



HEADQUARTERS NORTH DAKOTA WING
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
PO Box 608



Bismarck, North Dakota 58502-0608

20 February 2023

MEMORANDUM FOR DISTRIBUTION

FROM: NDWG/CC

SUBJECT: CAP Nondiscrimination Policy

1. IAW CAPR 36-1, Civil Air Patrol Nondiscrimination Program, all commanders are responsible for implementing and enforcing CAP policies, procedures, and directives prohibiting discrimination throughout their respective commands and ensuring the CAP Nondiscrimination Policy is briefed annually to all members.
2. The Constitution of the Civil Air Patrol, Article VII, states, "Discrimination based on age, disability or the provisions of Title VI and VII of the Civil Rights Act of 1964 is prohibited."
3. 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 based on race, color, sex, age, 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, Civil Air Patrol's policy is that no applicant meeting CAP's minimum age requirement will be denied CAP membership based on the abovementioned 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.
4. Allegations of violations of the CAP Nondiscrimination Policy shall be submitted for complaint IAW CAPR 36-2, Complaints Under The Civil Air Patrol Nondiscrimination Policy, to the CAP Equal Opportunity Officer (EOO) or the Equal Opportunity Administrator.
5. This letter serves as a briefing of the CAP Nondiscrimination Policy and supersedes all previous letters, identical/similar subjects. For any questions or concerns, please contact Lt Col Troy Krabbenhoft, NDWG/CV-DEI, at troy.krabbenhoft@ndwg.cap.gov or (701) 866-5607.


JUSTIN B. BAIER, Colonel, CAP
Commander

Distribution:
All NDWG Members