

## Jackson Hole Airport Board Title VI Plan

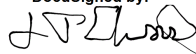
### 1. Title VI Policy Statement<sup>1</sup>

Jackson Hole Airport Board 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.

Jackson Hole Airport Board 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 Airport Sponsor agrees, among other things, to understand the communities surrounding or in the flight path, as well as customers that use the airport. Anytime communities may be impacted by programs or activities the Jackson Hole Airport Board will take action to involve them and the general public in the decision-making process.

Jackson Hole Airport Board 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 Jackson Hole Airport Board and each tenant, contractor, and concessionaire, as well as in any similar agreements with their own sub-tenants and sub-contractors.

Michelle Anderson, available at 307-733-7695 and michelle.anderson@jhairport.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.

DocuSigned by:  
  
47EE503CF5AF4FD...  
**Signature**

**James P. Elwood, A.A.E.**  
**Executive Director**

**April 1, 2024**

**Effective Date**

**March 30, 2027**

**3-Year Expiration Date**

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

## **2. Administration**

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

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

<b>Staff Supporting Title VI Program</b>	<b>Airport Sponsor Program / Office</b>
Anna Valsing	Administration

The Board engages outside legal counsel as necessary to ensure compliance with Title VI program requirements.

The Board does not have any airport program sub-recipients.

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

<b>Federal Source</b>	<b>Grant Number</b>	<b>Amount</b>
FAA AIP (FY2022 Competitive Funding Opportunity: AIP Discretionary for Detention System)	3-56-0014-079-2024	\$3,093,750 (TBD)
FAA AIP (FY2024 BIL AIG)	3-56-0014-080-2024	\$3,361,715 (TBD)
FAA AIP (FY2024 Entitlement & Discretionary)	TBD	\$13,967,250 (TBD)

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

<b>Federal Source</b>	<b>Grant Award Information Available at:</b>
DHS	<a href="http://www.DHSgrantinfo.gov">www.DHSgrantinfo.gov</a>
DOJ	<a href="http://www.USgrantsinfo.net">www.USgrantsinfo.net</a>
FAA AIP	<a href="http://www.faa.gov/airports/aip/">www.faa.gov/airports/aip/</a>
DOT	<a href="http://www.transportation.gov/grants/dashboard">www.transportation.gov/grants/dashboard</a>

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

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

The Board 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-](https://www.faa.gov/airports/aip/grant_assurances/#current-)

[assurances.](#)

### Clauses/Covenants

- a. All contracts, leases, deeds, licenses, permits, and other similar instruments, must contain the contractual requirements and clauses, in the form prescribed by FAA. See [https://www.faa.gov/airports/aip/procurement/federal\\_contract\\_provisions/](https://www.faa.gov/airports/aip/procurement/federal_contract_provisions/). Note that unlike many other clauses, Civil Rights clauses are required in all contracts. Note also special clauses that are required for certain types of contracts, such as land acquisition.
- b. The Board requires Civil Rights clauses to be included in solicitations and contracts for all subcontractors, subleases, and any other agreements. The Board utilizes templates for all solicitations and agreements, and provides all contractors with required sub-contractor contract language for inclusion in each subcontractor agreement. The Board engages outside counsel to monitor changes to the Civil Rights clauses and ensure that templates for solicitations and agreements are updated accordingly. Upon request, Contractors may be required to submit subcontractor contracts to the Airport for audit.

### **Description of Oversight Methods for Subcontracts**

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The Board mandates, via standard form contract language, that all second parties to agreements with the Board include the requisite Civil Rights language in each of their sub-agreements. All Board agreements are reviewed by outside counsel, in the form of either (i) creation by outside counsel of a standard form agreement, or (ii) review of any agreements not conforming to the standard form. Annually, the Board will audit at least one subcontract from each of five prime contractors to ensure inclusion of the required Civil Rights language.

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

The Board has posted the above Title VI policy statement on its website.

The Board will distribute this Title VI Plan among its employees and airport contractors,

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

concessionaires, lessees, and tenants. This plan will be distributed by May 15, 2024 by email and at the monthly stakeholder meeting.

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

<b>Terminal/FBO/Concessions/ Other Locations</b>	<b>Quantity in Pre-Security Area</b>	<b>Quantity in Post-Security Area</b>	<b>Additional Quantities</b>
Commercial Terminal	4	3	
Administration Offices			1
Fixed Base Operator (FBO)			1

### Outreach to Affected Communities

The Jackson Hole Airport Administration Office 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 on the airport website, the general circulation newspaper in Teton County, Wyoming, and by email broadcast. The Jackson Hole Airport Administration Office contacts leaders and representatives in Affected Communities directly to confirm effective media platforms to reach all Affected Communities<sup>3</sup> and provide important feedback on translated materials. The office maintains records of all such notices and the efforts made to reach each of the Affected Communities.

Jackson Hole Airport will create a detailed CPP by September 1, 2024. A copy of the plan will be available at <https://www.jacksonholeairport.com/airport-board/titlevi-lep-ada/>.

To ensure that the community is effectively informed of and able to participate in public hearings, public notices posted by the Board include direction for obtaining an interpreter, free of charge, for public hearings, consistent with 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 Jackson Hole Airport will be able to identify, understand, and engage with communities. In doing so, the Jackson Hole Airport needs

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

to know about communities eligible to be served, actually or potentially affected, benefited or burdened by the airport program.

The Jackson Hole Airport is located in a rural area of Northwestern Wyoming. The airport serves the surrounding areas as the primary commercial service airport. The affected communities selected represent the rural nature of Wyoming.

<b>Affected Communities<sup>4</sup></b>	<b>Population</b>
Teton County, Wyoming	23,331
Teton County, Idaho	11,630
Sublette County, Wyoming	8,728
Lincoln County, Wyoming	19,581

Hereafter, the above communities will be referred to collectively as “the Affected Communities”.

We have identified the following facts about the Affected Communities:

Low Income Communities<sup>5</sup>.

A low-income area is an identifiable group of persons living in geographic proximity, whose median household income is at or below the Department of Health and Human Services poverty guidelines. Pursuant to Executive Order 12898, “Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations,” Jackson Hole Airport is collecting information about affected and potentially affected low-income communities. According to US Census Bureau S1701 2022 American Community Survey 5-Year Estimates the overall poverty level for Teton County, Wyoming is approximately 6.9%. The poverty rate remains low compared with the rest of the neighboring counties. The poverty rates for the specific Affected Communities are as follows:

<b>Affected Communities</b>	<b>Poverty Rate</b>
Teton County, Wyoming	6.9%
Teton County, Idaho	10%
Sublette County, Wyoming	8.1%
Lincoln County, Wyoming	7.1%

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

<sup>4</sup> “Affected communities” means any readily identifiable group potentially impacted by an airport project or operation, such as the community immediately surrounding a project or a community in the flight path.

<sup>5</sup> Low-income data must be collected to assist in our compliance with Environmental Justice requirements (not Title VI requirements). For example, this data will be utilized in our Community Participation Plan (CPP) to help ensure the meaningful involvement of low income communities in airport programs and activities.

race, color, or national origin for the specific Affected Communities are as follows<sup>6</sup>:

**Affected Community:** Teton County, Wyoming

**Total Affected Community Population:** 23,331

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White	19,202	82%
Hispanic or Latino	3,295	14%
Other	834	4%

**Affected Community:** Teton County, Idaho

**Total Affected Community Population:** 11,630

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White	9,413	81%
Hispanic or Latino	2,020	17%
Other	197	2%

**Affected Community:** Sublette County, Wyoming

**Total Affected Community Population:** 8,728

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White	7,786	89%
Hispanic or Latino	636	7%
Other	306	4%

**Affected Community:** Lincoln County, Wyoming

**Total Affected Community Population:** 19,581

<b>Demographic Group within Affected Community</b>	<b>Number of People in Minority Group</b>	<b>Percent of Total Affected Community Population</b>
White	17,971	92%
Hispanic or Latino	959	5%
Other	651	3%

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

### Limited English Proficiency (LEP).

The goal of all language access planning and implementation is to ensure that the Board communicates effectively with limited English proficient (LEP) individuals. Effective language access requires self-assessment and planning. The next table lists non-English languages<sup>7</sup> that are spoken in LEP households in the Affected Communities. The data source is the 2015 American Community Survey (most recently available data set).

The threshold we have used for identifying the languages with significant LEP populations is the DOT LEP Policy Guidance safe harbor threshold, which is 5% or 1,000, whichever is less.<sup>8</sup> The safe harbor for our community is 1,000. The only language that meets the safe harbor threshold in any of the Affected Communities is Spanish in Teton County, Wyoming. Please refer to the end of this document to find data for all languages in our community.

<b>Languages Spoken by LEP Population that Meet the Safe Harbor Threshold</b>	<b>Number</b>	<b>Margin of Error</b>
Spanish (Teton County, Wyoming)	1,099	+/- 372

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

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

Additional languages spoken by significant numbers of LEP persons in the Affected Communities, local schools, emergency service providers, and others, include: None

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

<b>Data Sources for Languages Spoken in Affected Community</b>	<b>Website link to Data Source</b>
U.S. Census Bureau	<a href="https://data.census.gov/">https://data.census.gov/</a>
Wyoming Department of Administration and Information	<a href="http://eadiv.state.wy.us/demog_data/demographic.html">http://eadiv.state.wy.us/demog_data/demographic.html</a>

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

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

<sup>9</sup> Data should be kept up-to-date, but this plan does not need to be updated for incremental data changes during the Plan’s 3-year period.



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**

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- Airport guests desiring to access the Airport’s free Wi-Fi must first complete an anonymous survey which includes demographic information.
  - Businesses that submit bids or offers are asked to complete voluntary demographic information for the business owner(s).
  - Voluntary demographic disclosures are available at public meetings.
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Staff and Board Diversity.

Demographic information is collected from airport program employees and members of the Airport Board, through voluntary disclosures.

**Description of Employee and Advisory Board Demographic Information Collection Methods**

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- Employees are asked to submit voluntary demographic information during the Job application process. Every employee must complete a job application.
  - Annually, Board Members complete a voluntary demographic disclosure.
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**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 Jackson Hole Airport activity must have a discriminatory disparate impact on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age. This means that policies or procedures that have a disparate impact would require a well-documented substantial legitimate nondiscriminatory justification. Impacts to protected communities must be avoided or minimized to the extent possible. No project with a discriminatory impact on protected communities will be undertaken.<sup>10</sup>

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

<b>Existing Airport Facilities</b>	<b>Affected Community Impacted by Operation of the Facility</b>
Runway 1/19	None

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

Commercial Terminal	None
FBO Terminal and Associated Hangars	None
Rental Car QTA	None
Parking Lots	None
Firehouse and Maintenance Hangars	None

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

<b>Airport Facility Construction Projects</b>	<b>Affected Community Impacted by Construction of the Facility</b>
Administration and FBO Building	None
Deice Pad and Taxilane A Project	None
Air Traffic Control Tower Upgrades Project	None

We have analyzed the above existing facilities and facility construction projects for disparate impacts on the basis of race, color, or national origin (including LEP) in Affected Communities. The following have disparate impacts: None.

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

### Executive Order 13166

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

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

<b>Language</b>
Spanish

Jackson Hole Airport also collects data for languages spoken by airport guests.<sup>11</sup> Data sources include:

<b>Data Sources for Languages Spoken by Airport Guests</b>	<b>Website link to Data Source</b>
Assumption from flight origin / destination	N/A
Assistance requests to airport information desks	N/A

Based on the above data, the following additional languages have been identified as likely to be

<sup>11</sup> 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.

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 Jackson Hole Airport of the responsibility to provide language access. We have made the following plans to provide translation services free of charge to ensure that individuals with LEP have access to the benefits of the Airport:

**Translation Services:**

- The Jackson Hole Airport Website has the option to view the website in English or Spanish.
- When appropriate, written notices contain a statement in the identified language, of how to receive translated written materials.
- Written translations can be provided through Google Translate or from a volunteer multilingual staff member on an as needed basis.
- Information regarding translation services can be obtained from the Jackson Hole Airport Administration Offices or the Information Desk in baggage claim.

**Interpretation Services:**

- Interpretation can be provided by volunteer multilingual staff members on an as needed basis.
- Interpretation can be provided through Google Translate.
- Additional interpretation services can be provided through Language Line, Inc., or another online interpretation service, on an as needed basis.
- Information regarding interpretation services can be obtained from the Jackson Hole Airport Administration Offices or the Information Desk in baggage claim.

The Jackson Hole Airport Board’s LEP Plan which includes a Four Factor Analysis can be found as Section 16 of this document.

**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 communities identified are relatively small and dispersed throughout the Affected Communities.

The Board has coordinated with the local transit authority (START) to encourage them to provide transit service access between the Airport and the surrounding areas. START is currently piloting an Airport transit program to determine whether ridership is sufficient to establish a permanent route to the Airport.

## **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:

- 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 Administration Office.

<b>Airport Business Opportunity</b>	<b>Minority Business Outreach Methods</b>
Concession Opportunities	Solicitations are widely published, including in the AAAE classifieds, local and regional newspapers, and the Airport's Website. Solicitations are published in locations most appropriate to encourage participation. The Jackson Hole Chamber of Commerce provides business resources for small and woman-owned businesses. The selected outreach methods will be based on the specific business opportunity as it arises.
Construction Opportunities	Solicitations are widely published, including on the Airport's Website, local and regional newspapers, in the Denver Daily Journal (reports on and publishes construction reports, legal advertising, and request for bids covering the states of Colorado and Wyoming), and on the Wyoming Department of Transportation bid website.

## **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 requirements<sup>12</sup>
- Complaints, lawsuits, or other investigations alleging noncompliance with civil rights requirements<sup>13</sup>

As discussed in the Title VI Complaints Section, Title VI complaints must be forwarded to FAA contacts within 15 days of receipt. For all other civil rights investigations, Jackson Hole Airport must notify FAA contacts of any new investigations prior to grant execution.

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

## **13. Title VI Complaints**

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

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

1. Allege discrimination on the basis of race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age or violations administrative requirements under Title VI or related laws.
2. Not only be for employment matters<sup>14</sup>
3. Allege misconduct by the Board, including airport employees, contractors, concessionaires, lessees, or tenants.
4. Concern an airport facility or actions by the Jackson Hole Airport including airport employees, contractors, concessionaires, lessees, or tenants.

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<sup>12</sup> Includes any Title VI, ADA, Sec. 504, Title VII/EEO, or other civil rights program compliance review or audit to be performed on the airport sponsor or any of its sub-recipients by any State, local or Federal agency.

<sup>13</sup> Includes allegations of discrimination based on race, color, national origin (including LEP), sex (including sexual orientation and gender identity), creed, or age, whether because of actions of the airport sponsor itself, or its employees, contractors, or tenants. Includes noncompliance with related administrative requirements under civil rights laws.

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

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 Board.<sup>15</sup> 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 the complaint and promptly send copies of the complaint to the Airport Legal Counsel, Administration Manager, and the Airport's Executive Director.

Complaints must be filed within 180 days of the discriminatory event, must be in writing (a Title VI Compliant Form is available on the Airport Website), and must be delivered to:

Michelle Anderson, Chief Financial Officer  
[coordinator@jhairport.org](mailto:coordinator@jhairport.org)  
PO Box 159  
1250 East Airport Road  
Jackson, WY 83001  
307-733-7695

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

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

### **Discrimination Complaint Referral Procedure**

Internal Complaint Referral. All Title VI complaints must be promptly forwarded to the Coordinator within 3 business days.

Initial FAA Notification. A copy of each Title VI complaint will be forwarded to the FAA within 15 days of initial receipt (not the date that the Coordinator was notified). The Coordinator will forward a copy of the complaint and a statement describing all actions taken to resolve the matter, and the results thereof to the FAA Civil Rights staff. (Note: complaints based on disability do not have to be forwarded to FAA.) To transmit complaint information to the FAA, the Coordinator will upload the completed Complaint Form to the FAA Civil Rights Connect System which will issue an automatic notification to FAA staff. The Coordinator will also seek

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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 Jackson Hole Airport, the Coordinator will avoid interfering with the FAA investigation, cooperate with the FAA when needed, and share factual information with the FAA.

Prompt Investigation. The Coordinator will make every effort to complete discrimination complaint investigations within 60 calendar days after the complaint is received. Some investigations may take longer with a justification for the delay and assurance that the investigation is being completed as quickly as possible.

Contact with Complainant. The Coordinator will meet with the complainant to clarify the issues and obtain additional information, and also speak with community members and potential witnesses, as appropriate.

Investigation Report. After completing the investigation, the Coordinator will prepare a written report.

Consultation with Legal Counsel. In each case, the Coordinator will consult with Legal Counsel regarding the investigation and the report. Airport Legal Counsel will ensure that the report is consistent with the DOT and FAA Title VI nondiscrimination requirements.

Prompt Resolution of Disputes. The Coordinator will emphasize voluntary compliance and quickly and fairly resolve disputes with complainants, or with contractors, tenants, or other persons, through first working informally with the parties involved to reach a dispute resolution. If a resolution cannot be reached, the parties will engage in negotiation or mediation.

Forwarding Report and Response to Complainant. At the completion of the investigation, the complainant and respondent will receive a letter of findings and determination of the investigation and any applicable resolution. The letter transmitting the findings and any applicable resolution will state Jackson Hole Airport's conclusion regarding whether unlawful discrimination occurred and will describe the complainant's appeal rights. A summary of the investigation report, any appeal, or follow-up actions will be sent to the FAA via 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 Airport's Executive Director.

- The written appeal must be received within 60 business days after receipt of the written decision.
- The written appeal must contain all arguments, evidence, and documents supporting the basis for the appeal.
- The Executive Director will issue a final written decision in response to the appeal.

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

Intimidation and Retaliation Prohibited. Board 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 Michelle Anderson, Chief Financial Officer, Title VI Coordinator.

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

### **Website, In-person, and Other Distribution Methods**

**1** Airport website, Title VI page at <https://www.jacksonholeairport.com/airport-board/titlevi-lep-ada/>

**2** Information Desk, Baggage Claim

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**14. Population / Language Data**

**B16001 and S1701 are on following pages.**

LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER		United States <sup>®</sup> Census BUREAU
<b>Note:</b> The table shown may have been modified by user selections. Some information may be missing.		
<b>DATA NOTES</b>		
TABLE ID:	B16001	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2015	
DATASET:	ACSDT5Y2015	
PRODUCT:	ACS 5-Year Estimates Detailed Tables	
UNIVERSE:	Population 5 years and over	
MLA:	U.S. Census Bureau. "LANGUAGE SPOKEN AT HOME BY ABILITY TO SPEAK ENGLISH FOR THE POPULATION 5 YEARS AND OVER." American Community Survey, ACS 5-Year Estimates Detailed Tables, Table B16001, 2015, . Accessed on May 3, 2024.	
FTP URL:	<a href="https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/">https://www2.census.gov/programs-surveys/acs/summary_file/2015/data/</a>	
API URL:	<a href="https://api.census.gov/data/2015/acs/acs5">https://api.census.gov/data/2015/acs/acs5</a>	
<b>USER SELECTIONS</b>		
TABLES	B16001	
GEOS	Teton County, Wyoming	
<b>EXCLUDED COLUMNS</b>		
	None	
<b>APPLIED FILTERS</b>		
	None	
<b>APPLIED SORTS</b>		
	None	
<b>PIVOT &amp; GROUPING</b>		
PIVOT COLUMNS	None	
PIVOT MODE	Off	
ROW GROUPS	None	
VALUE COLUMNS	None	
WEB ADDRESS	<a href="https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=050XX00US56039">https://data.census.gov/table/ACSDT5Y2015.B16001?q=B16001&amp;g=050XX00US56039</a>	
<b>TABLE NOTES</b>		
	Supporting documentation on code lists, subject definitions, data accuracy, and statistical testing can be found on the American Community Survey website in the Data and Documentation section.	
	Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.	
	Tell us what you think. Provide feedback to help make American Community Survey data more useful for you.	
	Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.	
	<p>Explanation of Symbols: * An "****" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.</p> <p>* An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.</p> <p>* An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution.</p> <p>* An "+" following a median estimate means the median falls in the upper interval of an open-ended distribution.</p> <p>* An "****" entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.</p> <p>* An "*****" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.</p> <p>* An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.</p> <p>* An "(X)" means that the estimate is not applicable or not available.</p>	
	Estimates of urban and rural population, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.	
	While the 2011-2015 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective date of the geographic entities.	
	Methodological changes to data collection in 2013 may have affected language data for 2013. Users should be aware of these changes when using multi-year data containing data from 2013. For more information, see: Language User Note.	
	Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these	
	Source: U.S. Census Bureau, 2011-2015 American Community Survey 5-Year Estimates	
<b>COLUMN NOTES</b>		
	None	

Table: ACS05Y2015.B16001

Teton County, Wyoming		
Label	Estimate	Margin of Error
Total:	21,238	±2
Speak only English:	17,614	±491
Spanish or Spanish Creole:	2,921	±441
Speak English "very well":	1,822	±375
Speak English less than "very well":	1,099	±372
French (incl. Patois, Cajun):	98	±74
Speak English "very well":	80	±70
Speak English less than "very well":	18	±24
French Creole:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Italian:	24	±34
Speak English "very well":	20	±33
Speak English less than "very well":	4	±8
Portuguese or Portuguese Creole:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
German:	39	±39
Speak English "very well":	39	±39
Speak English less than "very well":	0	±21
Yiddish:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Other West Germanic languages:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Scandinavian languages:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Greek:	15	±24
Speak English "very well":	15	±24
Speak English less than "very well":	0	±21
Russian:	156	±170
Speak English "very well":	151	±169
Speak English less than "very well":	5	±11
Polish:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Serbo-Croatian:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Other Slavic languages:	48	±81
Speak English "very well":	48	±81
Speak English less than "very well":	0	±21
Armenian:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Persian:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Gujarati:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Hindi:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Urdu:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Other Indic languages:	2	±4
Speak English "very well":	2	±4
Speak English less than "very well":	0	±21
Other Indo-European languages:	5	±5
Speak English "very well":	4	±8
Speak English less than "very well":	1	±2
Chinese:	9	±20
Speak English "very well":	1	±2
Speak English less than "very well":	8	±20
Japanese:	1	±2
Speak English "very well":	1	±2
Speak English less than "very well":	0	±21
Korean:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Mongolian:	0	±21
Mon-Khmer, Cambodian:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Hmong:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Thai:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Laotian:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Vietnamese:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Other Asian languages:	5	±11
Speak English "very well":	5	±11
Speak English less than "very well":	0	±21
Tagalog:	35	±97
Speak English "very well":	1	±2
Speak English less than "very well":	34	±97
Other Pacific Island languages:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Navajo:	41	±57
Speak English "very well":	36	±56
Speak English less than "very well":	5	±10
Other Native North American languages:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Hungarian:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Arabic:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Hebrew:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
African languages:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21
Other and unspecified languages:	0	±21
Speak English "very well":	0	±21
Speak English less than "very well":	0	±21

<b>Poverty Status in the Past 12 Months</b>		<b>United States<sup>®</sup> Census Bureau</b>
<b>Note: The table shown may have been modified by user selections. Some information may be missing.</b>		
<b>DATA NOTES</b>		
TABLE ID:	S1701	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2022	
DATASET:	ACSST5Y2022	
PRODUCT:	ACS 5-Year Estimates Subject Tables	
UNIVERSE:	None	
MLA:	U.S. Census Bureau. "Poverty Status in the Past 12 Months." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S1701, 2022, <a href="https://data.census.gov/table/ACSST5Y2022.S1701?q=s1701&amp;g=050XX00US56039">https://data.census.gov/table/ACSST5Y2022.S1701?q=s1701&amp;g=050XX00US56039</a> . Accessed on <u>May 3, 2024</u> .	
FTP URL:	None	
API URL:	<a href="https://api.census.gov/data/2022/acs/acs5/subject">https://api.census.gov/data/2022/acs/acs5/subject</a>	
<b>USER SELECTIONS</b>		
TABLES	S1701	
GEOS	Teton County, Wyoming	
<b>EXCLUDED COLUMNS</b>		
	None	
<b>APPLIED FILTERS</b>		
	None	
<b>APPLIED SORTS</b>		
	None	
<b>PIVOT &amp; GROUPING</b>		
PIVOT COLUMNS	None	
PIVOT MODE	Off	
ROW GROUPS	None	
VALUE COLUMNS	None	
<b>WEB ADDRESS</b>		
	<a href="https://data.census.gov/table/ACSST5Y2022.S1701?q=s1701&amp;g=050XX00US56039">https://data.census.gov/table/ACSST5Y2022.S1701?q=s1701&amp;g=050XX00US56039</a>	
<b>TABLE NOTES</b>		
	Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the decennial census is the official source of population totals for April 1st of each decennial year. In between censuses, the Census Bureau's Population Estimates Program produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units for states and counties.	
	Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation including code lists, subject definitions, data accuracy, and statistical testing, and a full list of ACS tables and table shells (without estimates) can be found on the Technical Documentation section of the ACS website.  Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.	
	Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates	
	Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see ACS Technical Documentation). The effect of nonsampling error is not	
	Dollar amounts are adjusted to respective calendar years. For more information, see: Change to Income Deficit.	
	The 2018-2022 American Community Survey (ACS) data generally reflect the March 2020 Office of Management and Budget (OMB) delineations of metropolitan and micropolitan statistical areas. In certain instances, the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB delineation lists due to differences in the <u>effective dates of the geographic entities</u> .	
	Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on 2020 Census data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of <u>ongoing urbanization</u> .	
	Explanation of Symbols:- The estimate could not be computed because there were an insufficient number of sample observations. For a ratio of medians estimate, one or both of the median estimates falls in the lowest interval or highest interval of an open-ended distribution. For a 5-year median estimate, the margin of error associated with a median was larger than the median itself.N The estimate or margin of error cannot be displayed because there were an insufficient number of sample cases in the selected geographic area. (X) The estimate or margin of error is not applicable or not available.median- The median falls in the lowest interval of an open-ended distribution (for example "2,500-")median+ The median falls in the highest interval of an open-ended distribution (for example "250,000+").** The margin of error could not be computed because there were an insufficient number of sample observations.*** The margin of error could not be computed because the median falls in the lowest interval or highest interval of an open-ended distribution.***** A margin of error is not appropriate because the corresponding estimate is controlled to an independent population or housing estimate. Effectively, the corresponding estimate has no sampling error and the margin of error may be treated	
<b>COLUMN NOTES</b>		
	None	

Table: ACSST5Y2022.S1701

Teton County, Wyoming						
	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	23,230	±31	1,606	±517	6.9%	±2.2
AGE						
Under 18 years	4,105	±88	324	±237	7.9%	±5.8
Under 5 years	962	±118	26	±40	2.7%	±4.2
5 to 17 years	3,143	±128	298	±233	9.5%	±7.4
Related children of householder under 18 years	4,105	±88	324	±237	7.9%	±5.8
18 to 64 years	15,292	±165	1,233	±338	8.1%	±2.2
18 to 34 years	5,447	±189	522	±225	9.6%	±4.0
35 to 64 years	9,845	±213	711	±289	7.2%	±2.9
60 years and over	5,367	±256	142	±88	2.6%	±1.6
65 years and over	3,833	±162	49	±64	1.3%	±1.7
SEX						
Male	12,079	±149	706	±336	5.8%	±2.8
Female	11,151	±148	900	±300	8.1%	±2.7
RACE AND HISPANIC OR LATINO ORIGIN						
White alone	19,326	±418	1,190	±391	6.2%	±2.0
Black or African American alone	147	±80	28	±22	19.0%	±13.5
American Indian and Alaska Native alone	26	±47	0	±24	0.0%	±62.5
Asian alone	302	±113	41	±57	13.6%	±17.9
Native Hawaiian and Other Pacific Islander alone	16	±23	2	±6	12.5%	±46.9
Some other race alone	2,364	±502	341	±345	14.4%	±14.4
Two or more races	1,049	±414	4	±8	0.4%	±0.8
Hispanic or Latino origin (of any race)	3,543	±10	359	±346	10.1%	±9.8
White alone, not Hispanic or Latino	18,500	±246	1,151	±398	6.2%	±2.2
EDUCATIONAL ATTAINMENT						
Population 25 years and over	17,801	±152	943	±345	5.3%	±1.9
Less than high school graduate	714	±263	85	±97	11.9%	±14.4
High school graduate (includes equivalency)	2,942	±559	223	±129	7.6%	±4.5
Some college, associate's degree	3,388	±607	299	±226	8.8%	±6.1
Bachelor's degree or higher	10,757	±736	336	±183	3.1%	±1.7
EMPLOYMENT STATUS						
Civilian labor force 16 years and over	15,459	±394	932	±323	6.0%	±2.1
Employed	15,141	±419	880	±293	5.8%	±2.0
Male	8,339	±292	449	±241	5.4%	±2.9
Female	6,802	±314	431	±178	6.3%	±2.6
Unemployed	318	±218	52	±73	16.4%	±20.4
Male	233	±192	6	±10	2.6%	±4.9
Female	85	±104	46	±71	54.1%	±44.2
WORK EXPERIENCE						
Population 16 years and over	19,579	±155	1,327	±359	6.8%	±1.8
Worked full-time, year-round in the past 12 months	9,049	±663	239	±204	2.6%	±2.2
Worked part-time or part-year in the past 12 months	6,969	±712	712	±242	10.2%	±3.5
Did not work	3,561	±369	376	±160	10.6%	±4.2
ALL INDIVIDUALS WITH INCOME BELOW THE FOLLOWING POVERTY RATIOS						
50 percent of poverty level	613	±246	(X)	(X)	(X)	(X)
125 percent of poverty level	2,045	±545	(X)	(X)	(X)	(X)
150 percent of poverty level	2,449	±541	(X)	(X)	(X)	(X)
185 percent of poverty level	3,667	±743	(X)	(X)	(X)	(X)
200 percent of poverty level	4,205	±766	(X)	(X)	(X)	(X)
300 percent of poverty level	6,847	±834	(X)	(X)	(X)	(X)
400 percent of poverty level	10,394	±918	(X)	(X)	(X)	(X)
500 percent of poverty level	12,981	±905	(X)	(X)	(X)	(X)
UNRELATED INDIVIDUALS FOR WHOM POVERTY STATUS IS DETERMINED	6,812	±851	939	±260	13.8%	±4.0
Male	3,929	±549	375	±209	9.5%	±5.6
Female	2,883	±487	564	±183	19.6%	±6.0
15 years	0	±24	0	±24	-	**
16 to 17 years	0	±24	0	±24	-	**
18 to 24 years	698	±200	310	±151	44.4%	±14.5
25 to 34 years	2,195	±367	183	±179	8.3%	±8.2
35 to 44 years	1,285	±386	132	±95	10.3%	±7.9
45 to 54 years	755	±200	145	±129	19.2%	±16.1
55 to 64 years	936	±263	168	±117	17.9%	±10.5
65 to 74 years	572	±199	0	±24	0.0%	±6.3
75 years and over	371	±135	1	±8	0.3%	±2.2
Mean income deficit for unrelated individuals (dollars)	7,681	±1,359	(X)	(X)	(X)	(X)
Worked full-time, year-round in the past 12 months	3,544	±627	185	±183	5.2%	±5.2
Worked less than full-time, year-round in the past 12 months	2,503	±466	540	±198	21.6%	±7.9
Did not work	765	±249	214	±129	28.0%	±13.4
Population in housing units for whom poverty status is determined	22,434	±21	1,390	±529	6.2%	±2.4

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## Unlawful Discrimination

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

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

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

**Coordinator:** Michelle Anderson (ADA/504 and Title VI)  
**Phone:** 307-733-7695 or michelle.anderson@jhairport.org  
**Address:** PO Box 159, 1250 East Airport Rd.  
Jackson, WY 83001

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## Discriminacion Ilegal

Se prohíbe a los operadores de aeropuertos y a sus arrendatarios, inquilinos, concesionarios y contratistas discriminar contra cualquier persona por motivo de raza, color, nacionalidad de origen, sexo, creencias religiosas, impedimento físico o discapacidad en lo que respecta a servicios públicos y oportunidades de empleo. Las alegaciones de discriminación deberán ser dirigidas inmediatamente al Administrador del Aeropuerto o a:

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

Los reglamentos sobre discriminación ilegal están a la disposición de los interesados para su examen en la oficina del Administrador del Aeropuerto.

**Coordinador:** Michelle Anderson (ADA/504 and Title VI)  
**Teléfono:** 307-733-7695 or michelle.anderson@jhairport.org  
**Dirección:** PO Box 159, 1250 East Airport Rd.  
Jackson, WY 83001



U.S. Department of Transportation  
Federal Aviation Administration