

Government of Canada / Gouvernement du Canada

MEMORANDUM

NOTE DE SERVICE

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D/COMM'R. (ADMIN.)

D.O.P.

SECURITY - CLASSIFICATION - DE SÉCURITÉ
CONFIDENTIAL
OUR FILE/NOTRE RÉFÉRENCE
YOUR FILE/VOTRE RÉFÉRENCE
DATE 86-07-08

CT Briefing Note - Solicitor General  
Sexual Orientation

BACKGROUND:

Solicitor General had provided response (draft?) to Commissioner's letter of 86-04-30 seeking Commissioner's reaction to

- draft Ministerial Directive setting out government policy on sexual orientation which ensures policies, practices and procedures of the Force conform to the government position; and
- enclosing copy of Solicitor General's interim reply to Minister of Justice re commitment to implementing recommendations 10 and 11 in Equality for All Report.

DRAFT MINISTERIAL DIRECTIVE

Section 2 Purpose & Scope

- sexual orientation is a prohibited ground of discrimination - Force must conform in all respects.

Section 3 Authorities - Dept. of Sol. Gen. Act  
R.S.C. 1970 C.S.12, S.4. &  
R.C.M.P. Act R.S.C. 1970, C.R-9, S.5.

Section 5.d. sexual orientation is prohibited as a ground of discrimination in the selection, recruitment or employment policies, practices and procedures of the Force.

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IMPLICATIONS

- no policy change required;
- any informal practices which are based on sexual orientation must be corrected;
- procedural directives on security interviews require review to determine if adjustment is required to terms such as "illicit sexual behaviour" or "deviant sexual behaviour";
- staffing of positions cannot take sexual orientation into account, e.g., foreign posting, remote posts, local attitudes about sexual orientation, V.I.P. security;
- work planning procedures, e.g., shift scheduling cannot take sexual orientation into account;
- once received in its final form the contents of the Directive must be made known to -
  - all C.O.s
  - all D.S.R.R.s
  - all Staffing Personnel
  - all Unit Commanders

G.M. Allen, A/Comm'r.,  
Director,  
Organization & Personnel.