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BRIEFING BOOK FOR THE MINISTER'S APPEARANCE
BEFORE THE JUSTICE AND SOLICITOR GENERAL COMMITTEE

December 1, 1987

Minister's Copy

011427

Will CSIS hire homosexuals?

BACKGROUND

SUGGESTED REPLY

The Service does not have a stated policy on this issue. New entrants are engaged based on their qualifications and internal selections are made on merit.

In all situations careful consideration must be given to an individual's susceptibility to undue influence or duress in recognition of the duties to be performed.

The question should also be addressed in the context of government-wide security screening practices. Homosexuality in itself is not necessarily a bar to the holding of a security clearance. The relevance of homosexuality to security, can only be judged in its full contextual circumstance.

Investigation and reporting of such cases must go beyond the simple identification of a person as a homosexual and provide as full an appreciation as possible of how the person copes with his or her homosexuality, with emphasis upon whether the person is embarrassed or secretive about it so as to assess if the subject would be vulnerable to compromise, blackmail or indiscretion.

What is the position of the Government in respect to the employment of homosexuals in the Federal Public Service?

BACKGROUND

SUGGESTED REPLY

Homosexuality is not a bar to employment in the Federal Public Service, however, if a security clearance is required as a condition of employment, the government still considers it in some circumstances to be a factor contributing to susceptibility to compromise or coercion.

Homosexuality is treated the same as any other feature of character which may induce an individual to compromise classified assets. As such, it becomes reportable only in terms of how an individual handles his or her sexuality in relation to the threshold test for denying a security clearance as set out in the Government Security Policy.

CSIS does not investigate a person simply because he or she is a homosexual. To the extent CSIS holds in its data bank information that a person is a homosexual, it must be and is collected directly as a result of a mandated investigation under Section 13 of the CSIS Act. Strict compliance with Section 4 of the Privacy Act is also insured in the process of such collection, as required by Section 4 of the Privacy Act.