



HEADQUARTERS FLORIDA WING
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
4040 Crossfield Way, Suite 6
Lakeland FL 33811



26 March 2018

MEMORANDUM FOR FLORIDA WING MEMBERS

FROM: FLWG/CC

SUBJECT: Florida Wing Equal Opportunity and Nondiscrimination Policy

1. As our most valuable resource, our members deserve to be treated with respect and to be able to volunteer in an organization free of discrimination, harassment, and abuse.
2. CAP Nondiscrimination Policy, prescribed in CAPR 36-1, Paragraph 2, states "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."
3. CAP members should be able to serve and participate in a non-hostile environment. Discrimination, harassment, or abuse of any kind will not be tolerated. Complaints regarding CAP Nondiscrimination Policy will be handled in accordance with CAPR 36-2.
4. All commanders in Florida Wing "[a]re responsible for implementing and enforcing CAP policies, procedures, and directives prohibiting discrimination throughout their respective commands" in accordance with CAPR 36-1, Paragraph 4.4.1. In addition, all commanders in Florida Wing will:
 - a. Ensure that the CAP Nondiscrimination Policy is briefed annually to all members within their respective commands.
 - b. Make every effort to ensure diversity in recruiting new members into CAP.
 - c. Maintain such records as they determine necessary to ensure compliance with these directives.
5. This memorandum satisfies the annual briefing requirement in CAPR 36-1, Paragraph 4.4.2. All units are required to read this memorandum at their next cadet and/or senior member meetings, and to post it in a visible area.
6. Diversity presents many opportunities for increased growth, innovation, and productivity. As such, there's no room for discrimination in Florida Wing and CAP. Together we can leverage our unique experiences, talents, and abilities to make Florida Wing the premier wing in Civil Air Patrol.

A handwritten signature in cursive script that reads "Luis Garcia".

LUIS GARCIA, Colonel, CAP
Commander