specific districts and zip code is below.

Affected Communities ³	Population
Harrison County	208,621
District 4	36,594
District 2	53,298
Zip Code 39503	53,643

(Hereafter, the above communities which are part of Harrison County will be referred to collectively as “the Affected Communities”).

We have identified the following facts about the Affected Communities:

Low Income Communities⁴

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations GPT is collecting information about affected and potentially affected low-income communities. According to ***S1701: Poverty Status in the Past 12 Months***, the overall poverty level for Harrison County, MS is approximately **19.5%**. The poverty rate remains **similar** compared with the rest of the **state of Mississippi at 19.1%**. The poverty rates **District 4, Harrison County and District 2, Harrison County is unknown as the data tables do not provide the necessary detail.**

Affected Communities	Poverty Rate
Harrison County, MS	19.5%

³ “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.

⁴ 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.

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 follows⁵:

Affected Community: Harrison County
Total Affected Community Population: 211,044 (per 2022 data source CP05)

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	132,957	63%
Black or African American	22,159	10.5%
American Indian or Alaska Native	1,266	.6%
Asian	3,798	1.8%
Hispanic or Latino	12,240	5.8%
Two or more races	22,159	10.5%

Source: U.S. Census Bureau, 2022: ACS 1-Year Estimates Comparison Profiles

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that GPT communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁶ that are spoken in LEP households in the Affected Communities. The data source is *SI601 | 2021 American Community Survey 1-Year Estimates*.

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.⁷ The safe harbor for our community is 1,000. Please refer to the end of this document to find data for all languages in our community.

⁵ Recommend using demographic groups from the U.S. Census.

⁶ 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.

⁷ 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.

Languages Spoken at Home in Harrison County, MS	Number	%
English	194,018	93%
Spanish	6,050	2.9%
Other Indo-European Language	5,424	2.6%
Asian and Pacific Islander languages	2,712	1.3%
Other Languages	4,172	2%

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
Spanish	6,050	+/-100
Other Indo-European Language	5,424	+/-100
Asian and Pacific Islander languages	2,712	+/-100
Other Languages	4,172	+/-100

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

Languages Spoken by LEP Persons	A few times a year (12 or less days a year)	Several times a month (13 to 51 days a year)	At least once a week (52 to 364 days a year)	Every day (365 days a year)
English				X
Spanish		X		
Other Indo-European Language	X			
Asian and Pacific Islander languages	X			
Other Languages	X			

This information is updated annually⁸ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
U.S. Census Bureau	Harrison County, Mississippi - Census Bureau Profile

⁸ 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.

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

- GPT conducts surveys via the WIFI landing page of airport guests for customer satisfaction with airport concessions, restroom cleanliness, food offerings, and other elements and services. The survey includes a voluntary request for demographic information.

Staff and Advisory Board Diversity.

Demographic information 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

- Demographic information is collected from staff during the onboarding process via Employee Navigator onboarding software.
- Harrison County, The City of Biloxi, and The City of Gulfport each appoint a commissioner. Each respective area collects necessary information for onboarding Authority Board members.

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 GPT 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.⁹

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
Main Terminal	None
FBO	None
T-Hangar Buildings (2)	None

⁹ In order to carry out an alternative with a discriminatory impact, the airport sponsor must demonstrate that there was a substantial legitimate justification for the decision. The sponsor must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

Hangar 900	None
Air Cargo Facility	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
T-Hangar Building (#3)	None
MRO Hangar	None
Fleet Maintenance Facility	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		

Justifications:

Facilities or Construction Projects	Justification
None	

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the GPT 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:

Language
Spanish
Other Indo-European Language
Asian and Pacific Islander languages
Other Languages

GPT also collects data for languages spoken by airport guests.¹⁰ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
Assistance requests to airport information desks	N/A

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

Language
None

The Title VI Coordinator will also actively engage with community educators, community groups, places of work, business groups, social groups, and the like to confirm that translation and interpretation services are accurate and effective. Additionally, the Title VI Coordinator will inform leadership and staff of the GPT 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:

Translation Vendors	Languages
Propio One	All above languages

Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
Airport phone operators	All above languages
Airport Operations	All above languages
Volunteer multi-lingual staff pool	Spanish, Filipino

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
Propio One	All above languages

¹⁰ We aim to provide appropriate language assistance services to every LEP person encountered. This includes instances when LEP statistical data for a particular language was not available beforehand, or the safe harbor threshold for written translation was not met.

- Information regarding interpretation services can be obtained at

Location for Interpretation Assistance	Languages
Airport Information Desks	All above languages, using Propio One and Airport Staff

Description of Interpretation Assistance Processes

- Airport Customer Service Office maintains a list of multilingual employees, the languages they speak, and their associated office telephone numbers. The list indicates whether each employee is proficient in providing interpretation and/or translation services. The list is updated regularly in the Airport Information Contact list and provided to all airport employees and tenants. 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 Propio One. to provide on-demand telephone interpretation services to airport guests. When a request for an interpreter is received, the following process is used:
If we are unable to assist or encounter a language barrier, we place the caller on a brief hold. We then transfer the call to Propio/Telelanguage services, which provide language translation services specifically for airports. Telelanguage has an airport-specific code that we enter to access their services. Once connected, we select the appropriate language for translation and connect the translator with the caller on hold.
 - Additionally, there is an app available that features American Sign Language options. The process for using the app is the same as calling, but once logged in, we follow the same steps as above.
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9. Transportation

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

Coast Transit Authority (CTA) tested and operated a bus stop to the airport, but it was discontinued due to lack of ridership. CTA is constantly analyzing their routes and needs of passengers/community and will engage with the airport when and if they identify a demand.

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:

Airport Business Opportunity	Minority Business Outreach Methods
Professional Services RFQ	Local Newspaper/media, AAAE, and ACI
Rental Car Goods and Services	Annual Rental Car ACDBE outreach
Construction Projects	Airport Website, pre-bid meeting, and local newspaper/media

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 the Airport Authority Board Resolutions both in hard copy and on server.

11. Training

New employee/tenant 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 requirements¹¹
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹²

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, Gulfport-Biloxi International Airport must notify FAA contacts of any new investigations prior to grant execution.

At regular intervals, the Coordinator will provide FAA contacts with status updates for the investigations and reviews, until completed. For each existing investigation or review completed within 5 years of this plan, the Coordinator will also provide a statement about the outcome, unless previously provided.

13. Title VI Complaints

49 CFR 21.11; 49 CFR 21 Appendix C (b)(3); 28 CFR 42.406(d)

Scope. These procedures are for complaints of discrimination under Title VI and related laws (hereafter “Title VI Complaints.”) In order to be a Title VI Complaint, the complaint must:

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters¹³
3. Allege misconduct by the GPT including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the GPT including airport employees, contractors, concessionaires, lessees, or tenants.

¹¹ Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the airport sponsor or any of its sub-recipients by any State, local or Federal agency.

¹² Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

¹³ Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If an Airport sponsor employment activity is supported by FAA-provided financial assistance or it is alleged that the employment discrimination affects the broader airport program, complaints about that activity must also be reported to FAA.

Rights. Any person who believes that he or she has been subjected to discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age has the right to file a complaint with the **Gulfport-Biloxi International Airport**.¹⁴ 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 the Human Resources Department and the Executive Director.

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

Shelby Fox, Director of Planning and Development
Title VI Coordinator
14035-L Airport Road
Gulfport, MS 39503
228-248-3011
sfox@flygpt.com

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

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

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within 7 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 information into the FAA Civil Rights Connect

System. The Coordinator will also seek technical assistance from FAA, as needed, throughout complaint intake, investigation and resolution process.

Investigation Procedure

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

Cooperation with FAA. The Coordinator will promptly investigate all Title VI complaints, including those referred by the FAA for investigation. If the FAA is investigating a complaint against GPT, 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 a combination of contract enforcement, rules and regulations adherence, negotiation, mediation and/or alternative dispute resolution.

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 GPT'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 GPT's Executive Director.

- The written appeal must be received within 10 business days after receipt of the written decision.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The Executive Director will issue a final written decision in response to the appeal within 30 business days.

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

Intimidation and Retaliation Prohibited. GPT 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 the 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 at www.flygpt.com

14. Population / Language Data

Table: ACSST1Y2021.S1601

Harrison County, Mississippi												
Label	Total		Percent		Percent of specified language speakers							
	Estimate	Margin of Error	Estimate	Margin of Error	Speak English only or speak English "very well"		Percent speak English only or speak English "very well"		Speak English less than "very well"		Percent speak English less than "very well"	
					Estimate	Margin of Error	Estimate	of	Estimate	of	Estimate	of
Population 3 years and over	196,671	±703	(X)	(X)	191,746	±1,762	97.3%	±0.8	4,925	±1,591	2.5%	±0.8
Speak only English	184,681	±2,222	93.9%	±1.1	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Speak a language other than English	11,990	±2,102	6.1%	±1.1	7,065	±1,603	38.9%	±10.3	4,925	±1,591	41.1%	±10.3
SPEAK A LANGUAGE OTHER THAN ENGLISH												
Spanish	3,846	±1,309	3.0%	±0.8	2,666	±864	43.6%	±13.9	3,180	±1,464	34.4%	±13.9
5 to 17 years old	1,194	±743	0.6%	±0.4	386	±364	32.3%	±37.7	808	±779	67.7%	±37.7
18 to 64 years old	4,209	±965	2.1%	±0.5	1,870	±653	44.4%	±14.0	2,339	±672	35.6%	±14.0
65 years old and over	443	±396	0.2%	±0.2	410	±392	92.6%	±16.6	33	±55	7.4%	±16.6
Other Indo-European languages	1,733	±877	0.9%	±0.4	1,442	±801	83.2%	±12.6	291	±241	16.8%	±12.6
5 to 17 years old	0	±233	0.0%	±0.1	0	±233	-	**	0	±233	-	**
18 to 64 years old	1,371	±816	0.7%	±0.4	1,169	±767	85.3%	±16.1	202	±235	14.7%	±16.1
65 years old and over	362	±287	0.2%	±0.1	273	±224	75.4%	±22.4	89	±111	24.6%	±22.4
Asian and Pacific Island languages	3,837	±994	2.0%	±0.5	2,383	±893	62.1%	±14.8	1,454	±600	37.9%	±14.8
5 to 17 years old	531	±518	0.3%	±0.3	531	±518	100.0%	±33.0	0	±233	0.0%	±33.0
18 to 64 years old	2,441	±824	1.2%	±0.4	1,604	±578	65.7%	±14.9	837	±495	34.3%	±14.9
65 years old and over	865	±440	0.4%	±0.2	248	±238	28.7%	±23.9	617	±401	71.3%	±23.9
Other languages	574	±737	0.3%	±0.4	574	±737	100.0%	±31.3	0	±233	0.0%	±31.3
5 to 17 years old	0	±233	0.0%	±0.1	0	±233	-	**	0	±233	-	**
18 to 64 years old	574	±737	0.3%	±0.4	574	±737	100.0%	±31.3	0	±233	0.0%	±31.3
65 years old and over	0	±233	0.0%	±0.1	0	±233	-	**	0	±233	-	**
CITIZENS 18 YEARS AND OVER												
All citizens 18 years old and over	156,731	±1,104	(X)	(X)	154,988	±1,131	98.9%	±0.6	1,763	±875	1.1%	±0.6
Speak only English	149,077	±1,836	95.1%	±1.0	(X)	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Speak a language other than English	7,674	±1,308	4.9%	±1.0	3,911	±1,496	77.0%	±10.9	1,763	±875	23.0%	±10.9
Spanish	3,023	±853	1.9%	±0.5	2,280	±785	75.4%	±16.0	743	±540	24.6%	±16.0
Other languages	4,649	±1,213	3.0%	±0.8	3,631	±1,240	78.1%	±14.3	1,018	±655	21.9%	±14.3

15. Completed Unlawful Discrimination Poster

Unlawful Discrimination

It is unlawful for airport operators and their lessees, tenants, concessionaires and contractors to discriminate against any person because of race, color, national origin, sex, creed, or disability in public services and employment opportunities. Allegations of discrimination should be promptly reported to the Airport Manager or:

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

Federal regulations on unlawful discrimination are available for review in the Airport Manager's Office.

Coordinator: Shelby Fox, Director of Planning & Development
Phone: 228-863-5951
Address: Gulfport-Biloxi International Airport
14035-L Airport Rd., Gulfport, MS 39503

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: Shelby Fox, Director of Planning & Development
Teléfono: 228-863-5951
Dirección: Gulfport-Biloxi International Airport
14035-L Airport Rd., Gulfport, MS 39503



U.S. Department of Transportation
Federal Aviation Administration

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