



HEADQUARTERS
PENNSYLVANIA WING CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
BUILDING 3-108
FORT INDIANTOWN GAP
ANNVILLE, PA 17003
(717) 861-2335 FAX: (888) 528-1561
E MAIL: hq@pawg.cap.gov



12 November 2011

MEMORANDUM FOR ALL MEMBERS, PAWG CAP

FROM: PAWG/CC

SUBJECT: Nondiscrimination

1. It is the policy of Pennsylvania Wing, Civil Air Patrol to provide members equality of access to and participation in all Wing activities without regard to, and without discrimination based upon race, color, religion, age, sex, national origin or disability. Membership in CAP will not be denied to any applicant meeting CAP's minimum age and other legitimate requirements on the basis of race, color, religion, age, sex, national origin or disability. All members of Pennsylvania Wing are directed to comply with all laws, regulations and directives regarding nondiscrimination, including those contained in this memorandum.
2. Unit commanders are hereby directed to ensure that all members under their command are aware of and adhere to this policy, and to further ensure that diversity is considered in the course of recruitment, training, promotion, assignment and selection for activities. All commanders will brief the policy to unit members during the first calendar quarter of each year.
3. Complaints and allegations of discrimination are to be processed in accordance with relevant CAP regulations, as outlined in the National Commander's memorandum entitled Nondiscrimination (attached). Discrimination complaints will be forwarded to the Equal Opportunity Officer at National Headquarters, or to the National Headquarters Equal Opportunity Administrator. Complaints of harassment or hazing are to be handled under the CAP Inspector General Complaints program and not under the Nondiscrimination Policy.
4. All members are expected to familiarize themselves with CAPR 36-1 (Civil Air Patrol Nondiscrimination Program) and 36-2 (Complaints Under the Civil Air Patrol Nondiscrimination Policy).
5. A copy of the National Commander's Nondiscrimination memorandum will be posted at every unit location, or otherwise made available to all members in the unit, and will be posted on the PAWG web site.
6. Any questions concerning the Pennsylvania Wing Nondiscrimination Policy should be directed to the undersigned.

SANDRA E. BRANDON
Colonel, CAP
Commander