

Government of Canada / Gouvernement du Canada

MEMORANDUM

NOTE DE SERVICE

[

 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.

.../2

- 2 -

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.