

RESTRICTED

Notes for use by Recruiting Teams

Most discussions of homosexuality seem to generate more heat than light. It is indeed difficult to express in a few words the Department's attitude toward this subject which is a most complex issue.

On the purely security side of the matter, the Department has an obligation to protect the particularly sensitive material it produces and handles; it also has a responsibility to ensure its employees are not, by reason of their service abroad, placed in a position of some jeopardy by reason of their personal traits or habits. While not illegal in Canada, there are countries in the world where homosexuality is illegal and subject to penalties of the law, which can be summary and severe.

Incidents where a homosexual is subjected to blackmail, coercion or extortion, in Canada or abroad, while not numerous, occur often enough to lead to a conclusion that homosexuality can be exploitable in a number of ways. Homosexuality, in common with a number of other conditions, would be an element in any decision on the suitability of a particular candidate for employment in the foreign service.

For general information on this subject, you may wish to read John Barron's book "KGB" and "Craft of Intelligence" by <sup>William</sup> John Foster Dulles.

The basic question, of course, is whether the Department of External Affairs, knowingly, will employ a homosexual. The general answer is that each case must be examined individually against a number of personnel and security criteria. More specifically, however, as I've tried to indicate, homosexuality does give rise to concerns in the security sense which must carefully be taken into consideration and which may well lead to a conclusion that an offer of employment should not be extended.

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