



## **FL WING SUPPLEMENT 1**

**CAPR 36-1**

**16 DECEMBER 2014**

**Personnel – General**

### **EQUAL OPPORTUNITY**

CAPR 36-1 dated 13 December 2012 is supplemented as follows:

**<<<POST ON ALL UNIT BULLETIN BOARDS>>>**

We must all continually emphasize our commitment to nondiscrimination; let us remind ourselves of the value that each and every member contributes to Civil Air Patrol and to our missions. Let us remember to show respect to each other without regard for our differences. Respect is not just a core value for our organization but it is also a promise we must honor in our dealings with each other and with the greater community. We can listen to the viewpoints of others respectfully, withholding judgment. CAP policy states 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" and that no prospective member who meets basic requirements will be denied membership for any of those reasons. Our nation was founded on this belief that all are created equal, with certain inalienable rights.

As an organization, we can honor that belief with our behavior. We can demonstrate the principle that people be judged on their own merits, not by any other standard. Each and every one of us together can demonstrate our commitment as an organization to fair treatment, always vigilant. We can treat every member and prospective member with courtesy and respect. Race, age, gender, nationality and national origin do not affect mission readiness or our commitment to serve. Just as our nation benefits from the richness of the diversity and experiences of our population, our organization is also a result of different experiences and those volunteer contributions that allow us to make a difference. Our strength as an organization results from the commonality of our purpose reflected in our missions. While your group and squadron commanders will reinforce our CAP nondiscrimination policy during this month, this ethic of fairness is one we can reflect every month and every day.

1. If you haven't already done so, you need to complete the CAP Equal Opportunity Course. While short, it provides the cornerstones of our policy. This may be found online at:

a. Level One: Foundations, Sub Course 4: [Equal Opportunity](#)

2. The test may only be taken one time during your CAP membership. Additionally you also must participate in an annual nondiscrimination briefing that will be given by your unit commander.

3. Each one of us is responsible to uphold fair treatment of other CAP members. When a discrimination incident occurs, CAP Regulation 36-2 provides clear guidance on reporting. Complaints under the nondiscrimination policy may be filed with the:

a. National Equal Opportunity Officer (EEO),

b. CAP Fraud, Waste and Abuse Hotline at (877) 227-9142, option 4, or

c. National Equal Opportunity Administrator (HQ CAP/EXS).

4. Complaints may be made in writing, or they may be made anonymously. Any commander or inspector general must also forward complaints to the Equal Opportunity Officer if a violation of policy occurs. If you're in doubt as to whether a complaint constitutes discrimination, you may contact the EEO or the HQ CAP/EXS for clarification.

5. Our commitment is to ensure we treat every member with the courtesy and respect they deserve. Race, age, gender, nationality, and national origin do not affect our mission readiness or our commitment to serve our communities and our nation unless we fail to enforce our standards.

It's the richness of our common experience and the diversity of our population which help define us and knit the fabric that keeps us together.

Thank you for your service, for being Always Vigilant, and for constantly striving to be the best.

I remind you of the Florida Wing mission statement:

"Committed to excellence in the execution of our missions of Emergency Service, Cadet Program, and Aerospace Education in service to our members, our communities, and our nation."

Because of you, we are strong and successful.



HENRY IRIZARRY, Col, CAP  
Commander, Florida Wing

Certified: 23 February, 2016, Lt Col Ralph Kugel, FLWG DCS

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