



OFFICE OF THE NATIONAL COMMANDER
NATIONAL HEADQUARTERS
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
MAXWELL AIR FORCE BASE, ALABAMA 36112-5937

1 April 2025

MEMORANDUM FOR ALL CAP MEMBERS

FROM: CAP/CC

SUBJECT: Civil Air Patrol Nondiscrimination Policy

1. Civil Air Patrol (CAP) is committed to equality opportunity in offering access to its programs and activities. Nondiscrimination is critical to this endeavor and to our success as an organization.
2. CAP works to provide a safe and respectful environment for all personnel, one that enables opportunities for educational and personal development. Consistent with these practices and applicable laws, it is CAP policy that no member shall be excluded from participation in, denied the benefits of, or subjected to discrimination with respect to accessibility to any CAP program or activity on the basis of race, sex, age, color, religion (creed), national origin (ancestry), sexual orientation, gender identity or expression, disability (formerly handicap), marital status, military or veteran status.
3. Current and potential membership is subject to CAP's membership eligibility criteria as found in [CAPR 39-2](#); however, it is CAP policy that no applicant meeting the minimum age requirement will be denied membership on the basis of any of these protected classes. This is intended to ensure that only relevant factors and established criteria are considered, and that consistent standards are applied.
4. Commanders at all levels are responsible for ensuring that members under their command are aware of and adhere to the CAP Nondiscrimination Policy found in [CAPR 36-1](#).
5. Allegations of violations of the CAP Nondiscrimination Policy will be sent to the organizational Equal Opportunity Officer (EOO). Submission of complaints directly to the CAP/EOO will not be considered a violation of the chain of command.
 - a. Those wishing to submit a complaint should review [CAPR 36-2](#), *Complaints Under the Civil Air Patrol Nondiscrimination Policy*, for procedures and guidance. Additional guidance may also be obtained by contacting the EOO.
 - b. The CAP/EOO, Lt Col Spencer Horn, can be contacted at eo@capnhq.gov, (845) 729-6156, or by writing to Equal Opportunity Officer, 105 South Hansell Street, Maxwell AFB, AL 36112.
6. Any questions concerning this policy should be directed to the CAP/EOO.

A handwritten signature in black ink that reads "Regina M. Aye". The signature is written in a cursive, flowing style.

REGENA M. AYE, Major General, CAP
National Commander/CEO