

**DISCHARGE FOR HOMOSEXUALITY  
COMMISSIONER'S STANDING ORDER**

**1.a. General**

- 1.a.1. This bulletin outlines the procedures for the discharge of regular members of the RCMP for homosexual behavior under Regulation 74, R.C.M.P. Regulations.
- 1.a.2. Any investigation by the Force into the homosexual behaviour of a regular member must be carefully managed to ensure that the rights of the individual are fully respected. Those conducting such investigations should be sensitive to the personal and confidential nature of the matters being investigated.
- 1.a.3. This bulletin shall be a Commissioner's Standing Order made pursuant to the RCMP Act, Section 21(2), notwithstanding that it is not in the usual format for a CSO. No changes, amendments or revisions shall be made in any manner whatsoever to this bulletin or its appendices without the express approval of the Commissioner.

**1.b. Definition**

- 1.b.1. For the purposes of this bulletin homosexual behavior means the manifestation of a sexual propensity for persons of ones own sex.

**1.c. C.O.**

- 1.c.1. On being advised that a regular member has engaged in, is engaging in or may engage in homosexual behavior, discreetly inquire into the facts of the situation using, when necessary, the offices of the Health Services officer for your division.
- 1.c.2. If your inquiry tends to substantiate the initial report, have an investigation conducted of the circumstances by a member senior in rank to the member being investigated.
- 1.c.3. If you believe it necessary or the member so requests and the Health Services Officer so recommends refer the subject for psychiatric examination.

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1.d. Investigator

1.d.1. Conduct a thorough and discreet investigation into the situation and submit a complete report directly to the C.O.

1.e. C.O.

1.e.1. If the investigation indicates that there are reasonable grounds to believe that a member has engaged in, is engaging in or may engage in homosexual behaviour, serve the member with a "Notice of Intent to Recommend Discharge", including particulars upon which the recommendation is based, and send copies of all material to the Commissioner, Attention: OIC Internal Affairs Branch.

1.e.2. Include in the Notice of Intent advice that the member has seven days in which to make written representation to the Commissioner.

1.f. Member

1.f.1. On service of the "Notice of Intent to Recommend Discharge", you have seven days in which to make written representations to the Commissioner with respect to the recommendation. Receipt of your written representations by your C.O. will constitute receipt by the Commissioner.

1.g. C.O.

1.g.1. On receipt of the member's written representations, or on the eighth day, if no representations are submitted, forward the Notice, written representations, if any, and all other investigative or related materials together with your recommendation to the Commissioner, Attention: OIC Internal Affairs Branch.

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1.h. **Commissioner**

- 1.h.1. Consider the recommendation and all written representations.
- 1.h.2. Determine the issue by either accepting or rejecting the recommendation.

1.i. **Member**

- 1.i.1. Should the Commissioner accept the recommendation for discharge, you will have seven days from the date of receipt of the Commissioner's decision to request your discharge from the Force. Should you not do so, you will be discharged from the Force on the eighth day, or in the case of an officer on the date ordered by the Governor-in-Council.

2. **CIVILIAN MEMBERS AND ALL OTHER EMPLOYEES**

2.a. **C.O.**

- 2.a.1. When it is brought to your attention that an employee, other than a regular member, is a homosexual, discreetly inquire into the allegation using, when necessary:
  - 2.a.1. 1. the Health Services Officer;
  - 2.a.1. 2. your internal investigation section.
- 2.a.2. Report your findings with your recommendations to this Headquarters.

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