



**HEADQUARTERS NORTH DAKOTA WING
CIVIL AIR PATROL
UNITED STATES AUXILIARY
PO Box 608
Bismarck ND 58502-0608**



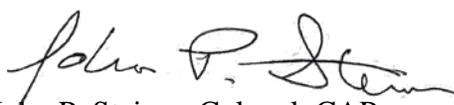
1 February 2020

MEMORANDUM FOR ALL CAP MEMBERS

FROM: NDWG/CC

SUBJECT: Nondiscrimination

1. North Dakota Wing (NDWG), Civil Air Patrol (CAP) 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. NDWG 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 NDWG policy not to discriminate in offering access to its programs and activities, or with respect to membership terms and conditions, on the basis of race, sex, age, color, religion, national origin, or disability. This policy ensures 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 NDWG's nondiscrimination policy .
4. Allegations of violations of the NDWG Nondiscrimination Policy will be sent to the National Equal Opportunity Officer (EEO), Lt Col Walter Vertreace. Submission of allegations and/or complaints directly to the CAP/EEO will not be considered a violation of the chain of command.
 - a. Those wishing to submit a discrimination complaint should review CAPR 36-2 for procedures and guidance. Additional guidance may also be obtained by contacting the EEO.
 - b. The CAP/EEO can be contacted at wvertreace@comcast.net, (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 NDWG/CS, Lt. Col. Sean Johnson, (701) 391-5326, cs@ndcap.us.


John P. Steiner, Colonel, CAP
Commander