

**PANAMA CITY BAY-COUNTY AIRPORT AND INDUSTRIAL DISTRICT BOARD/NORTHWEST FLORIDA BEACHES INTERNATIONAL AIRPORT**

**Title VI Plan**

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

The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches 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.

The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches 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 (No *sub-recipients*). 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 Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport will take action to involve them and the general public in the decision-making process.

The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches 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 the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Darlene D. Gordon, CPA, available at 850-636-8950 and [dgordon@pcairport.com](mailto:dgordon@pcairport.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**

Parker McClellan  
Executive Director

January 2024

Effective Date

December 2027

**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

The Panama City Bay-County Airport and Industrial District Board has reviewed and adopted this Title VI Plan for **the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport**. This plan will be updated no less than once every 3 years. The plan will not be re-adopted following minor changes, such as updating the Executive Director or Coordinator’s name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the Panama City Bay-County Airport and Industrial District Board 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 |
|-----------------------------------|----------------------------------|
| <i>None</i>                       |                                  |

Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport

| Sub-Recipients |
|----------------|
| <i>None</i>    |

As of the date of this plan, the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport has the following pending applications for Federal financial assistance:

| Federal Source | Grant Number                    | Amount       |
|----------------|---------------------------------|--------------|
| FAA            | <i>Unknown (Pre-App 1-2023)</i> | \$129,308    |
| FAA            | <i>Unknown (Pre-App 2-2023)</i> | \$450,000    |
| FAA            | <i>Unknown (Pre-App 3-2023)</i> | \$1,080,000  |
| FAA            | <i>Unknown (Pre-App 4-2023)</i> | \$1,260,000  |
| FAA            | <i>Unknown (Pre-App 5-2023)</i> | \$888,255    |
| FAA            | <i>Unknown (Pre-App 6-2023)</i> | \$124,000    |
| BIL            | <i>Unknown (Pre-App 7-2023)</i> | \$25,000,000 |

In addition, The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport 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 |
|----------------|--------------|--------|
| <i>None</i>    |              |        |

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>   |
| <i>FAA AIP</i>        | <i><a href="https://www.faa.gov/airports/aip/">https://www.faa.gov/airports/aip/</a></i> |

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

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

The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport will complete standard grant assurances for Title VI and related requirements, in the form prescribed by FAA. See [https://www.faa.gov/airports/aip/grant\\_assurances/#current-assurances](https://www.faa.gov/airports/aip/grant_assurances/#current-assurances).

#### Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments, must contain the contractual requirements and clauses, in the form prescribed by FAA. See [https://www.faa.gov/airports/aip/procurement/federal\\_contract\\_provisions/](https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/). Note that unlike many other clauses, Civil Rights clauses are required in all contracts. Note also special clauses that are required for certain types of contracts, such as land acquisition.
- b. The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport requires, Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements.

|   |
|---|
| <b>Description of Oversight Methods for Subcontracts</b>  |
| <i>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.</i> |

### **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 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)

The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport will conspicuously display the FAA-provided Unlawful Discrimination Poster in all public areas on airport property, including those with pedestrian activity. The Coordinator ensures that these posters are visible, accessible,<sup>2</sup> and maintained. The poster template is available at [https://www.faa.gov/about/office\\_org/headquarters\\_offices/acr/com\\_civ\\_support/non\\_disc\\_pr/](https://www.faa.gov/about/office_org/headquarters_offices/acr/com_civ_support/non_disc_pr/) and a completed copy is attached. See Section 15 Appendix.

The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches

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

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

The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. This plan will be distributed by 30 days after FAA approval by tenant meetings and email.

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

| <b>Terminal/FBO/Concessions/<br/>Other Locations</b> | <b>Quantity in<br/>Pre-Security<br/>Area</b> | <b>Quantity in<br/>Post-Security<br/>Area</b> | <b>Additional<br/>Quantities</b> |
|--|--|---|----------------------------------|
| <i>TSA Checkpoint</i>                                | <i>1</i>                                     |   |                                  |
| <i>Entrance/Exit Doors</i>                           | <i>2</i>                                     |   |                                  |
| <i>Administration Office</i>                         | <i>1</i>                                     |   |                                  |
| <i>Maintenance Building</i>                          | <i>1</i>                                     |   |                                  |
| <i>Public Safety Building</i>                        | <i>1</i>                                     |   |                                  |
| <i>Concessions Area</i>                              |  | <i>1</i>                                      |                                  |
| <i>FBO – Sheltair</i>                                | <i>1</i>                                     |   |                                  |
| <i>FBO – Southern Sky</i>                            | <i>1</i>                                     |   |                                  |
| <i>Gate Areas</i>                                    |  | <i>3</i>                                      |                                  |

Outreach to Affected Communities

The Title VI coordinators ensure that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation and website, posting the Title VI 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.

The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport will have detailed information on our public notice and outreach procedures that will be available in the Northwest Florida Beaches International Airport CPP. A copy of the CPP will be available at [www.iflybeaches.com](http://www.iflybeaches.com) within 30 days after completion of training provided by the FAA.

To ensure that the community is effectively informed of and able to participate in public hearings, the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches

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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.

International Airport Administration 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 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.

## **6. Community Statistics**

Title VI regulations require Federal grant recipients to know their community demographics. See 49 CFR § 21.9(b). By knowing this information, the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport will be able to identify, understand, and engage with communities. In doing so, the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by The Panama City Bay-County Airport and Industrial District Board airport program.

| <b>Affected Communities<sup>4</sup></b> | <b>Population</b> |
|---|-------------------|
| <i>Bay County</i>                       | <i>181,870</i>    |
| <i>Gulf County</i>                      | <i>12,349</i>     |
| <i>Calhoun County</i>                   | <i>11,928</i>     |
| <i>Washington County</i>                | <i>22,203</i>     |

(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,” the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport 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 the affective area is approximately 16.4%. The poverty rate remains high compared with the rest of the State of Florida which is 12.7%. The poverty rates for the specific Affected Communities are as follows:

| <b>Affected Communities</b> | <b>Poverty Rate</b> |
|-----------------------------|---------------------|
| <i>Bay County</i>           | <i>10.8%</i>        |
| <i>Gulf County</i>          | <i>12.3%</i>        |

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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.

|                          |              |
|--------------------------|--------------|
| <i>Calhoun County</i>    | <i>19.9%</i> |
| <i>Washington County</i> | <i>22.7%</i> |

Racial and Ethnic Communities.

Demographic data for race, color, and national origin was evaluated to identify racial and ethnic communities and populations in each Affected Community. The demographic composition by race, color, or national origin for the specific Affected Communities are as follows<sup>6</sup>:

| <b>Affected Community: <u>Bay County</u></b>        |   |   |
|---|---|---|
| <b>Total Affected Community Population: 181,870</b> |   |   |
| <b>Demographic Group within Affected Community</b>  | <b>Number of People in Minority Group</b> | <b>Percent of Total Affected Community Population</b> |
| <i>White</i>  | <i>137,177</i>                            | <i>8%</i>   |
| <i>Black or African American</i>                    | <i>17,768</i>                             | <i>17.3%</i>  |
| <i>Hispanic or Latino</i>                           | <i>14,420</i>                             | <i>24.9%</i>  |
| <i>More than one</i>                                | <i>17,892</i>                             | <i>25.8%</i>  |

| <b>Affected Community: <u>Gulf County</u></b>      |   |   |
|--|---|---|
| <b>Total Affected Community Population: 12,349</b> |   |   |
| <b>Demographic Group within Affected Community</b> | <b>Number of People in Minority Group</b> | <b>Percent of Total Affected Community Population</b> |
| <i>White</i>                                       | <i>10,877</i>                             | <i>11.3%</i>  |
| <i>American Indian</i>                             | <i>34</i>                                 | <i>0.0%</i>   |
| <i>Asian</i>                                       | <i>57</i>                                 | <i>0.0%</i>   |
| <i>Black or African American</i>                   | <i>905</i>                                | <i>27.6%</i>  |
| <i>Hispanic or Latino</i>                          | <i>188</i>                                | <i>26.1</i>   |
| <i>More than one</i>                               | <i>460</i>                                | <i>7.4%</i>   |

| <b>Affected Community <u>Calhoun County</u></b>    |   |   |
|--|---|---|
| <b>Total Affected Community Population: 11,928</b> |   |   |
| <b>Demographic Group within Affected Community</b> | <b>Number of People in Minority Group</b> | <b>Percent of Total Affected Community Population</b> |
| <i>White</i>                                       | <i>9,727</i>                              | <i>14.9%</i>  |
| <i>American Indian</i>                             | <i>95</i>                                 | <i>5.3%</i>   |
| <i>Asian</i>                                       | <i>5</i>                                  | <i>0.0%</i>   |
| <i>Black or African American</i>                   | <i>1,047</i>                              | <i>37.4%</i>  |
| <i>Native Hawaiian or Other Pacific Islander</i>   | <i>0</i>                                  | <i>0%</i>   |

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

|                           |     |       |
|---------------------------|-----|-------|
| <i>Hispanic or Latino</i> | 606 | 57.9% |
| <i>More than one</i>      | 896 | 47.1% |

| <b>Affected Community: <u>Washington County</u></b> |   |   |
|---|---|---|
| <b>Total Affected Community Population: 22,203</b>  |   |   |
| <b>Demographic Group within Affected Community</b>  | <b>Number of People in Minority Group</b> | <b>Percent of Total Affected Community Population</b> |
| <i>White</i>  | 17,944                                    | 23.2%   |
| <i>Black or African American</i>                    | 2,465                                     | 25.8%   |
| <i>American Indian</i>                              | 269                                       | 30.9%   |
| <i>Asian</i>  | 237                                       | 43.0%   |
| <i>Some Other Race</i>                              | 378                                       | 0.0%  |
| <i>Hispanic or Latino</i>                           | 868                                       | 9.4%  |
| <i>2 or more Races</i>                              | 910                                       | 6.9%  |

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages<sup>7</sup> that are spoken in LEP households in the Affected Communities. The data source is Census Bureau.

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.<sup>8</sup> The safe harbor for our community is 1,000.00. Please refer to 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> |
|---|---------------|------------------------|
| <i>Spanish</i>  | 2,693         | +/-692                 |

Frequency of contact with LEP individuals at the airport and airport-related activities:

| <b>Languages Spoken by LEP Persons</b> | <b>A few times a year (12 or less days a year)</b> | <b>Several times a month (13 to 51 days a year)</b> | <b>At least once a week (52 to 364 days a year)</b> | <b>Every day (365 days a year)</b> |
|--|--|---|---|------------------------------------|
| <i>Spanish</i>                         | <i>X</i>   |   |   |                                    |

<sup>7</sup> Recommend using language groups from the U.S. Census, and using data for the “Speak English less than ‘very well’” category for each language over the threshold.

<sup>8</sup> See the DOT LEP Policy Guidance at <https://www.federalregister.gov/d/05-23972/p-133>. The safe harbor provisions apply to the translation of written documents only; however, it provides a consistent starting point for identifying significant LEP populations.



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

| <b>Additional Languages Spoken</b> |
|------------------------------------|
| <i>None</i>                        |

This information is updated annually<sup>9</sup> through checking the following resources:

| <b>Data Sources for Languages Spoken in Affected Community</b> | <b>Website link to Data Source</b>   |
|--|--|
| <i>U.S. Census Bureau</i>                                      | <i><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></i> |

Beneficiary Diversity.

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

| <b>Description of Beneficiary Demographic Information Collection Methods</b>   |
|--|
| <ul style="list-style-type: none"> <li><i>Airport Customer Service Office has comment cards available to survey 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.</i></li> <li><i>Participants at small business workshops, pre-bid meetings, and other public meetings are asked to complete an anonymous survey that includes demographic information.</i></li> </ul> |

Staff and Advisory Board Diversity.

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

| <b>Description of Employee and Advisory Board Demographic Information Collection Methods</b>  |
|---|
| <ul style="list-style-type: none"> <li><i>Employees are asked to submit voluntary confidential demographic information at time of hiring. Job applicants are asked to submit the same information when submitting their job application through the job application website. Board members are asked to voluntarily complete a survey that will include diversity information.</i></li> </ul> |

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

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

| <b>Existing Airport Facilities</b>       | <b>Affected Community Impacted by Operation of the Facility</b> |
|--|---|
| <i>Runway 16-34</i>                      | <i>None</i>   |
| <i>Terminal Facility</i>                 | <i>None</i>   |
| <i>Maintenance Building</i>              | <i>None</i>   |
| <i>Central Terminal Area</i>             | <i>None</i>   |
| <i>Police Building</i>                   | <i>None</i>   |
| <i>Cargo Building</i>                    | <i>None</i>   |
| <i>Rental Car Ready Return Facility</i>  | <i>None</i>   |
| <i>Non-commercial Fueling Facilities</i> | <i>None</i>   |
| <i>Aircraft Hangars</i>                  | <i>None</i>   |
| <i>Sheltair FBO</i>                      | <i>None</i>   |
| <i>Southern Sky FBO</i>                  | <i>None</i>   |
| <i>Air Traffic Control Tower</i>         | <i>None</i>   |

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

| <b>Airport Facility Construction Projects</b> | <b>Affected Community Impacted by Construction of the Facility</b> |
|---|--|
| <i>Terminal Expansion</i>                     | <i>None</i>  |
| <i>Baggage Makeup Expansion</i>               | <i>None</i>  |
| <i>Terminal Apron Expansion</i>               | <i>None</i>  |

We have analyzed the above existing facilities and facility construction projects for disparate impacts on the basis of race, color, or national origin (including LEP) in Affected Communities. The following have disparate impacts:

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<sup>10</sup> In order to carry out an alternative with a discriminatory impact, the airport sponsor must demonstrate that there was a substantial legitimate justification for the decision. The sponsor must also show that alternatives with less discriminatory impacts were meaningfully considered and rejected for legitimate reasons.

| <b>Facilities or Construction Projects with Disparate Impacts</b> | <b>Affected Community Impacted</b> | <b>Impact Can Be Eliminated?</b> |
|---|------------------------------------|----------------------------------|
| <i>None</i>   |                                    |                                  |

**Justifications:**

| <b>Facilities or Construction Projects</b> | <b>Justification</b> |
|--|----------------------|
| <i>None</i>                                |                      |

**8. Limited English Proficiency (LEP)**

Executive Order 13166

In creating a Language Assistance Plan, the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport will consider the volume, proportion, or frequency of contact with LEP persons in determining the appropriate language assistance to provide.

In Community Statistics section, we identified the following languages spoken by LEP persons in Affected Communities:

| <b>Language</b> |
|-----------------|
| <i>Spanish</i>  |

The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport will collect data for languages spoken by airport guests. Data sources will include:

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

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

| <b>Language</b> |
|-----------------|
| <i>None</i>     |

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

leadership and staff of the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport of the responsibility to provide language access. We have made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the airport:

**Translation Services:**

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.
- The following vendors have been identified for written translations: *[list below or write “none” ]*

| <b>Translation Vendors</b> | <b>Languages</b> |
|----------------------------|------------------|
| <i>None</i>                |                  |

- Information regarding translation services can be obtained at:

| <b>Location for Translation Assistance</b> | <b>Languages</b>     |
|--|----------------------|
| <i>www.language.link</i>                   | <i>All languages</i> |

**Interpretation Services:**

- The following vendors have been identified for interpretation services:

| <b>Interpretation Vendors</b> | <b>Languages</b>           |
|-------------------------------|----------------------------|
| <i>None</i>                   | <i>All above languages</i> |

- Information regarding interpretation services can be obtained at:

| <b>Location for Interpretation Assistance</b>                                       | <b>Languages</b>   |
|---|--|
| <i>Airport Police Office (pre-security) Language Assistance page</i>                | <i>All above languages</i>   |
| <i>Airport Customer Information desk &amp; Administrative Office (pre-security)</i> | <i>All above languages, using Language Link or similar service</i> |
| <i>Police Officers (post-security) can provide assistance</i>                       | <i>All above languages, using Language Link or similar service</i> |

| <b>Description of Interpretation Assistance Processes</b>  |
|--|
| <ul style="list-style-type: none"> <li>• <i>Airport Communications 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 to provide interpretation and/or translation services. The list is updated as new</i></li> </ul> |

*employees are hired or current employees leave. 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 Link (or similar service) 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 Link and “parks” the request in the queue for the appropriate language. Language Link 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 Link 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 contacted Bay County Public Transportation System to encourage them to provide transit service access between the airport and these areas.

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

| <b>Minority and/or Disadvantaged Community Areas</b> | <b>Transit Service</b>   | <b>Planned or Existing</b> |
|--|--------------------------|----------------------------|
| <i>None</i>  | <i>Fixed-route buses</i> | <i>Requested</i>           |

### **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>  |
|-------------------------------------|--|
| <i>Concessions Contracts</i>        | <i>Advertised through all local chambers of commerce, advertised on the FAA’s matchmaker system, outreach to local minority business organization, advertised on Airport’s website and county combined municipalities’ website</i> |

|  |                              |
|--|------------------------------|
| <i>Parking Lot Operations Contract</i> | <i>same efforts as above</i> |
|--|------------------------------|

Selections are in compliance with Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept in the office of the Purchasing and Contracts Manager.

## **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 on a biennial basis.

## **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>11</sup>
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements<sup>12</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, the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches 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

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

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

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>13</sup>
3. Allege misconduct by the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport including airport employees, contractors, concessionaires, lessees, or tenants.

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 Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport.<sup>14</sup>

Receipt of Complaint. The Coordinator will log in the complaint and promptly send copies of the complaint to the Airport Director

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

**Darlene Gordon, Director of Finance & Administration**  
**Northwest Florida Beaches International Airport**  
**6300 West Bay Parkway, Box A**  
**Panama City, FL 32409**

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

<sup>14</sup> Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If an Airport sponsor employment activity is supported by FAA-provided financial assistance or it is alleged that the employment discrimination affects the broader airport program, complaints about that activity must also be reported to FAA.

**850-636-8950**

**dgordon@pcairport.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 3 days of days or hours.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Coordinator was notified). The Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof to the FAA Civil Rights staff. (Note: complaints based on disability do not have to be forwarded to FAA.) To transmit complaint information to the FAA, the Coordinator will upload to the FAA Civil Rights Connect System, which issues automated notifications to FAA staff. 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 The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport, 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 the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International 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 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 Airport'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.

Avoiding Future Discrimination. In addition to taking action with respect to any specific instances of discrimination, the Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. The Panama City Bay-County Airport and Industrial District Board/Northwest Florida Beaches International Airport 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  
Darlene Gordon, Director of Finance & Administration  
Northwest Florida Beaches International Airport  
6300 West Bay Parkway, Box A  
Panama City, FL 32409  
850-636-8950  
dgordon@pcairport.com

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

|   |  |
|---|--|
| <b>Website, In-person, and Other Distribution Methods</b> |  |
|---|--|

|                        |                            |
|------------------------|----------------------------|
| <b>Airport website</b> | <i>www.iflybeaches.com</i> |
|------------------------|----------------------------|

## 14. Population / Language Data

|  | Total      |                 | Below poverty level |                 | Percent below poverty |                 |
|--|------------|-----------------|---------------------|-----------------|-----------------------|-----------------|
|  | Estimate   | Margin of Error | Estimate            | Margin of Error | Estimate              | Margin of Error |
| <b>Florida</b>                                   |            |                 |                     |                 |                       |                 |
| Population for whom poverty status is determined | 21,764,366 | ±8,507          | 2,762,679           | ±47,630         | 12.7%                 | ±0.2            |

|  | Total    |                 | Below poverty level |                 | Percent below poverty |                 |
|--|----------|-----------------|---------------------|-----------------|-----------------------|-----------------|
|  | Estimate | Margin of Error | Estimate            | Margin of Error | Estimate              | Margin of Error |
| <b>Bay County, Florida</b>                       |          |                 |                     |                 |                       |                 |
| Population for whom poverty status is determined | 181,870  | ±658            | 19,711              | ±3,980          | 10.8%                 | ±2.2            |

|  | Total    |                 | Below poverty level |                 | Percent below poverty |                 |
|--|----------|-----------------|---------------------|-----------------|-----------------------|-----------------|
|  | Estimate | Margin of Error | Estimate            | Margin of Error | Estimate              | Margin of Error |
| <b>Calhoun County, Florida</b>                   |          |                 |                     |                 |                       |                 |
| Population for whom poverty status is determined | 11,928   | ±51             | 2,374               | ±477            | 19.9%                 | ±4.0            |

|  | Total    |                 | Below poverty level |                 | Percent below poverty |                 |
|--|----------|-----------------|---------------------|-----------------|-----------------------|-----------------|
|  | Estimate | Margin of Error | Estimate            | Margin of Error | Estimate              | Margin of Error |
| <b>Gulf County, Florida</b>                      |          |                 |                     |                 |                       |                 |
| Population for whom poverty status is determined | 12,349   | ±145            | 1,522               | ±347            | 12.3%                 | ±2.8            |

|  | Total    |                 | Below poverty level |                 | Percent below poverty |                 |
|--|----------|-----------------|---------------------|-----------------|-----------------------|-----------------|
|  | Estimate | Margin of Error | Estimate            | Margin of Error | Estimate              | Margin of Error |
| <b>Washington County, Florida</b>                |          |                 |                     |                 |                       |                 |
| Population for whom poverty status is determined | 22,203   | ±103            | 5,046               | ±898            | 22.7%                 | ±4.0            |

| <b>Bay County, Florida</b>          | <b>Estimate</b> | <b>Margin of Error</b> |
|-------------------------------------|-----------------|------------------------|
| Total:                              | 164,531         | ±71                    |
| Speak only English                  | 154,636         | ±797                   |
| Spanish or Spanish Creole:          | 4,792           | ±601                   |
| Speak English "very well"           | 2,841           | ±457                   |
| Speak English less than "very well" | 1,951           | ±415                   |
| French (incl. Patois, Cajun):       | 350             | ±190                   |
| Speak English "very well"           | 194             | ±105                   |
| Speak English less than "very well" | 156             | ±164                   |
| French Creole:                      | 98              | ±91                    |
| Speak English "very well"           | 30              | ±36                    |
| Speak English less than "very well" | 68              | ±75                    |
| Italian:                            | 66              | ±60                    |
| Speak English "very well"           | 60              | ±58                    |
| Speak English less than "very well" | 6               | ±11                    |
| Portuguese or Portuguese Creole:    | 203             | ±207                   |
| Speak English "very well"           | 78              | ±73                    |
| Speak English less than "very well" | 125             | ±195                   |
| German:                             | 400             | ±146                   |
| Speak English "very well"           | 327             | ±139                   |
| Speak English less than "very well" | 73              | ±55                    |

| <b>Calhoun County, Florida</b>      | <b>Estimate</b> | <b>Margin of Error</b> |
|-------------------------------------|-----------------|------------------------|
| Total:                              | 13,880          | ±43                    |
| Speak only English                  | 12,877          | ±181                   |
| Spanish or Spanish Creole:          | 797             | ±154                   |
| Speak English "very well"           | 491             | ±129                   |
| Speak English less than "very well" | 306             | ±108                   |
| French (incl. Patois, Cajun):       | 36              | ±28                    |
| Speak English "very well"           | 26              | ±23                    |
| Speak English less than "very well" | 10              | ±14                    |
| French Creole:                      | 17              | ±27                    |
| Speak English "very well"           | 11              | ±20                    |
| Speak English less than "very well" | 6               | ±11                    |
| Italian:                            | 0               | ±21                    |
| Speak English "very well"           | 0               | ±21                    |
| Speak English less than "very well" | 0               | ±21                    |
| Portuguese or Portuguese Creole:    | 0               | ±21                    |
| Speak English "very well"           | 0               | ±21                    |
| Speak English less than "very well" | 0               | ±21                    |
| German:                             | 5               | ±10                    |
| Speak English "very well"           | 5               | ±10                    |
| Speak English less than "very well" | 0               | ±21                    |

| <b>Gulf County, Florida</b>         | <b>Estimate</b> | <b>Margin of Error</b> |
|-------------------------------------|-----------------|------------------------|
| Total:                              | 15,129          | ±71                    |
| Speak only English                  | 14,452          | ±158                   |
| Spanish or Spanish Creole:          | 416             | ±111                   |
| Speak English "very well"           | 277             | ±87                    |
| Speak English less than "very well" | 139             | ±55                    |
| French (incl. Patois, Cajun):       | 30              | ±22                    |
| Speak English "very well"           | 13              | ±17                    |
| Speak English less than "very well" | 17              | ±14                    |
| French Creole:                      | 31              | ±24                    |
| Speak English "very well"           | 31              | ±24                    |
| Speak English less than "very well" | 0               | ±21                    |
| Italian:                            | 17              | ±24                    |
| Speak English "very well"           | 10              | ±14                    |
| Speak English less than "very well" | 7               | ±11                    |
| Portuguese or Portuguese Creole:    | 0               | ±21                    |
| Speak English "very well"           | 0               | ±21                    |
| Speak English less than "very well" | 0               | ±21                    |
| German:                             | 70              | ±55                    |
| Speak English "very well"           | 62              | ±54                    |
| Speak English less than "very well" | 8               | ±14                    |

| <b>Washington County, Florida</b>   | <b>Estimate</b> | <b>Margin of Error</b> |
|-------------------------------------|-----------------|------------------------|
| Total:                              | 23,384          | ±69                    |
| Speak only English                  | 22,412          | ±194                   |
| Spanish or Spanish Creole:          | 595             | ±159                   |
| Speak English "very well"           | 298             | ±98                    |
| Speak English less than "very well" | 297             | ±114                   |
| French (incl. Patois, Cajun):       | 87              | ±60                    |
| Speak English "very well"           | 40              | ±29                    |
| Speak English less than "very well" | 47              | ±59                    |
| French Creole:                      | 44              | ±42                    |
| Speak English "very well"           | 42              | ±41                    |
| Speak English less than "very well" | 2               | ±4                     |
| Italian:                            | 3               | ±7                     |
| Speak English "very well"           | 2               | ±6                     |
| Speak English less than "very well" | 1               | ±4                     |
| Portuguese or Portuguese Creole:    | 0               | ±25                    |
| Speak English "very well"           | 0               | ±25                    |
| Speak English less than "very well" | 0               | ±25                    |
| German:                             | 29              | ±25                    |
| Speak English "very well"           | 27              | ±26                    |
| Speak English less than "very well" | 2               | ±4                     |

## 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:** Darlene D. Gordon  
**Phone:** 850-636-8950  
**Address:** Northwest Florida Beaches International Airport  
6300 West Bay Parkway, Box A  
Panama City, FL 32409

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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:** Darlene D. Gordon  
**Teléfono:** 850-636-8950  
**Dirección:** Northwest Florida Beaches International Airport  
6300 West Bay Parkway, Box A  
Panama City, FL 32409



U.S. Department of Transportation  
Federal Aviation Administration

HQ-10/088