

Civil Air Patrol Policy of Nondiscrimination (per CAPR 36-1, 4 August 2016)

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, 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.

Complaints Under the Civil Air Patrol Nondiscrimination Policy (per CAPR 36-2, 12 December 2012)

This regulation assigns responsibilities and prescribes procedures for addressing alleged violations, involving CAP members, of Civil Air Patrol's Nondiscrimination Policy as specified in the Civil Air Patrol Constitution. This Program implements provisions of Title VI of the Civil Rights Act of 1964 (PL 88-352), Title III of the Age Discrimination Act of 1975 (PL 94-135), Department of Defense (DOD) Directive 5500.11, Nondiscrimination in Federally Assisted Programs, DOD Directive 1020.1, Nondiscrimination on the Basis of Handicap in Programs and Activities Assisted or Conducted by the Department of Defense, and Air Force Instruction (AFI) 36-2707, Nondiscrimination in Programs and Activities Assisted or Conducted by the Department of the Air Force.

If you believe you've experienced discrimination based on any of the above listed protected classes, please review the reporting procedures and guidelines outlined in CAPR 36-2 (link below). Allegations of violations of CAP's nondiscrimination policy should be sent directly to CAP's Equal Opportunity Officer, Lt Col Walter Vertreace at eo@capnhq.gov or [\(267\) 971-9442](tel:2679719442). Any CAP member may directly contact the EOO and will not be considered in violation of the chain of command.

Referenced regulations, pamphlets, resources, etc.

CAPR 36-1 (last updated August 2016)

https://www.gocivilairpatrol.com/media/cms/R036_001_D6D80CB431788.pdf

CAPR 36-2 (last updated December 2012)

https://www.gocivilairpatrol.com/media/cms/R036_002_D2CD7C6F4C14A.pdf

Defense Equal Opportunity Management Institute “Special Observances”
<https://www.defenseculture.mil/Human-Relations-Toolkit/Special-Observances/>

CAPP 1-10 *Suggested Best Practices for Including Individuals with Special Needs* (last updated September 2017)
https://www.gocivilairpatrol.com/media/cms/CAPP_110_Special_Needs_31C5DB879B705.pdf

National Commander’s Annual Nondiscrimination Policy Memorandum (issued 1 April 2022)
https://www.gocivilairpatrol.com/media/cms/2022_CAP_Nondiscrimination_Policy_B7556FC83A040.pdf

CAPP 1-10

9.3. Transgender Accommodations. Members may request authorization to wear the uniform corresponding to their gender identity. A letter, including medical documentation that the individual is a transgender person, is required. Members submit their requests in writing through the chain of command to CAP/DP. For help with policy questions, contact CAP/DP.

9.4. Gender Expression. 9.4.1. Skirts & Slacks. Anytime the group is wearing the blues or aviator combination, female members are welcome to wear the skirt combination or slacks, as they prefer. 9.4.2. Fitness Attire. Anytime the group is wearing physical fitness attire, members may wear athletic pants and athletic shirts in lieu of shorts and tee shirts that they deem immodest.