



HEADQUARTERS MID-ATLANTIC REGION  
CIVIL AIR PATROL  
UNITED STATES AIR FORCE AUXILIARY



01 October 2023

MEMORANDUM FOR MEMBERS OF THE MID-ATLANTIC REGION

FROM: MAR/CC

SUBJECT: Annual Policy on Non-Discrimination

1. I want to emphasize the significance of the Civil Air Patrol (CAP) Non-Discrimination policy. Discrimination has no place in our organization and is unacceptable. We must foster a safe environment for all members; non-discrimination is crucial to this principle. I urge everyone to familiarize themselves with and uphold our diversity and non-discrimination policy.
2. CAP policy states that no member will be excluded from participation in, denied the benefits of, or subjected to discrimination in any CAP program or activity based on race, color, sex, age, religion (creed), national origin (ancestry), sexual orientation, gender identity or expression, disability (formerly handicap), marital status, military, or veteran status. Each case will be evaluated based on relevant qualifications and ability standards for the CAP program or activity concerned. Furthermore, CAP policy ensures that no applicant meeting CAP's minimum age requirement will be denied membership based on these characteristics. This policy aims to ensure that only relevant factors are considered, and that equitable and consistent standards of conduct and performance are applied. (Refer to CAPR 36-1, ¶ 2)
3. This is more than just an administrative matter; it's an operational briefing. We must work together and utilize the best resources available to fulfill our significant responsibilities to the U.S. Air Force and our respective communities. This means focusing on performance and cooperation, not bias or prejudice.
4. Thank you for being so committed to a diverse, safe, and capable Civil Air Patrol. Please let me or your commander know what resources you need to keep us strong. A copy of CAP's annual policy is attached for your reference.

A handwritten signature in cursive script that reads "Eugene L. Egray".

EUGENE L. EGRY III, Col, CAP  
Commander