

PLEDGE OF PRINCIPLES



GROUP VI
FLORIDA WING CIVIL AIR PATROL

INTEGRITY
VOLUNTEER SERVICE
EXCELLENCE
RESPECT

PURPOSE AND DEFINITION:

The purpose of this Pledge of Principles is to clearly state the policies of Florida Wing Group 6 of the Civil Air Patrol that affect all of us as members so that we will understand and apply them in our CAP activities. For the purpose of this document, references to the Group include Florida Wing Group 6 and all its subordinate units.

MEMBER RELATIONS:

We must not discriminate against members or potential members on the basis of race, color, religion, national origin, disability, gender, age or veteran status. We value diversity and recognize that all members contribute to the Group's success. We must not engage in sexual harassment, including unwelcome sexual overtures, advances, requests for sexual favors, or other similar conduct in any way which would adversely affect another member's work performance or create an offensive or otherwise uncomfortable environment. Members are expected to be familiar with CAPR35-10 (Ethics Policy), CAPR36-2 (CAP Nondiscrimination Program), CAPR39-2 (CAP Membership), CAPR123-2 (Complaints), CAPR110-1 (Internet Operations) and CAPR52-10 (CAP Cadet Protection Policy).

SUBSTANCE ABUSE:

We will maintain a drug-free environment. We may not use, possess, manufacture, dispense, distribute or sell illegal drugs while we are conducting CAP business, on CAP property, or while operating a CAP vehicle. Drugs requiring a prescription will be used only as prescribed.

VIOLENCE:

Violent acts or threats by a member against another person's life, health, well-being, family or property, whether made directly, indirectly, seriously or in a joking manner, by words, gestures or symbols, are absolutely prohibited. Physical assaults and any conduct that is harassing, intimidating, or threatening, including without limitation, threats of violence, physical challenges to fight, stalking or attempted assaults are prohibited. Disciplinary action may be taken in accordance to CAP regulation up to and including membership termination. Violations of civil or criminal statutes may be referred to civil authorities.

All incidents of violence must be brought to the attention of your commander. Commanders must report all incidents of violence in accordance with CAP regulation.



HARASSMENT & SEXUAL HARASSMENT:

The Group is committed to maintaining an environment free of harassment (including, but not limited to, sexual harassment, racial harassment, bullying, etc.) for all members. In keeping with this commitment, harassment of members by anyone, including those in command, a fellow member, or a member of a partner organization is unacceptable. Members engaging in harassment may be subject to disciplinary action up to and including membership termination in accordance with CAP regulation. Members should be familiar with CAPR123-2 (Complaints). A member of a partner organization in violation of these policies may be banned from further participation in CAP activities.

WHISTLEBLOWER PROTECTION:

All members should be familiar with CAPR123-2 (Complaints). This regulation defines harassment and explains the process for submitting complaints. Members should also understand Section 3 of this regulation which describes the Whistleblower Protection Program. The Whistleblower Protection Program "...provides protection against reprisal or abuse of authority towards members who expose fraud, waste, mismanagement, deficiency, cadet protection issues, abuse of authority or discrimination."

Commanders found to be prohibiting or otherwise discouraging members under their command from utilizing the chain of command to ask questions or express concerns will be disciplined in accordance with CAP regulations and may be removed from command.

COMMUNICATIONS, INTERNET & SOFTWARE SYSTEMS:

Each member is responsible for the content of all text, E-Mail, audio or images that they place or send by printed material, fax, email, mail, telephone, voice mail, over the Internet or any other electronic method while using CAP facilities and equipment. All messages communicated must have your name attached unless the "from" address clearly indicates the name of the sender. No messages may be transmitted under an assumed name. Members may not attempt to obscure the origin of any message. Information published on the Internet or any other form, should not violate or unlawfully infringe upon the rights of others. No abusive, harassing, profane or offensive language is to be transmitted through any CAP communication system or to any fellow CAP member. Members should be familiar with CAPR 110-1 (Internet Operations).

FISCAL RESPONSIBILITY:

We must ensure that payments and transactions are properly authorized in accordance with CAP regulation. Unit Commanders, Unit Finance Officers and members of Unit Finance Committees must be familiar with applicable CAP regulations including CAPR173-1 (Financial Procedures and Account Report for Units Below Wing Level).



Commanders found to be prohibiting or otherwise discouraging the Unit Finance Officer and/or members of the Unit Finance Committee from properly executing their duty assignments OR commanders found to be lying to or otherwise misleading their Unit Finance Officer and/or members of the Unit Finance Committee OR commanders found to be mismanaging unit finances or financial records will be disciplined including removal from command and possible membership termination in accordance with CAP regulations.

SAFETY, HEALTH AND ENVIRONMENTAL PROTECTION:

Commanders are responsible for providing a healthful environment for members under their command. We must abide by safe operating procedures and all laws and regulations relating to health and safety issues. All members are accountable for ensuring that we think safety first in all we do.

Members are encouraged to reuse and recycle materials when it makes environmental and fiscal sense to do so. Impact on the environment will be considered in the planning stages of all CAP events and training exercises.

UNIT LOYALTY:

We are representatives of this Group. By our acts, words and deeds, we demonstrate our loyalty and dedication to the success of the Group and our pride in the unit we are in. We will not jeopardize or damage the integrity, reputation or relationships of the Group.

We will not attempt to divert opportunities for relationship building within the communities which the Group serves. We will endeavor to enhance the Group's relationships with organizations the Group supports and is supported by.

OPEN COMMUNICATION:

Open communication is essential for accomplishing the goals and missions of CAP and the Group. The success of this Pledge of Principles depends on maintaining effective channels of communication. As a member, you must be willing to bring forward problems and know that you will be listened to and taken seriously and that you are protected from retribution for doing so.



RAISING QUESTIONS AND CONCERNS:

If you become aware of an activity within your unit that you feel is a problem that is not expressly covered by one or more CAP regulation, please contact your unit commander. If you are unsatisfied with the response or have additional concerns, you should continue to raise the issue through the chain of command.

IMPORTANT CONTACT INFORMATION

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