

Airport Sponsor Title VI Plan


1. Title VI Policy Statement¹

Greater Orlando Aviation Authority (the "Authority") 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 Authority 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 Authority 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 Authority will take action to involve them and the general public in the decision making process.

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

Yovannie Rodriguez, Esq. AAE available at 407-825-7105 and yovannie.rodriguez@goaa.org, 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

Kevin J. Thibault
Chief Executive Officer

10/12/23
Effective Date

March 31, 2026
3-Year Expiration Date

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

2. Administration

The Authority has reviewed and adopted this Title VI Plan for the Authority. 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 Chief Executive Officer's or Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the Aviation Authority 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>Assistant Vice President of State and Federal Compliance</i>	<i>Executive Administration</i>
<i>Vice President of Customer Experience</i>	<i>Customer Experience</i>
<i>Manager of Outreach</i>	<i>Small Business Development</i>

The Authority has the following airport program sub-recipients:

Sub-Recipients
<i>None</i>

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

Federal Source	Grant Number	Amount
<i>FAA</i>	<i>Unknown</i>	<i>\$3,189,150</i>
<i>FAA</i>	<i>Unknown</i>	<i>\$120,292</i>
<i>FAA</i>	<i>Unknown</i>	<i>\$19,875,000</i>
<i>FAA</i>	<i>Unknown</i>	<i>\$8,642,145</i>
<i>FAA</i>	<i>Unknown</i>	<i>\$48,000,000</i>
<i>FAA</i>	<i>Unknown</i>	<i>\$91,727,208</i>

Updated information for pending and awarded grant applications will be available through the following methods: NONE.

Federal Source	Grant Award Information Available at:

3. Grant and Procurement Assurances

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

The Authority 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. The Authority requires, Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements. The Assistant Vice President Compliance, who is responsible for the Title VI program will work with the purchasing department to develop a compliance process for subcontract template language.

Description of Oversight Methods for Subcontracts

Subcontract template must be used in all subcontracts related to the airport program. Subcontracts are audited by the Vice President of Compliance 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 the Authority 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 requested and received access to the Title VI portion of the FAA Civil Rights Connect System (<https://faa.civilrightsconnect.com/>).

5. Notice

49 CFR Part 21 Appendix C(b)(2)(ii)

The Authority 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.

The Authority has posted the above Title VI policy statement at its staff offices.

The Authority has distributed this Title VI Plan among its employees and airport contractors,

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

concessionaires, lessees, and tenants. This plan will be distributed on March 31, 2023 by email and link to Authority website.

Posters are displayed in each 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 A	3 Information Desk Food Court Baggage Claim	2 Each Airside Information Desk	n/a
Terminal B	3 Information Desk Food Court Baggage Claim	2 Each Airside Information Desk	n/a
Terminal C	2 Level 2 Departures Level 6 Arrivals- Baggage Claim	1 Information Desk	n/a
Train Station	1 Information Desk	n/a	n/a
Administration Building	2 Break Rooms	n/a	n/a
Maintenance Shop	1 Community Room	n/a	n/a
ARFF Stations	3 1 in each ARFF Break Room	n/a	n/a
FBOs	3 1 in each lobby	n/a	n/a
Travel Plaza	1 Front Door	n/a	n/a
Hyatt Hotel	1 Lobby	n/a	n/a

Outreach to Affected Communities

Assistant Vice President of State and Federal Compliance ensures that notices for public meetings reach all segments of the impacted community. The Title VI coordinator will identify the effective media platforms to share announcement and notices. Announcements are made in social media, general circulation newspapers, email broadcast, and the Authority's website. The Assistant Vice President of State and Federal Compliance contacts leaders and representatives in Affected

Communities directly to confirm effective media platforms to reach all Affected Communities³ 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 Authority will create a detailed CPP by June 31, 2023. A copy of the plan will be available at www.orlandoairports.net.

To ensure that the community is effectively informed of and able to participate in public hearings, the Assistant Vice President of State and Federal Compliance 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 direction for obtaining an interpreter, free of charge, for public hearings. 28 CFR § 42.405(d). See Limited English Proficiency (LEP) Section.

6. Community Statistics

Title VI regulations require Federal grant recipients to know their community demographics. See 49 CFR § 21.9(b). By knowing this information, the Authority will be able to identify, understand, and engage with communities. In doing so, the Authority needs to know about communities eligible to be served, actually or potentially affected, benefited or burdened by the Authority's airport program.

Affected Communities⁴	Population
<i>Azalea Park</i>	<i>14,141</i>
<i>Belle Isle</i>	<i>7,042</i>
<i>Buenaventura Lakes</i>	<i>30,251</i>
<i>Conway</i>	<i>13,396</i>
<i>Edgewood</i>	<i>2,645</i>
<i>Fairview Shores</i>	<i>10,722</i>
<i>Holden Heights</i>	<i>3,150</i>
<i>Meadow Woods</i>	<i>43,790</i>
<i>Orlando</i>	<i>321,904</i>
<i>Pine Castle</i>	<i>11,122</i>
<i>Sky Lake</i>	<i>7,226</i>
<i>Southchase</i>	<i>16,276</i>

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

⁴ "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.

(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 Communities⁵

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 Authority is collecting information about affected and potentially affected low-income communities. According **S1701: Poverty Status in the Past 12 Months**, the overall poverty level for the Orlando-Kissimmee-Sanford; Florida Metropolitan Area is approximately 11.7%. The poverty rate remains similar compared with the rest of the country. The poverty rates for the specific Affected Communities are as follows:

Affected Communities	Poverty Rate
<i>Azalea Park</i>	16.6%
<i>Belle Isle</i>	10.4%
<i>Buenaventura Lakes</i>	11.9%
<i>Conway</i>	6.4%
<i>Edgewood</i>	6.5%
<i>Fairview Shores</i>	14.1%
<i>Holden Heights</i>	10.8%
<i>Lake Nona</i>	Unknown
<i>Meadow Woods</i>	9.0%
<i>Orlando</i>	16.2%
<i>Pine Castle</i>	26.6%
<i>Sky Lake</i>	14.6%
<i>Southchase</i>	14.3%
<i>Taft</i>	Unknown

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 follows⁶:

Affected Community: Azalea Park
Total Affected Community Population: 14,141

⁵ 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.

⁶ Recommend using demographic groups from the U.S. Census.

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	8,089	57.2%
<i>Black or African American</i>	1,391	9.8%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	636	4.4%
<i>Native Hawaiian or Other Pacific Islander</i>	102	0.7%%
<i>Hispanic or Latino</i>	10,699	75.7%
<i>More than one</i>	2,804	19.8%
<i>Other</i>	2,494	17.6%

See **S1701: Poverty Status in the Past 12 Months**

Affected Community: **Belle Isle**
Total Affected Community Population: **7,042**

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	5,427	77.1%
<i>Black or African American</i>	223	3.2%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	287	4.1%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	1,000	14.2%
<i>More than one</i>	529	7.5%
<i>Other</i>	430	6.1%

Affected Community: **Buenaventura Lakes**
Total Affected Community Population: **30,251**

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	17,887	59.1%
<i>Black or African American</i>	4,569	15.1%
<i>American Indian or Alaska Native</i>	27	0.1%
<i>Asian</i>	1,023	3.4%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	26,572	87.8%
<i>More than one</i>	6,294	20.8%
<i>Other</i>	6,117	20.2%

Affected Community: **Conway**
Total Affected Community Population: **13,596**

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community
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		Population
<i>White</i>	10,813	79.5%
<i>Black or African American</i>	482	3.5%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	543	3.9%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	2,508	18.4%
<i>More than one</i>	1,306	9.6%
<i>Other</i>	479	3.5%

Affected Community: Edgewood

Total Affected Community Population: 2,645

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	2,096	79.2%
<i>Black or African American</i>	237	9%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	185	7%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	334	12.6%
<i>More than one</i>	133	5%
<i>Other</i>	22	0.8%

Affected Community: Fairview Shores

Total Affected Community Population: 10,722

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	6,418	59.9%
<i>Black or African American</i>	3,150	29.4%
<i>American Indian or Alaska Native</i>	19	0.2%
<i>Asian</i>	364	3.4%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	2,570	24%
<i>More than one</i>	915	8.5%
<i>Other</i>	788	7.3%

Affected Community: Holden Heights

Total Affected Community Population: 3,150

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	2,155	68.4%
<i>Black or African American</i>	678	21.5%
<i>American Indian or Alaska Native</i>	0	0%

<i>Asian</i>	7	0.2%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	719	22.8%
<i>More than one</i>	166	5.3%
<i>Other</i>	144	4.6%

Affected Community: Meadow Woods
Total Affected Community Population: **43,790**

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	19,317	44.1%
<i>Black or African American</i>	6,090	13.9%
<i>American Indian or Alaska Native</i>	0	0%
<i>Asian</i>	1,568	3.6%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	25,248	57.7%
<i>More than one</i>	9,818	22.4%
<i>Other</i>	3,111	7.1%

Affected Community: Orlando
Total Affected Community Population: **321,904**

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	160,423	49.8%
<i>Black or African American</i>	70,496	21.9%
<i>American Indian or Alaska Native</i>	406	0.1%
<i>Asian</i>	12,181	3.8%
<i>Native Hawaiian or Other Pacific Islander</i>	46	0.01%
<i>Hispanic or Latino</i>	103,107	33.3%
<i>More than one</i>	37,454	11.6%
<i>Other</i>	19,661	6.1%

Affected Community: Pine Castle
Total Affected Community Population: 11,122

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	5,226	47%
<i>Black or African American</i>	1,867	16.8%
<i>American Indian or Alaska Native</i>	114	1%
<i>Asian</i>	369	3.3%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	6,738	60.5%
<i>More than one</i>	1,882	16.9%
<i>Other</i>	1,698	15.3%

Affected Community: Sky Lake
Total Affected Community Population: 7,226

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	4,507	62.4%
<i>Black or African American</i>	1,054	14.6%
<i>American Indian or Alaska Native</i>	15	0.2%
<i>Asian</i>	232	3.2%
<i>Native Hawaiian or Other Pacific Islander</i>	0	0%
<i>Hispanic or Latino</i>	4,611	63.8%
<i>More than one</i>	518	7.2%
<i>Other</i>	992	13.7%

Affected Community: Southchase
Total Affected Community Population: 16,276

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
<i>White</i>	8,013	49.2%
<i>Black or African American</i>	2,086	12.7%
<i>American Indian or Alaska Native</i>	79	0.5%
<i>Asian</i>	1,970	12.1%
<i>Native Hawaiian or Other Pacific Islander</i>	237	1.5%
<i>Hispanic or Latino</i>	7,867	48.3%
<i>More than one</i>	2,063	12.7%
<i>Other</i>	1,114	6.8%

Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that the Authority communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages⁷ that are spoken in LEP households in the Affected Communities. The data source is American Community Survey.

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.⁸ 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.

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold	Number	Margin of Error
<i>Spanish</i>	242,630	+/-13,033
<i>Portuguese</i>	15,970	+/-4,005
<i>Russian</i>	1,909	+/-1,016
<i>Gujarati</i>	1,873	+/-1,128
<i>Bengali</i>	1,071	+/-757
<i>Other Indo-European Languages</i>	1,135	+/-1,001
<i>French</i>	2,274	+/-1118
<i>Haitian</i>	17,836	+/- 4,060
<i>Chinese (including Mandarin, Cantonese)</i>	4,443	+/-1,517
<i>Korean</i>	1,667	+/-1,083
<i>Vietnamese</i>	11,968	+/-3,662
<i>Thi, Lao, or other Tai-Kadai Languages</i>	1,401	+/-906
<i>Tagalog (including Filipino)</i>	2,066	+/-1,077
<i>Illocano, Samoan, Hawaiian, or other Austronesian languages</i>	1,667	+/-1,787
<i>Arabic</i>	5,734	+/-1,624
<i>Other and unspecified languages</i>	1,185	+/-599

See [Table B16001: Language Spoken at Home by Ability to Speak English](#)

⁷ 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.

⁸ 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.

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)	No Record Use
<i>Spanish</i>				X	
<i>Portuguese</i>				X	
<i>Russian</i>					X
<i>Gujarati</i>					X
<i>Bengali</i>					X
<i>Other Indo-European Languages</i>		X			
<i>French</i>			X		
<i>Haitian</i>			X		
<i>Chinese (including Mandarin, Cantonese)</i>			X		
<i>Korean</i>		X			
<i>Vietnamese</i>		X			
<i>Thi, Lao, or other Tai-Kadai Languages</i>					X
<i>Tagalog (including Filipino)</i>					X
<i>Illocano, Samoan, Hawaiian, or other Austronesian languages</i>					X
<i>Arabic</i>			X		
<i>Other and unspecified languages</i>		X			

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

Additional Languages Spoken

<i>Italian</i>
<i>German</i>
<i>Japanese</i>

This information is updated annually⁹ through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
<i>U.S. Census Bureau</i>	https://data.census.gov/cedsci/table?q=B16001&tid=ACSDT1Y2019.B16001

⁹ 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.

<i>Local public school data</i>	<i>https://bebr.livewire-web-applications.com/wp-content/uploads/2022/12/estimates_2022.pdf</i>
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Beneficiary Diversity.

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

Description of Beneficiary Demographic Information Collection Methods

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

Staff and Advisory Board Diversity.

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

Description of Employee and Advisory Board Demographic Information Collection Methods

- *Employees are asked to submit voluntary confidential demographic information at time of hiring.*

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 Authority 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.¹⁰

The following airport facilities are already in use or under construction and expected to be in use

¹⁰ 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.

within the next 3 years:

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
<i>Terminal A & B</i>	<i>None</i>
<i>Terminal C</i>	<i>None</i>
<i>First Runway</i>	<i>None</i>
<i>Second Runway</i>	<i>None</i>
<i>Third Runway</i>	<i>None</i>
<i>Fourth Runway</i>	<i>None</i>
<i>Tradeport</i>	<i>None</i>
<i>East Airfield</i>	<i>None</i>
<i>Administrative Buildings/ Cargo Rd.</i>	<i>None</i>

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

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
<i>4 additional gates of South Terminal C</i>	<i>None</i>
<i>Pedestrian Bridge</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: **NONE**.

Facilities or Construction Projects with Disparate Impacts	Affected Community Impacted	Impact Can Be Eliminated?

Justifications: N/A.

Facilities or Construction Projects	Justification
<i>Add project name.</i>	<i>Add justification.</i>

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, the Authority 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
<i>Spanish</i>
<i>Portuguese</i>
<i>Russian</i>
<i>Gujarati</i>
<i>Bengali</i>
<i>Other Indo-European Languages</i>
<i>French</i>
<i>Haitian</i>
<i>Chinese (including Mandarin, Cantonese)</i>
<i>Korean</i>
<i>Vietnamese</i>
<i>Thi, Lao, or other Tai-Kadai Languages</i>
<i>Tagalog (including Filipino)</i>
<i>Illocano, Samoan, Hawaiian, or other Austronesian languages</i>
<i>Arabic</i>
<i>German</i>
<i>Italian</i>
<i>Japanese</i>

The Authority also collects data for languages spoken by airport guests.¹¹ Data sources include:

Data Sources for Languages Spoken by Airport Guests	Website link to Data Source
<i>Airport language line usage data</i>	<i>www.language-line.com</i>
<i>Airline-provided data</i>	<i>N/A</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: **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 Authority 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:

¹¹ 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.

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
<i>ClariVita Interpreting</i>	<i>Florida's Top 15 languages per ACA Section 1557.</i>
<i>International Planning, Inc.</i>	<i>All above languages</i>

- Information regarding translation services can be obtained at: Information booths.

Location for Translation Assistance	Languages
<i>GOAA Information Aides</i>	<i>Spanish, Arabic, Chinese-Mandarin, Italian, Moldavian, Portuguese, Romanian, Russian, Ukrainian</i>
<i>TopTalent Staffing</i>	<i>Arabaic, Chinese, Creole, French, German, Hindi, Persian, Italian, Japanese, Korean, Patwa, Polish, Portuguese, Russian, Spanish, Ukrainian, Vietnamese</i>
<i>Volunteer multi-lingual staff pool</i>	<i>Spanish, Portuguese</i>

Interpretation Services:

- The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
<i>Language Line, Inc.</i>	<i>All above languages (240 total)</i>
<i>GOAA Information Aides</i>	<i>Spanish, Arabic, Chinese-Mandarin, Italian, Moldavian, Portuguese, Romanian, Russian, Ukrainian</i>
<i>TopTalent Staffing</i>	<i>Arabaic, Chinese, Creole, French, German, Hindi, Persian, Italian, Japanese, Korean, Patwa, Polish, Portuguese, Russian, Spanish, Ukrainian, Vietnamese</i>

- Information regarding interpretation services can be obtained at: For GOAA Information Aides, at select information booths, paging and answering phones; TopTalent ambassadors are located in all terminals roaming, placed in position, and at information booths; and Language Line is available by telephone at select information booths.

Location for Interpretation Assistance	Languages
<i>Roaming Language Ambassadors</i>	<i>Arabaic, Chinese, Creole, French,</i>

	<i>German, Hindi, Persian, Italian, Japanese, Korean, Patwa, Polish, Portuguese, Russian, Spanish, Ukrainian, Vietnamese</i>
<i>Airport information desks</i>	<i>All above languages, using Language Line, Inc.</i>

Description of Interpretation Assistance Processes

- *Customer Service Ambassador contractor, TopTalent Staffing, maintains a list of multilingual employees, the languages they speak, and their associated telephone numbers. Upon employment, each bilingual employee is tested to certify they are proficient to provide interpretation and/or translation services. Generally, these employees are available to assist members of the public with verbal real-time interpretation, during normal operational hours.*
- *The airport contracts with the Language Line, Inc. to provide on-demand telephone interpretation services to airport guests. When a request for an interpreter is received, the following process is used: Airport information desk staff use I-Speak cards to identify the language spoken by the airport guest. Staff contacts Language Line, Inc. and “parks” the request in the queue for the appropriate language. Language Line, Inc. operators will coordinate connect the requesting party to an interpreter for the duration of the call. The completed call is then logged in the Language Line Service binder. This log is kept for one year.*

9. Transportation

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

In the Community Statistics section of this plan, we identified Affected Communities and provided demographic and related data for the community populations. The minority and disadvantaged community areas located within the Affected Communities are identified below. Other minority and disadvantaged community areas that are near the airport but not within Affected Communities are also identified below.

We have coordinated with the City of Orlando 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.

Minority and/or Disadvantaged Community Areas	Transit Service	Planned or Existing
Azalea Park	Fixed-route buses	Existing

Buenaventura Lakes	Train and Fixed-route buses	Existing
Fairview Shores	Train and Fixed-route buses	Existing
Orlando	Train and Fixed-route buses	Existing
Pine Castle	Train and Fixed-route buses	Existing
Sky Lake	Train and Fixed-route buses	Existing
Southchase	Train and Fixed-route buses	Existing

10. Minority Businesses

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

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

Airport Business Opportunity	Minority Business Outreach Methods
<i>All opportunities</i>	<i>Advertised through all local chambers of commerce, minority and woman owned business outreach email list; Followed procedures for State Minority and Woman Owned Business Enterprise Program; Bids required to include disadvantaged business mentor component for sub-contractors</i>
<i>How to Do Business with GOAA Annual Event</i>	<i>Annually, GOAA advertises via newspaper and radio inviting minority, woman-owned, and small businesses to an event which teaches such businesses how to obtain opportunities with the Airport.</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 with Small Business Development office.

11. Training

New employee orientation incorporates Title VI training. Topics include:

- Title VI and related laws prohibit discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age
- Title VI complaints must be forwarded to the Coordinator
- Protections against retaliation for filing civil rights complaints or related actions
- Title VI notices must be displayed throughout the airport public facilities
- All contracts must include Title VI clauses
- Language interpretation and translation services
- Cultural and community relations sensitivity training
- Anti-harassment training

Refresher information will be provided annually.

12. Compliance Reviews, Audits, Complaints, Lawsuits, and Other Investigations

FAA Notification. The Coordinator will notify FAA of any pending investigations and reviews, including:

- Compliance reviews or audits concerning civil rights requirements¹²
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements¹³

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 Authority 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 matters¹⁴
3. Allege misconduct by the Authority, including airport employees, contractors, concessionaires, lessees, or tenants.

¹² 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.

¹³ 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.

¹⁴ 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.

4. Concern an airport facility or actions by the Authority 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 Authority. 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 Chief Administrative Officer, the office named in the complaint, and the Chief Executive Officer.

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

**Yovannie Rodriguez, Esq. AAE
One Jeff Fuqua Boulevard
Orlando, Florida 32827
407-825-7105
yovannie.rodriguez@goaa.org**

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

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

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within 10 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 review the complaint upon receipt to determine whether the claim of discrimination amounts to a Title VI violation and, if so, will upload the complaint into the FAA Civil Rights Connect System within 15 days of the date of receipt of the complaint. If the

legitimacy of the violation is unclear the Coordinator will upload the complaint to the FAA Civil Rights Connect System out of caution. 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 Authority, 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 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 the Authority's conclusion regarding whether unlawful discrimination occurred, and will describe the complainant's appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via the FAA Civil Rights Connect System.

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

- The complainant may appeal in writing to the Authority's Chief Executive Officer.

- 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 Chief Executive Officer 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 Authority will identify and implement measures to reduce the chances of similar discrimination in the future.

Intimidation and Retaliation Prohibited. Authority 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 Yovannie Rodriguez, Esq. AAE, Chief Administrative Officer.

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 <https://orlandoairports.net/site/uploads/Discrimination-Complaint-Policy.pdf>*

2 *The Chief Administrative Officer will distribute the plan in an all-employee email.*

14. Population / Language Data

B16001	Orlando-Kissimmee-Sanford, FL Metro Area	
Label	Estimate	Margin of Error
Total:	2,547,543	±1,230
Speak only English	1,676,450	±19,151
Spanish:	645,654	±13,086
Speak English "very well"	403,024	±15,077
Speak English less than "very well"	242,630	±13,033
French (incl. Cajun):	11,439	±3,564
Speak English "very well"	9,165	±3,250
Speak English less than "very well"	2,274	±1,118
Haitian:	43,288	±7,662
Speak English "very well"	25,452	±5,049
Speak English less than "very well"	17,836	±4,060
Italian:	1,446	±685
Speak English "very well"	1,058	±514
Speak English less than "very well"	388	±408
Portuguese:	38,394	±7,655
Speak English "very well"	22,424	±5,152
Speak English less than "very well"	15,970	±4,005
German:	6,007	±1,798
Speak English "very well"	5,262	±1,621
Speak English less than "very well"	745	±578
Yiddish, Pennsylvania Dutch or other West Germanic languages:	3,796	±4,269
Speak English "very well"	3,605	±4,199
Speak English less than "very well"	191	±240
Greek:	449	±322
Speak English "very well"	280	±216
Speak English less than "very well"	169	±238

Russian:	6,295	±2,750
Speak English "very well"	4,386	±2,049
Speak English less than "very well"	1,909	±1,016
Polish:	1,634	±1,240
Speak English "very well"	1,435	±1,187
Speak English less than "very well"	199	±231
Serbo-Croatian:	2,818	±1,994
Speak English "very well"	2,381	±1,785
Speak English less than "very well"	437	±434
Ukrainian or other Slavic languages:	1,275	±925
Speak English "very well"	1,063	±785
Speak English less than "very well"	212	±272
Armenian:	197	±336
Speak English "very well"	0	±242
Speak English less than "very well"	197	±336
Persian (incl. Farsi, Dari):	1,256	±1,041
Speak English "very well"	1,067	±995
Speak English less than "very well"	189	±236
Gujarati:	9,228	±3,774
Speak English "very well"	7,355	±3,011
Speak English less than "very well"	1,873	±1,128
Hindi:	4,207	±2,160
Speak English "very well"	3,483	±2,039
Speak English less than "very well"	724	±590
Urdu:	4,790	±2,593
Speak English "very well"	3,907	±2,399
Speak English less than "very well"	883	±704
Punjabi:	188	±180
Speak English "very well"	188	±180
Speak English less than "very well"	0	±242
Bengali:	1,939	±1,098
Speak English "very well"	868	±530

Speak English less than "very well"	1,071	±757
Nepali, Marathi, or other Indic languages:	1,657	±899
Speak English "very well"	1,370	±770
Speak English less than "very well"	287	±353
Other Indo-European languages:	4,409	±2,352
Speak English "very well"	3,274	±1,633
Speak English less than "very well"	1,135	±1,001
Telugu:	1,923	±1,475
Speak English "very well"	1,619	±1,233
Speak English less than "very well"	304	±448
Tamil:	633	±621
Speak English "very well"	298	±323
Speak English less than "very well"	335	±308
		±
		1
		,
		0
Malayalam, Kannada, or other Dravidian languages:	2,209	8
Speak English "very well"	2,093	7
		±1,072
Speak English less than "very well"	116	±153
Chinese (incl. Mandarin, Cantonese):	9,542	±2,241
Speak English "very well"	5,099	±1,341
Speak English less than "very well"	4,443	±1,517
Japanese:	1,467	±820
Speak English "very well"	1,080	±699
Speak English less than "very well"	387	±416
Korean:	2,487	±1,441
Speak English "very well"	820	±635
Speak English less than "very well"	1,667	±1,083
Hmong:	0	±242

Speak English "very well"	0	±242
Speak English less than "very well"	0	±242
Vietnamese:	22,151	±5,903
Speak English "very well"	10,183	±3,143
Speak English less than "very well"	11,968	±3,662
Khmer:	475	±455
Speak English "very well"	159	±218
Speak English less than "very well"	316	±386
Thai, Lao, or other Tai-Kadai languages:	1,401	±1,078
Speak English "very well"	387	±330
Speak English less than "very well"	1,014	±906
Other languages of Asia:	2,247	±1,464
Speak English "very well"	1,636	±1,385
Speak English less than "very well"	611	±531
Tagalog (incl. Filipino):	10,024	±2,894
Speak English "very well"	7,958	±2,595
Speak English less than "very well"	2,066	±1,077
Ilocano, Samoan, Hawaiian, or other Austronesian languages:	2,260	±1,879
Speak English "very well"	593	±392
Speak English less than "very well"	1,667	±1,787
Arabic:	15,162	±4,038
Speak English "very well"	9,428	±3,134
Speak English less than "very well"	5,734	±1,624
Hebrew:	1,028	±689
Speak English "very well"	949	±647
Speak English less than "very well"	79	±132
Amharic, Somali, or other Afro-Asiatic languages:	615	±596
Speak English "very well"	184	±321
Speak English less than "very well"	431	±506

Yoruba, Twi, Igbo, or other languages of Western Africa:	1,451	±1,160
Speak English "very well"	1,354	±1,202
Speak English less than "very well"	97	±173
Swahili or other languages of Central, Eastern, and Southern Africa:	1,466	±1,068
Speak English "very well"	1,466	±1,068
Speak English less than "very well"	0	±242
Navajo:	0	±242
Speak English "very well"	0	±242
Speak English less than "very well"	0	±242
Other Native languages of North America:	194	±239
Speak English "very well"	96	±180
Speak English less than "very well"	98	±159
Other and unspecified languages:	3,992	±1,594
Speak English "very well"	2,807	±1,429
Speak English less than "very well"	1,185	±599

S1701	Orlando-Kissimmee-Sanford, FL Metro Area					
	Total		Below poverty level		Percent below poverty level	
Label	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Population for whom poverty status is determined	2,649,560	±6,314	341,946	±22,965	12.9%	±0.9
AGE						
Under 18 years	573,471	±2,263	101,134	±11,094	17.6%	±1.9
Under 5 years	143,567	±1,452	29,745	±4,500	20.7%	±3.2
5 to 17 years	429,904	±2,468	71,389	±9,009	16.6%	±2.1
Related children of householder under						
18 years	572,002	±2,564	99,890	±11,192	17.5%	±2.0
18 to 64 years	1,663,118	±6,117	200,683	±14,872	12.1%	±0.9
18 to 34 years	611,873	±6,051	91,376	±9,311	14.9%	±1.5
35 to 64 years	1,051,245	±3,144	109,307	±10,186	10.4%	±1.0
60 years and over	575,418	±8,050	61,582	±7,028	10.7%	±1.2
65 years and over	412,971	±1,474	40,129	±5,044	9.7%	±1.2
SEX						
Male	1,301,468	±4,973	148,786	±12,241	11.4%	±0.9
Female	1,348,092	±4,942	193,160	±13,319	14.3%	±1.0
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	1,261,287	±18,367	115,599	±13,452	9.2%	±1.0
Black or African American alone	413,067	±12,190	89,939	±12,469	21.8%	±2.9
American Indian and Alaska Native alone	N	N	N	N	N	N
Asian alone	113,848	±5,105	6,650	±1,917	5.8%	±1.7
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N
Some other race alone	289,652	±18,124	54,104	±8,947	18.7%	±2.8
Two or more races	562,799	±21,397	75,148	±10,222	13.4%	±1.8
Hispanic or Latino origin (of any race)	870,475	±1,475	130,992	±13,518	15.0%	±1.6
White alone, not Hispanic or Latino	1,125,097	±10,299	94,846	±10,663	8.4%	±0.9
EDUCATIONAL ATTAINMENT						

Population 25 years and over	1,857,390	±3,021	198,876	±14,603	10.7%	±0.8
Less than high school graduate	158,400	±9,549	42,216	±6,321	26.7%	±3.4
High school graduate (includes equivalency)	476,509	±16,906	69,873	±8,428	14.7%	±1.6
Some college, associate's degree	565,032	±16,745	51,917	±6,382	9.2%	±1.1
Bachelor's degree or higher	657,449	±18,037	34,870	±4,895	5.3%	±0.7
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	1,389,291	±14,630	100,554	±10,332	7.2%	±0.8
Employed	1,298,707	±16,276	77,251	±7,930	5.9%	±0.6
Male	684,914	±12,075	34,987	±5,216	5.1%	±0.8
Female	613,793	±11,002	42,264	±4,512	6.9%	±0.7
Unemployed	90,584	±8,338	23,303	±4,669	25.7%	±4.5
Male	45,284	±6,610	9,438	±2,325	20.8%	±5.1
Female	45,300	±5,722	13,865	±3,950	30.6%	±6.5
WORK EXPERIENCE						
Population 16 years and over	2,147,515	±7,717	251,126	±17,712	11.7%	±0.8
Worked full-time, year-round in the past 12 months	918,827	±16,563	24,804	±4,511	2.7%	±0.5
Worked part-time or part-year in the past 12 months	485,415	±14,488	68,669	±6,642	14.1%	±1.3
Did not work	743,273	±16,173	157,653	±12,840	21.2%	±1.5
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	166,950	±16,190	(X)	(X)	(X)	(X)
125 percent of poverty level	450,578	±24,958	(X)	(X)	(X)	(X)
150 percent of poverty level	575,232	±25,238	(X)	(X)	(X)	(X)
185 percent of poverty level	751,512	±25,505	(X)	(X)	(X)	(X)

200 percent of poverty level	820,946	±26,233	(X)	(X)	(X)	(X)
300 percent of poverty level	1,308,494	±30,934	(X)	(X)	(X)	(X)
400 percent of poverty level	1,696,137	±30,304	(X)	(X)	(X)	(X)
500 percent of poverty level	1,952,087	±27,115	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED						
Male	488,033	±16,199	112,221	±9,363	23.0%	±1.6
Female	247,936	±10,572	48,347	±4,946	19.5%	±1.9
15 years	240,097	±10,325	63,874	±6,409	26.6%	±2.2
16 to 17 years	153	±166	153	±166	100.0%	±65.5
18 to 24 years	1,091	±1,045	1,091	±1,045	100.0%	±19.8
25 to 34 years	53,937	±6,313	23,626	±4,363	43.8%	±5.6
35 to 44 years	129,156	±6,874	21,299	±3,637	16.5%	±2.8
45 to 54 years	69,273	±6,449	10,657	±2,569	15.4%	±3.6
55 to 64 years	64,407	±6,233	13,872	±3,132	21.5%	±4.3
65 to 74 years	68,540	±6,254	19,686	±3,581	28.7%	±3.8
75 years and over	55,819	±4,528	12,458	±2,274	22.3%	±3.4
Mean income deficit for unrelated individuals (dollars)	45,657	±4,102	9,379	±2,160	20.5%	±3.8
Worked full-time, year-round in the past 12 months	8,765	±326	(X)	(X)	(X)	(X)
Worked less than full-time, year-round in the past 12 months	229,477	±10,038	7,763	±1,885	3.4%	±0.8
Did not work	109,603	±6,910	32,079	±3,731	29.3%	±2.8
Population in housing units for whom poverty status is determined	148,953	±11,461	72,379	±7,901	48.6%	±2.6
	2,644,045	±7,705	338,447	±22,650	12.8%	±0.9

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: Yovannie Rodriguez, Esq. Chief Administrative Officer
Phone: 407-825-7105
Address: One Jeff Fuqua Boulevard
Orlando, Florida 32827

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.

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