



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

13 May 2020

MEMORANDUM FOR ALL CAP MEMBERS

FROM: CAP/CC

SUBJECT: CAP Nondiscrimination Policy

1. Civil Air Patrol is committed to equality of opportunity in offering access to its educational and operational programs and activities. Nondiscrimination and diversity are critical to our success as an organization.
2. CAP provides an inclusive and welcoming environment for all members and ensures that educational, membership and operational decisions are based on each individual's abilities and qualifications. Consistent with this practice 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. However, each case is subject to applicable qualifications and ability standards for the CAP program or activity concerned. Further, it is Civil Air Patrol policy that no applicant meeting CAP's minimum age requirement will be denied membership in CAP on the basis of any of the foregoing characteristics. This policy is intended to ensure that only relevant factors are considered, and that equitable and consistent standards of conduct and performance are applied.
3. Commanders at all levels are responsible for ensuring that members under their command are aware of and adhere to CAP's nondiscrimination policy.
4. Allegations of violations of the CAP Nondiscrimination Policy will be sent to the Equal Opportunity Officer (EOO), Lt Col Walter Vertreace. Submission of allegations and/or complaints directly to the CAP/EOO will not be considered a violation of the chain of command.
  - a. Those wishing to submit a discrimination 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 can be contacted at [eo@capnhq.gov](mailto:eo@capnhq.gov) or (267) 971-9442, or by writing to Equal Opportunity Officer, 105 South Hansell Street, Maxwell AFB, AL 36112.
5. Any questions concerning this policy should be directed to the CAP/EOO.

A handwritten signature in black ink that reads "Mark E. Smith".

MARK E. SMITH  
Major General, CAP