



**HEADQUARTERS  
HAWAII WING, CIVIL AIR PATROL  
UNITED STATES AIR FORCE AUXILIARY  
PO Box 29417  
Honolulu, HI 96820**



9 Jan 2008

MEMORANDUM FOR ALL MEMBERS

FROM: HIWG/CC

SUBJECT: CAP NON-DISCRIMINATION POLICY

1. It is Civil Air Patrol policy that no member shall be excluded from participation in, denied the benefits of, or subjected to discrimination in any CAP program or activity on the basis of race, sex, age, color, religion, national origin, or disability (formerly handicap). 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 race, sex, age, color, religion, national origin, or disability (formerly handicap).

2. IAW CAPR 36-2, Complaints under the Civil Air Patrol Nondiscrimination Policy, all commanders are required to:

- a. Implement and enforce CAP policies, procedures, and directives prohibiting discrimination, as well as DOD Directives 5500.11, 1020.1, and AFI 36-2707, throughout their respective commands. The DOD and AF documents have been posted on the HIWG Website under the Personnel Section.
  - i. DOD Directive 5500.11, Nondiscrimination in Federally Assisted Programs, is the implementing directive for Department of Defense compliance with the Title VI, Civil Rights Act of 1964, and applies to CAP.
  - ii. DOD Directive 1020.1, Nondiscrimination on the Basis of Handicap in Programs and Activities Assisted or Conducted by the Department of Defense, is the implementing directive for DOD compliance with the Rehabilitation Act of 1973, Section 504. It states that no qualified handicapped person in the United States shall on the basis of handicap be excluded from participation in, denied the benefit of, or otherwise subjected to discrimination under any program or activity conducted by the Federal Government or receiving Federal financial assistance.
  - iii. AFI 36-2707, Nondiscrimination in Programs and Activities Assisted or Conducted by the Department of the Air Force, is the Air Force implementing directive for DOD Directive 5501.11 and DOD Directive 1020.1.
- b. Annually brief all members within their command of the CAP Nondiscrimination Policy. This memorandum satisfies that requirement.
- c. Maintain such records as they determine necessary to ensure compliance with these directives. These records will be made available for inspection upon request of the EOO, inspection assessment teams (see CAPR 123-3) or other competent authority.

3. Squadron Commanders are directed to brief their members on the CAP Non-Discrimination Policy.

A handwritten signature in cursive script, reading "Earl G Greenia".

Earl G Greenia, Colonel CAP  
Commander