



1. Title VI Policy Statement¹

The Texarkana Regional Airport 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 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. When communities may be impacted by programs or activities, The Authority will take action to inform them and the general public and provide opportunities for public participation in the decision-making process.

The Authority requires nondiscrimination assurances, as prescribed by the Federal Aviation Administration (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.

Shannon Elliott, available at 804-774-2171 and shannon.elliott@txkairport.com, is the Authority's Title VI Coordinator (Coordinator) responsible for overseeing the Authority's compliance with Title VI and is the point of contact for all airport Title VI matters and related responsibilities, including those required by 49 CFR Part 21.

Signature

**Ferdinand Paul Mehrlich III, C.M., ACE,
Chief Executive Officer**

5/20/28

Effective Date

5/19/28

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's Board of Directors has reviewed and adopted this Title VI Plan for the Authority. This plan will be updated not less than once every three years. The plan will not be re-adopted following minor changes, such as updating the Chief Executive Officer or Title VI Coordinator's name. Significant revisions to our policies or federal guidelines may warrant re-adoption by the Authority's Board of Directors and resubmittal to FAA.

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

Staff Support

Staff Supporting Title VI Program	Airport Sponsor Program / Office
Ferdinand Paul Mehrlich III, C.M., ACE	Chief Executive Officer
Shannon Elliott	Director of Finance
Russell Henderson	Airport Operations Manager
Sam Rose	Emergency Manager/Fire Chief

Sub-Recipients

The Airport Authority has the following airport program sub-recipients:

Sub-Recipients
None

Pending Federal Financial Assistance

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

Federal Source	Grant Number	Amount
FAA AIP	3-05-0062-049-2021	\$7,224,665.00
FAA-AIP	3-05-0062-054-2022	\$7,443,278.00
FAA-AIP	3-05-0062-055-2022	\$813,104.00
FAA-AIP	3-05-0062-06-2022	\$5,385,425.00

FAA-AIP	3-05-0062-061-2024	\$1,959,978.00
FAA-AIP	3-05-0062-062-2024	\$2,356,500.00
FAA-ACRGP	3-05-062-050-2021	\$1,012,736.00
FAA-ACRGP	3-05-0062-051-2021	\$8,030.00
FAA-ARPA	3-05-0062-052-2022	\$1,184,786.00
FAA-ARPA	3-05-0062-053-2022	\$32,119.00
FAA-BIL	3-05-0062-051-2023	\$200,861.00
FAA-BIL	3-05-0062-058-2023	\$5,000,000.00
FAA-BIL	3-05-0062-059-2023	\$288,654.00
FAA-BIL	3-05-0062-060-2023	\$4,725,000.00
ADA	4083-22	\$150,000.00
ADA	4188-23	\$199,980.00
TSA	70T02021T6114N74	\$332,472.74
US-DOT-SCASD	69A34519400020068	\$884,722.00

Pending Subrecipient Federal Financial Assistance

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

Federal Source	Grant Number	Amount
None	N/A	N/A

Awarded Grant Applications

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

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

3. Grant and Procurement Assurances

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

The Authority will complete standard grant assurances for Title VI and related requirements, in the form prescribed by the FAA.

See https://www.faa.gov/airports/aip/grant_assurances/#current-assurances.F

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 Authority's attorneys advise on contracts and draft agreements, contracts, covenants, deeds, leases, licenses, permits, and similar instruments to which the Authority is a party as owner, lessor, concessionaire, grantor, or licensing or permitting authority.

Description of Oversight Methods for Subcontracts
Title VI Solicitation Notice, Clauses for Compliance with Nondiscrimination Requirements and List of Pertinent Nondiscrimination Act and Authorities are included in all contract templates.
Contractors are instructed to include the provisions for Compliance with Nondiscrimination Requirements in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto.
The Real Estate and Concessions Department monitors the practices of suppliers and lessees and conducts on-site compliance reviews of selected firms, which may include an audit of personnel and payroll records.
All solicitations will include Grant and Procurement language.
Monitoring of The Authority subcontracts occurs as new contracts are finalized and upon renewal with annual verification that clauses and covenants are correct.

4. Title VI Coordinator Responsibilities

The Coordinator is responsible for ensuring that they and other staff supporting 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 the 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's leadership on the status of Title VI compliances.
- Responds promptly to requests by the 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. A completed copy is attached. See Attachment [X]: Unlawful Discrimination Poster.

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

The Authority will distribute this Title VI Plan among its employees and airport contractors, concessionaires, lessees, and tenants. By January 2025, this plan will be posted on the Authority's website and distributed by email and at the monthly tenants meeting.

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

TXK Poster Locations

Terminal/FBO/Concessions/Other Locations	Quantity in Pre-Security Area	Quantity in Post-Security Area
1st Floor Terminal Entrances	3	0
Baggage Carousel Area	1	0
Restroom Area	1	0
2nd Floor Secure Area Near Restrooms	0	2

Outreach to Affected Communities

The Authority has identified Miller County, the City of Texarkana and Bowie County as the communities potentially impacted by airport projects or operations ("Affected Communities").

The Marketing & Air Service Development/PIO department ensures that notices for public meetings reach all segments of the Affected Communities. The Marketing & Air Service Development/PIO department will identify effective media platforms to share announcements and notices. Announcements will be made in social media, general circulation newspapers, community newspapers, and email

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

broadcasts. The Title VI Coordinator 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. Official public meetings of The Authority will be maintained by The Authority's administrative staff. Public outreach and ADA-compliant notices will be maintained by the Coordinator.

The Authority will create a detailed CPP by August 1, 2024. A copy of the plan will be available at [Public Notices – Texarkana Airport website https://www.flytxk.com/about](https://www.flytxk.com/about).

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

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 programs and operations.

The data source for the community statistics contained in this report is the 2021 *U.S. Census Report, American Community Survey tables for the Past 12 months*.

Affected Communities	Population
City of Texarkana	9,931
Bowie County	22,493
Miller County	6,641

We have identified the following facts about the Affected Communities:

Low-Income Communities⁴

A low-income area is an identifiable group of people 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.

³ The Authority 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

Poverty Rate

According to the *U.S. Census Report, American Community Survey S1701: Poverty Status in the Past 12 Months*, the overall poverty level in Texarkana over the past 12 months is approximately 21.6%, which is high compared with the rest of the Affected Communities and Arkansas, which has an estimated 16.3% poverty rate. The poverty rates for the Affected Communities are as follows:

Affected Communities	Poverty Rate
City of Texarkana	21.6%
Bowie County	17.3%
Miller County	18.1%

Source [*S1701: Poverty Status in the Past 12 Months*](#)

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:

Affected Community: City of Texarkana Total Affected Community Population: 29,404

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	17,094	58.1%
Black or African American	10,209	34.7%
American Indian or Alaska Native	185	0.6%
Asian	28	0.1%
Native Hawaiian or Other Pacific Islander	n/a	n/a
Hispanic or Latino	1,355	4.6%
Some other race alone	876	3.0%
Population of two races	1,012	3.4%

Affected Community: Bowie County Total Affected Community Population: 92,035

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	58,791	63.9%
Black or African American	23,509	25.5%
American Indian or Alaska Native	312	0.3%

Asian	1,151	1.3%
Native Hawaiian or Other Pacific Islander	719	0.8%
Hispanic or Latino	7,875	8.6%
Some other race alone	171	0.2%
Population of two races or more	2,069	2.2%

Affected Community: Miller County
Total Affected Community Population: 42,862

Demographic Group within Affected Community	Number of People in Minority Group	Percent of Total Affected Community Population
White	29,222	68.5%
Black or African American	10,752	25.2%
American Indian or Alaska Native	371	0.9%
Asian	148	0.3%
Native Hawaiian or Other Pacific Islander	n/a	n/a
Hispanic or Latino	1,605	3.8%
Some other Race alone	286	30.7%
Population Two or More races	1,082	2.5%

Source: [S1701](#)

Limited English Proficiency (LEP)

The goal of all language access planning and implementation is to ensure that The Airport Authority communicates effectively with individuals who have limited English proficiency (LEP). Effective language access requires self-assessment and planning. The next table lists non-English languages that are spoken in LEP households in the Affected Communities. The data source is American Community Survey Table [B16001 - Census Bureau Tables](#) Language Spoken at Home by Ability to Speak English for the Population 5 Years and over.

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% of the population of people eligible to be served or likely to be affected or encountered, or 1,000 people, whichever is less. The safe harbor for our Affected Communities is 1,000 people. 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 of Individuals who Speak English less than "very well"	Margin of Error
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<i>Spanish</i>		
Texarkana City	181	±88
Bowie County	1691	±368
Miller County	209	±94
<i>French (incl. Patois, Cajun)</i>		
Texarkana City	0	±24
Bowie County	0	±30
Miller County	0	±24
<i>Portuguese or Portuguese Creole</i>		
Texarkana City	0	±24
Bowie County	0	±30
Miller County	0	±24
<i>German</i>		
Texarkana City	15	±24
Bowie County	29	±34
Miller County	15	±24
<i>Other West Germanic Languages</i>		
Texarkana City	0	±24
Bowie County	0	±30
Miller County	0	±24
<i>Russian</i>		
Texarkana City	0	±24
Bowie County	0	±30
Miller County	0	±24
<i>Serbo Croatian</i>		
Texarkana City	0	±24
Bowie County	0	±30
Miller County	0	±24

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

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	Several times a month	At least once a week	Every day
<i>Spanish</i>		X		
<i>Chinese (incl. Mandarin, Cantonese)</i>		X		
<i>Vietnamese</i>		X		
<i>Arabic</i>	X			
<i>Korean</i>	X			
<i>Other African Languages</i>	X			
<i>Other Asian Languages</i>	X			

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

Additional Languages Spoken		
Languages Spoken by LEP Population	Number of Individuals who Speak English less than "very well"	Margin of Error
<i>Other Indo-European languages</i>		
Texarkana City	0	±24
Bowie County	51	±79
Miller County	0	±24
<i>Hmong</i>		
Texarkana City	0	±24
Bowie County	0	±30
Miller County	0	±24
<i>Vietnamese</i>		
Texarkana City	0	±24
Bowie County	56	±51
Miller County	0	±24

This information is updated annually through checking the following resources:

Data Sources for Languages Spoken in Affected Community	Website link to Data Source
U.S. Census Bureau	B16001 - Census Bureau Tables
	1

Beneficiary Diversity

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

Description of Beneficiary Demographic Information Collection Methods
<ul style="list-style-type: none"> The Authority conducts quarterly 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. Offerors for The Authority contracts are required to submit certain representations and certifications that disclose business demographic information including designation as WBE, MBE, DBE, ACDBE, Small Business Enterprise (SBE) and geographical location.

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
<ul style="list-style-type: none"> • 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. • The Authority is governed by 9 Board Members. The Airport Authority is governed by a nine-member Board of Directors, four of whom are residents of Texarkana, Miller County, Arkansas, four of whom are residents of Texarkana, Bowie County, Texas, and one (1) member at-large with experience in managing or directing municipal or regional economic or industrial development. Texarkana, Arkansas, resident Board Members are appointed and approved by the Board of Directors for the City of Texarkana, Arkansas. Texarkana, Texas, resident Board Members are appointed by the mayor and approved by the city council for the City of Texarkana, Texas. The member-at-large is appointed in the same manner; provided, however, that the member-at-large is approved jointly by the cities' governing bodies. The Board Members are elected for three-year terms. • Beginning in January 2025, The Authority will collect demographic data on its Board Members.

7. Potential or Known Community Impacts

Projects or services receiving federal financial assistance have the potential to touch so many aspects of American life. Thus, in general, no Texarkana Regional Airport Authority Activity must have a discriminatory disparate impact based on 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.

Existing Airport Facilities

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

Existing Airport Facilities	Affected Community Impacted by Operation of the Facility
Runway 4/22	None
Runway 13/31	None
Taxiway A	None
Taxiway B	None
Taxiway C	None
New Passenger Terminal	None
Airport Rescue Fire Station	None
T-Hangars	None

Fuel Farm	None
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Airport Facility Construction Projects

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

Airport Facility Construction Projects	Affected Community Impacted by Construction of the Facility
Runway Extension & Overlay	None
Taxiway Extension	None
Taxiway Widening	None
New Apron	None
MRO Hangar	None

Facilities or Construction Projects with Disparate Impacts

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

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

Justifications of Disparate Impacts

Facilities or Construction Projects	Justification
None	N/A

8. Limited English Proficiency (LEP)

Executive Order 13166

In creating a Language Assistance Plan, The Airport Authority Will consider the volume, proportion, or frequency of contact with LEP persons in determining the appropriate language assistance to provide.

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

Languages Spoken by LEP Population that Meet the Safe Harbor Threshold
N/A

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

Language
None

The Title VI Coordinator will also actively engage with community educators, community groups, places of work, business groups, social groups, and the like to confirm that translation and interpretation services are accurate and effective. Additionally, the Title VI Coordinator will inform leadership and staff of The Airport Authority responsibility to provide language access. We have made the following plans to solicit translation services free of charge to ensure that individuals with LEP have access to the benefits of the airport:

Translation Services:

- All written notices contain a statement in the identified languages, when appropriate, of how to receive translated written materials.
- The following vendors have been identified for written translations:

Translation Vendors	Languages
None at this time.	N/A

Information regarding translation services can be obtained at:

Location for Translation Assistance	Languages
None at this time.	N/A

Interpretation Services:

The following vendors have been identified for interpretation services:

Interpretation Vendors	Languages
None at this time.	133 languages

Information regarding interpretation services can be obtained at:

Location for Interpretation Assistance	Languages
None at this time.	N/A

Description of Interpretation Assistance Processes

The Airport Customer Service Office maintains a list of multilingual employees, the languages they speak, and their associated office telephone numbers. The list indicates whether each employee is proficient in providing interpretation and/or translation services. Generally, these employee volunteers are available to assist members of the public with verbal real-time interpretation, during normal business hours. The Airport has partnered with professors at Texas A&M University. They have offered their assistance when available for Spanish, Chinese, Japanese, Korean, and a few middle eastern languages.

Texarkana Independent School District and Village Communities of Texarkana Texas have also been new resources that will be used this year.

Texarkana will also be ensuring all employees know how to utilize Google translate.

Texarkana will be purchasing Vylaras AI Translator Earbuds in an effort to assist the traveling public when needed.

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 taxi services, Artex Transport, Trax Public Transportation and Artex Taxi companies to encourage them to provide transit service access between the airport and these areas. The T-Line Transit Service is also available.

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
Bowie County, Miller County and City of Texarkana	Artex Transport, Trax Public Transportation and Artex Taxi	Existing
Bowie County, Miller County and City of Texarkana	Artex Transport, Trax Public Transportation and Artex Taxi	Existing
City of Texarkana	T-Line public bus service	Existing

10. Minority Businesses

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

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

Airport Business Opportunity	Minority Business Outreach Methods
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Runway Extension	<i>Texarkana Gazette</i>	
Runway Overlay	<i>Arkansas Democrat Gazette</i>	
New Taxiway	<i>Procurement - Texarkana Regional Airport (TXK) (txk air.wpengine powered.com)</i>	
Taxi lane		
Hangar		

Selections are in compliance with Title VI, Part 21, and related requirements. Information on the award process and documentation for specific bid decisions is kept with the Procurement and Real Estate Properties and Concessions department.

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
- Cultural and community relations sensitivity training
- Anti-harassment training
- Customer Service and Badging Training
- VisitAble Training for Disability Awareness and Inclusion

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 requirements⁵
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements⁶

⁵ 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.

⁶ 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.

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." To be a Title VI Complaint, the complaint must:

1. Alleged discrimination based on 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 matters⁷
3. Allege misconduct by the Authority, including airport employees, contractors, concessionaires, lessees, or tenants.
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.⁸ 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.

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

Shannon Elliott
Title VI Coordinator
Texarkana Regional Airport

⁷ Complaints of employment discrimination must be addressed as required by EEOC and other applicable authorities with jurisdiction over employment matters. If a Authority 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 the FAA.

⁸ 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.

2600 Txx Blvd.
Texarkana, AR. 71854
Tel: (870) 774-2171
Email: shannon.elliott@txkairport.com

Receipt of Complaint. The coordinator will log in the complaint and promptly send copies of the complaint to the Authority.

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 for individuals unable to file a written complaint due to their 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 the FAA.

Discrimination Complaint Referral Procedure

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within 1-3 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 the FAA.) To transmit complaint information to the FAA, the Coordinator will upload the complaint to the FAA Civil Rights Connect System. The coordinator will also seek technical assistance from the 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 the 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, 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 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 meditation.

Forwarding Report and Response to Complaint. 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:

- Not later than 15 business days after the receipt of the Coordinator's position, the complainant may appeal that decision in writing to the Authority's President & Chief Executive Officer:

Title VI Appeals
Attn: Ferdinand Paul Mehrlich III, C.M., ACE
Executive Director of Aviation
Texarkana Regional Airport Authority
2600 Txk Blvd
Texarkana, AR 71854

- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- Within 30 days of the receipt of this appeal, the President and Chief Executive Officer or his designee will respond in writing and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

Avoiding Future Discrimination. In addition to acting 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. The 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

Shannon Elliott, ADA/Title VI Coordinator

Tel: (870) 774-2171

Email: shannon.elliott@txkairport.com

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

Website, In-person, and Other Distribution Methods	
1. Public Notices – Texarkana Airport website https://www.flytxk.com/abouttxk.com/about	
2. Upon request from the ADA/Title VI Program Coordinator shannon.elliott@txkairport.com or 804-226-8520.	
3. In-person, upon request, at Authority: 2600 Txk Blvd, Texarkana, AR 71854	
4. Via US Mail, upon request, by writing to: Shannon Elliott ADA/Title VI Program Coordinator 2600 Txk Blvd, Texarkana, AR 71854	

14. Population / Language Data

Language Data: B16001

Bowie County, Miller County and City of Texarkana

Source: American Community Survey, 2021: Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over

Label	Bowie County, Texas		Miller County, Arkansas		City of Texarkana	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total:	5357	±770	3194	±722	2031	±389
Speak only English	274,575	±1,338	92,394	±393	254,373	±1,768
Spanish :	18,679	±919	1,992	±308	13,040	±717
Speak English "very well"	10,088	±815	1,222	±250	7,098	±570
Speak English less than "very well"	8,591	±749	770	±187	5,942	±625

Speak other Indo-European languages:	1,037	±316	150	±79	890	±253
Speak English "very well"	793	±222	147	±80	629	±183
Speak English less than "very well"	244	±180	3	±9	261	±113
Speak Asian and Pacific Island languages:	40	±40	0	±28	174	±153
Speak English "very well"	31	±30	0	±28	136	±104
Speak English less than "very well"						

Poverty Data: S1701

Bowie County, Miller County and City of Texarkana

Source: American Community Survey 2022, Poverty Status in the Past 12 Months

Bowie County and Miller County

Label	Bowie County, Texas					Miller County, Arkansas				
	Total		Below Poverty Level		Percent Below Poverty Level		Total		Below Poverty Level	
	Estimate	Margin	Estimate	Estimate	Margin	Estimate	Estimate	Margin	Estimate	Margin
Population for whom poverty status is determined	372,794	±483	23,695	±5,249	6.4%	±1.4	110,493	±219	4,915	±1,528
AGE										
Under 18 years	87,299	±519	6,377	±3,014	7.3%	±3.5	23,870	±188	957	±842
Under 5 years	21,450	±173	1,733	±997	8.1%	±4.6	5,122	±479	116	±137
5 to 17 years	65,849	±449	4,644	±2,564	7.1%	±3.9	18,748	±538	841	±775
Related children of householder under 18 years	86,882	±772	5,960	±2,957	6.9%	±3.4	23,870	±188	957	±842
18 to 64 years	224,245	±807	13,412	±2,990	6.0%	±1.3	65,386	±310	2,945	±943
18 to 34 years	75,617	±1,028	6,551	±2,040	8.7%	±2.7	19,879	±725	1,698	±750
35 to 64 years	148,628	±1,266	6,861	±1,860	4.6%	±1.3	45,507	±748	1,247	±586
60 years and over	86,748	±2,137	5,788	±1,726	6.7%	±2.0	30,171	±1,140	1,433	±600
65 years and over	61,250	±718	3,906	±1,127	6.4%	±1.8	21,237	±265	1,013	±501
SEX										
Male	179,487	±748	9,570	±2,141	5.3%	±1.2	54,527	±766	2,641	±918
Female	193,307	±844	14,125	±3,825	7.3%	±2.0	55,966	±799	2,274	±918

Label	Bowie County, Texas						Miller County, Arkansas					
	Total			Below Poverty Level			Total			Below Poverty Level		
	Estimate	Margin	Estimate	Estimate	Margin	Percent Below Poverty Level	Estimate	Margin	Estimate	Estimate	Margin	Percent Below Poverty Level
RACE AND HISPANIC OR LATINO ORIGIN												
White alone	220,592	±2,473	8,247	±2,711	3.7%	±1.2	90,586	±1,216	3,236	±1,271	3.6%	±1.4
Black or African American alone	90,619	±2,469	7,992	±3,517	8.8%	±3.9	9,821	±914	1,652	±1,011	16.8%	±9.9
American Indian and Alaska Native alone	N	N	N	N	N	N	N	N	N	N	N	N
Asian alone	14,905	±1,064	1,992	±1,641	13.4%	±10.6	N	N	N	N	N	N
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N	N	N	N	N	N	N
Some other race alone	21,136	±3,310	3,123	±1,819	14.8%	±8.8	N	N	N	N	N	N
Two or more races	25,186	±3,812	2,070	±1,331	8.2%	±5.3	N	N	N	N	N	N
Hispanic or Latino origin (of any race)	40,341	±69	5,276	±2,344	13.1%	±5.8	N	N	N	N	N	N
White alone, not Hispanic or Latino	216,316	±1,045	8,128	±2,691	3.8%	±1.2	90,109	±1,169	3,236	±1,271	3.6%	±1.4
EDUCATIONAL ATTAINMENT												
Population 25 years and over	255,182	±717	13,302	±2,882	5.2%	±1.1	78,190	±683	3,045	±981	3.9%	±1.3
Less than high school graduate	14,861	±2,253	1,915	±927	12.9%	±5.9	4,012	±902	572	±426	14.3%	±10.4
High school graduate (includes equivalency)	54,435	±3,979	5,020	±2,011	9.2%	±3.5	17,553	±1,948	1,041	±539	5.9%	±3.0
Some college, associate's degree	67,891	±4,069	4,614	±1,432	6.8%	±2.1	21,082	±2,059	939	±472	4.5%	±2.3
Bachelor's degree or higher	117,995	±4,730	1,753	±782	1.5%	±0.7	35,543	±2,516	493	±318	1.4%	±0.9
EMPLOYMENT STATUS												
Civilian labor force 16 years and over	201,199	±3,702	6,745	±1,872	3.4%	±0.9	59,842	±1,928	1,874	±788	3.1%	±1.3
Employed	194,319	±3,293	5,034	±1,546	2.6%	±0.8	58,822	±1,988	1,874	±788	3.2%	±1.4
Male	99,502	±2,256	2,170	±910	2.2%	±0.9	30,173	±1,205	832	±606	2.8%	±2.0
Female	94,817	±2,800	2,864	±1,253	3.0%	±1.3	28,649	±1,245	1,042	±555	3.6%	±2.0
Unemployed	6,880	±1,570	1,711	±990	24.9%	±13.3	1,020	±474	0	±214	0.0%	±16.9
Male	3,378	±1,373	1,108	±931	32.8%	±20.9	575	±376	0	±214	0.0%	±27.5

Female	3,502	±1,050	603	±645	17.2%	±18.3	445	±295	0	±214	0.0%	±33.2
Miller County, Arkansas												
Bowie County, Texas												
Label	Total		Below Poverty Level		Percent Below Poverty Level		Total		Below Poverty Level		Percent Below Poverty Level	
	Estimate	Margin	Estimate	Estimate	Margin	Estimate	Estimate	Margin	Estimate	Margin	Estimate	Margin
WORK EXPERIENCE												
Population 16 years and over	294,606	±1,212	18,392	±3,555	6.2%	±1.2	89,267	±603	3,958	±1,188	4.4%	±1.3
Worked full-time, year-round in the past 12 months	152,474	±4,022	1,218	±718	0.8%	±0.5	44,100	±2,475	561	±406	1.3%	±0.9
Worked part-time or part-year in the past 12 months	55,351	±3,921	5,370	±1,587	9.7%	±2.7	19,505	±2,281	1,331	±700	6.8%	±3.4
Did not work	86,781	±3,535	11,804	±2,806	13.6%	±3.2	25,662	±1,826	2,066	±769	8.1%	±2.9
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS												
50 percent of poverty level	14,359	±4,202	(X)	(X)	(X)	(X)	2,029	±1,066	(X)	(X)	(X)	(X)
125 percent of poverty level	34,187	±5,965	(X)	(X)	(X)	(X)	5,948	±1,675	(X)	(X)	(X)	(X)
150 percent of poverty level	46,202	±7,710	(X)	(X)	(X)	(X)	10,829	±2,792	(X)	(X)	(X)	(X)
185 percent of poverty level	61,940	±8,874	(X)	(X)	(X)	(X)	13,216	±2,938	(X)	(X)	(X)	(X)
200 percent of poverty level	69,182	±9,557	(X)	(X)	(X)	(X)	14,263	±2,952	(X)	(X)	(X)	(X)
300 percent of poverty level	115,279	±9,043	(X)	(X)	(X)	(X)	29,649	±4,267	(X)	(X)	(X)	(X)
400 percent of poverty level	172,439	±10,280	(X)	(X)	(X)	(X)	45,695	±4,335	(X)	(X)	(X)	(X)

500 percent of poverty level	218,261	±10,206	(X)	(X)	(X)	(X)	60,638	±3,917	(X)	(X)	(X)	(X)	
Bowie County, Texas													
Miller County, Arkansas													
	Total			Below Poverty Level		Percent Below Poverty Level		Total		Below Poverty Level		Percent Below Poverty Level	
Label	Estimate	Margin	Estimate	Estimate	Margin	Estimate	Estimate	Margin	Estimate	Margin	Estimate	Estimate	Margin
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	54,246	±4,520	8,844	±2,021	16.3%	±3.2	14,216	±2,462	2,624	±977	18.5%	±5.0	
Male	23,776	±2,950	3,799	±1,255	16.0%	±4.4	7,715	±1,882	1,670	±698	21.6%	±6.4	
Female	30,470	±2,810	5,045	±1,378	16.6%	±4.1	6,501	±1,180	954	±574	14.7%	±7.9	
15 years	137	±211	137	±211	100.0%	±61.3	0	±214	0	±214	-	**	
16 to 17 years	280	±434	280	±434	100.0%	±42.9	0	±214	0	±214	-	**	
18 to 24 years	4,226	±1,615	1,934	±992	45.8%	±18.2	1,734	±1,373	685	±563	39.5%	±17.1	
25 to 34 years	11,645	±2,360	911	±600	7.8%	±4.7	2,108	±759	351	±302	16.7%	±13.2	
35 to 44 years	7,983	±1,760	1,548	±998	19.4%	±11.3	1,586	±778	238	±238	15.0%	±16.1	
45 to 54 years	6,027	±1,480	672	±480	11.1%	±7.4	1,831	±774	54	±71	2.9%	±4.0	
55 to 64 years	7,333	±1,512	1,089	±576	14.9%	±7.2	2,467	±742	753	±467	30.5%	±14.9	
65 to 74 years	10,087	±1,338	1,396	±717	13.8%	±7.1	2,146	±642	286	±256	13.3%	±11.3	
75 years and over	6,528	±1,099	877	±398	13.4%	±5.8	2,344	±617	257	±215	11.0%	±8.8	
Mean income deficit for unrelated individuals (dollars)	8,154	±1,202	(X)	(X)	(X)	(X)	8,342	±1,618	(X)	(X)	(X)	(X)	

Worked full-time, year-round in the past 12 months	26,214	±2,849	397	±361	1.5%	±1.3	6,607	±1,541	383	±341	5.8%	±4.9
Worked less than full-time, year-round in the past 12 months	11,212	±2,414	3,211	±1,268	28.6%	±10.6	2,765	±866	831	±613	30.1%	±17.4
Did not work	16,820	±2,221	5,236	±1,353	31.1%	±6.2	4,844	±985	1,410	±577	29.1%	±9.5
Population in housing units for whom poverty status is determined	372,304	±491	23,327	±5,246	6.3%	±1.4	110,334	±218	4,797	±1,525	4.3%	±1.4

City of Texarkana

City of Texarkana												
Label	Total		Below Poverty Level		Margin	Percent Below Poverty Level						
	Estimate	Margin	Estimate	Estimate		Estimate						
Population for whom poverty status is determined	329,554	±674	30,014	±4,377	9.1%	±1.3						
AGE												
Under 18 years	71,629	±664	8,217	±2,551	11.5%	±3.6						
Under 5 years	18,977	±2	3,173	±1,564	16.7%	±8.2						
5 to 17 years	52,652	±663	5,044	±1,685	9.6%	±3.2						
Related children of householder under 18 years	71,374	±701	7,962	±2,536	11.2%	±3.6						
18 to 64 years	203,108	±541	17,089	±2,624	8.4%	±1.3						
18 to 34 years	72,371	±544	8,870	±1,736	12.3%	±2.4						
35 to 64 years	130,737	±741	8,219	±1,821	6.3%	±1.4						
60 years and over	74,764	±2,116	6,216	±1,319	8.3%	±1.7						
65 years and over	54,817	±546	4,708	±1,209	8.6%	±2.2						

SEX									
Male	157,454	±771	12,091	±2,298	7.7%	±1.5			
Female	172,100	±984	17,923	±3,006	10.4%	±1.7			
City of Texarkana									
Label	Total		Below Poverty Level		Percent Below Poverty Level		Estimate	Margin	Estimate
	Estimate	Margin	Estimate	Estimate	Estimate	Estimate			
RACE AND HISPANIC OR LATINO ORIGIN									
White alone	165,999	±2,583	11,008	±2,785	6.6%	±1.6			
Black or African American alone	96,922	±3,332	14,637	±3,748	15.1%	±3.9			
American Indian and Alaska Native alone	N	N	N	N	N	N			
Asian alone	32,120	±1,200	611	±368	1.9%	±1.2			
Native Hawaiian and Other Pacific Islander alone	N	N	N	N	N	N			
Some other race alone	10,868	±3,435	2,291	±1,319	21.1%	±11.3			
Two or more races	23,023	±4,254	1,449	±657	6.3%	±2.6			
Hispanic or Latino origin (of any race)	21,082	±273	3,525	±1,999	16.7%	±9.5			

White alone, not Hispanic or Latino	162,721	±1,727	9,403	±2,197	5.8%	±1.3	
EDUCATIONAL ATTAINMENT							
Population 25 years and over	232,313	±527	17,671	±2,550	7.6%	±1.1	
Less than high school graduate	15,429	±2,717	2,886	±957	18.7%	±5.7	
High school graduate (includes equivalency)	46,874	±3,738	5,860	±1,626	12.5%	±3.1	
Some college, associate's degree	57,717	±3,791	5,208	±1,404	9.0%	±2.3	
Bachelor's degree or higher	112,293	±4,463	3,717	±1,323	3.3%	±1.2	
EMPLOYMENT STATUS							
Civilian labor force 16 years and over	186,233	±3,265	11,017	±2,208	5.9%	±1.2	
Employed	179,008	±3,241	8,126	±2,020	4.5%	±1.1	
Male	87,711	±2,231	2,587	±1,088	2.9%	±1.2	
Female	91,297	±2,648	5,539	±1,620	6.1%	±1.7	
Unemployed	7,225	±1,716	2,891	±1,068	40.0%	±12.3	
Male	4,585	±1,267	1,468	±679	32.0%	±13.7	
Female	2,640	±1,059	1,423	±766	53.9%	±20.2	
City of Texarkana							
		Total	Below Poverty Level		Percent Below Poverty Level		
Label	Estimate	Margin	Estimate	Estimate	Margin	Estimate	
WORK EXPERIENCE							
Population 16 years and over	266,660	±925	22,435	±3,024	8.4%	±1.1	

Worked full-time, year-round in the past 12 months	132,557	±4,018	2,457	±998	1.9%	±0.7	
Worked part-time or part-year in the past 12 months	59,358	±3,687	8,068	±2,185	13.6%	±3.5	
Did not work	74,745	±3,124	11,910	±2,066	15.9%	±2.6	
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS							
50 percent of poverty level	14,839	±3,198	(X)	(X)	(X)	(X)	
125 percent of poverty level	36,256	±5,337	(X)	(X)	(X)	(X)	
150 percent of poverty level	44,556	±6,395	(X)	(X)	(X)	(X)	
185 percent of poverty level	59,868	±7,407	(X)	(X)	(X)	(X)	
200 percent of poverty level	68,898	±8,276	(X)	(X)	(X)	(X)	
300 percent of poverty level	117,819	±8,469	(X)	(X)	(X)	(X)	
400 percent of poverty level	164,216	±7,373	(X)	(X)	(X)	(X)	
500 percent of poverty level	206,323	±6,966	(X)	(X)	(X)	(X)	
City of Texarkana							
	Total	Below Poverty Level		Percent Below Poverty Level			

Label	Estimate	Margin	Estimate	Estimate	Estimate	Margin	Estimate
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	67,024	±4,849	12,080	±2,286	18.0%	±2.9	
Male	31,126	±3,155	4,965	±1,174	16.0%	±3.2	
Female	35,898	±2,854	7,115	±1,816	19.8%	±4.5	
15 years	0	±214	0	±214	-	**	
16 to 17 years	255	±189	255	±189	100.0%	±44.9	
18 to 24 years	4,237	±1,248	1,915	±1,011	45.2%	±19.7	
25 to 34 years	15,769	±2,383	2,642	±817	16.8%	±5.0	
35 to 44 years	9,059	±1,787	1,309	±536	14.4%	±5.4	
45 to 54 years	6,449	±1,421	654	±475	10.1%	±7.3	
55 to 64 years	12,164	±1,749	2,409	±916	19.8%	±6.7	
65 to 74 years	9,647	±1,550	1,692	±676	17.5%	±5.7	
75 years and over	9,444	±1,062	1,204	±495	12.7%	±5.1	
Mean income deficit for unrelated individuals (dollars)	9,242	±839	(X)	(X)	(X)	(X)	
Worked full-time, year-round in the past 12 months	33,566	±3,497	1,317	±743	3.9%	±2.3	
Worked less than full-time, year-round in the past 12 months	12,397	±1,899	3,654	±1,459	29.5%	±10.0	
Did not work	21,061	±2,194	7,109	±1,485	33.8%	±6.0	
Population in housing units for whom poverty status is determined	328,721	±671	29,343	±4,373	8.9%	±1.3	

15. Completed Unlawful Discrimination Poster

Unlawful Discrimination

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

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

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

Coordinator: Shannon Elliott
Phone: 870-774-2171 ext. 2102
Address: 2600 TXK Blvd. Ste. 201
Texarkana, AR 71854

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: Shannon Elliott
Teléfono: 870-774-2171 ext. 2102
Dirección: 2600 TXK Blvd. Ste. 201
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1102-101/15B

