HEADQUARTERS
CIVIL AIR PATROL NORTH CAROLINA WING
UNITED STATE AIR FORCE AUXILIARY
3520 Alamance Road
Burlington NC 27215

10 Jan 2023

MEMORANDUM FOR NORTH CAROLINA WING PERSONNEL

FROM: CC

SUBJECT: Non-Discrimination Policy

1. I want to reiterate the importance and value of the Civil Air Patrol (CAP) Non-Discrimination policy. There is no place for discrimination within CAP and it cannot be tolerated for the good of our organization and our members. Likewise, it is paramount that we provide a safe environment for all our members: non-discrimination is a part of that safety. Therefore, I encourage everyone to review and embrace our diversity and our CAP non-discrimination policy as our own.

2. 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, 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, 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. (CAPR 36-1, ¶ 2)

3. This is an operational briefing, not a simple administrative matter: in order to fulfill our significant responsibilities to the U.S. Air Force and our respective communities, we must work together and leverage the best resources available. That means emphasizing performance and cooperation, not any bias or prejudice.

4. Thank you for your commitment to a diverse, safe, and capable Civil Air Patrol. Let me or your commander know what resources you need to keep us strong.

DENNIS R. BISSELL, Colonel, CAP
Commander

E-Signed : 01/10/2023 07:49 AM CST

Dennis R. Bissell,
Col, CAP

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Comments: N/A
Voting: APPROVED
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