



HEADQUARTERS MONTANA WING CIVIL AIR PATROL

United States Air Force Auxiliary
1918 Missile Drive
Malmstrom AFB, MT 50404

1 Jan 16

MEMORANDUM FOR MTWG

FROM: MTWG/CC

SUBJECT: Equal Opportunity Briefing

1. Talking about diversity in any organization is often a difficult topic. Civil Air Patrol is no different in that regard. However, it is important, and required by regulation to review CAP's policy on Equal Opportunity and nondiscrimination.
2. One of CAP's core values is respect. Equal Opportunity and nondiscrimination is based on that value. CAP's policy is simple and codified within its constitution which states "Discrimination based on race, sex, age, color, religion, national origin or disability is prohibited."
3. Commanders are responsible for implementing and enforcing CAP policies, procedures and directives including the nondiscrimination policy.
4. If at any time, any member feels there may be an issue of discrimination I highly encourage you to speak with me personally. CAPR 36-2 governs this and allows for any member to approach any commander without fear of reprisal for concerns.
5. All commanders are asked to brief this to their respective commands in the month of January. When this is complete please provide a unit roster electronically showing the date, location and all members who have received this important briefing no later than COB 31 January 16.

Nolan S. Teel Col, CAP
Commander Montana Wing

Distribution:

1 Ea Unit Commander
1 MTWG/WA
1 MTWG CV
1 MTWG CS