

G 330-509

Royal Canadian Mounted Police

Gendarmerie royale du Canada



Deputy Commissioner / Sous-commissaire
Human Resources / aux ressources humaines



94-09-07

Brigadier-General L.T. Doshen
Director General Personnel Policy
National Defence Headquarters
OTTAWA, Canada
K1A 0K2

Dear Brigadier-General:

Your request for information of 22 August 1994 on RCMP policy regarding the employment of homosexuals was referred to Diversity Management Branch for action and a response. They provide the following information:

- 1) The RCMP does not have a policy specifically for or against the employment of homosexuals. However, the practice of the RCMP is not to discriminate against individuals on the ground of sexual orientation.
- 2) There is policy regarding security clearances in the Security Manual (copy attached, tab 'A'). According to the policy, if the issue of homosexuality surfaces during the application process it is dealt with from a "security/suitability" perspective. *NOF*
- 3) There is a general consensus among the Staffing and Personnel establishment in the RCMP that no further policy is required, nor that firmer rules are necessary as the existing policy is deemed to be sufficient.
- 4) The existing policy was issued 1991-03-19 and replaces pre-existing policy on personnel security of 1985-12-20 (copy attached, tab 'B'). *NOF*

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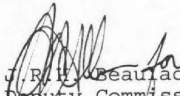
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- 5) Even though the policy of 1985-12-20 (tab 'B') did not in itself specifically exclude homosexuals, in practice it was interpreted narrowly enough to virtually exclude all homosexuals, because of perceived security risks. (NOF)
- 6) Changes in the interpretation of the policy started with the introduction of the Canadian Charter of Rights and Freedoms in 1985, the "Equality for All" report and the proposed amendments to the Canadian Human Rights Act at about the same time. (NOF)
- 7) The attached correspondence (tab 'C') illustrates the direction in which the position of the RCMP evolved. No formal research was conducted to substantiate the change in RCMP practices. Change occurred in response to developments in the political, legislative and public environments.
- 8) There is no correspondence on record to show RCMP/DND cooperation or communication on this issue.

I hope the above is of service to you.

Yours sincerely,


J. R. H. Beaulac *AD*
Deputy Commissioner
Human Resources

attachments

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