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CANADIAN FORCES POLICY ON HOMOSEXUALITY

QUESTIONS AND ANSWERS

(For Internal Use Only)

Q.1. Why did it take the CF so long to amend its policy against hiring or promoting homosexuals and lesbians?

A.1. This has been an evolving process in line with changing public attitudes. A careful, thorough review was necessary to understand all possible implications of this policy change.

Q.2. Is this decision being taken now because the CF has come under increasing public and judicial scrutiny for its policy toward homosexuals and lesbians?

A.2. The decision was made only after a comprehensive review of all factors, including legal considerations.

Q.3. What were the CF's reasons for barring homosexuals and lesbians from military service in the first place?

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A.3. Policies were originally developed when there was no evident support for homosexuality within Canadian society. CF policy has evolved consistent with changes in Canadian society and in government policy.

Q.4. What was the CF's stated policy on the hiring and retaining of known homosexuals and lesbians?

A.4. CF policy did not permit the enrolment or retention of homosexuals and lesbians. This policy was modified over a number of years to permit serving members who declared their homosexuality to remain in the CF, but under career restrictions.

Q.5. How do our allies feel about Canada's decision to allow homosexuals to join the CF?

A.5. Each country adopts military personnel policies that best serve their requirements. Canada is adopting the policy that is ^{appropriate} ~~right~~ for Canada. ^{at the time.}

Q.6. What other countries allow homosexuals and lesbians to serve in their military?

A.6. Some countries deny enrolment and other countries

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Each country adopts policies that
It would be inappropriate for me
have no limitation. ~~I am not prepared to speak~~
~~about the policies of individual countries.~~

It would be inappropriate for me
to comment

Q.7. Will the US be changing its policy as well?

A.7. It would be inappropriate to comment. ^{all policy} American
military personnel policies are the ^{responsibility} matter of the US
^{government} Armed Forces.

Q.8. What sort of compensation will the military offer those who were forced to quit because they were discovered to be homosexual or lesbian? Will they get their jobs back? Their security clearances? Will they receive back pay? What about the emotional trauma they had to go through?

A.8. This matter is currently being reviewed.

Q.8A. Is this policy change retroactive?

A.8A. No.

Q.9. What is the CF position vis-à-vis the cases which are currently before the courts?

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A.9. As stated, this is a matter that is before the courts. It would be ^{not be} ~~inappropriate~~ ^{on this} to comment at ~~this time.~~ ^{at this time.}

Q.10. How many homosexuals and lesbians are there currently in the CF? What is the percentage?

A.10. We do not keep a record of the sexual orientation of our members. Consequently, we do not have these figures.

Q.11. In total, how many homosexuals and lesbians have had to leave the CF over the years?

A.11. Since 1986, 58 members have left the CF or have been released because of their homosexuality.

Q.11A. Does that figure include those homosexuals and lesbians who were not permitted to re-engage on completion of a term of service?

A.11A. Yes.

Q.12. When did the military stop investigating suspected

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homosexuals and lesbians?

A.12. In November 1990 the CDS directed that the Special Investigation Unit of the CF cease investigating suspected homosexuals and lesbians?

Q.13. How do you explain this policy to allow homosexuals to serve in all units, including submarines, when you do not allow women to serve in submarines?

A.13a. The two issues, including their implementation plans, are entirely separate and unrelated.
(Note: There is a very real risk that this upcoming policy change will result in a backlash of resentment against serving women i.e., 'If we had not lost the court case on women, we would not be having to deal with this problem now'. For this reason, an effort was made to avoid linking the two issues in any way.)

OR

A.13b. In managing the expansion of employment opportunities for service women, the CF has developed a package of policies and programs tailored to the specific issues involved in their integration ^{and consistent with the federal decision.} ~~A~~ ^{Thus} policy change permitting homosexuals and lesbians to serve in the CF

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deals with certain similar, but also other very different issues. As such, the development of a separate set of policy statements and policies is required. A separate statement at this time regarding servicewomen is therefore inappropriate. ~~The issue of servicewomen in submarines will be examined, at a later point, but within the context of other steps being taken to facilitate their integration.~~

Q.14. Will homosexuals and lesbians eventually be able to serve as padres?

A.14. This is a matter for the appropriate church to decide.

Q.15. Does the CF currently do preliminary inquiries to determine the sexual orientation of potential recruits?

A.15. No.

Q.16. Will the CF now encourage homosexuals and lesbians to join the CF?

A.16. Our recruiting policies will not change. We will

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continue to recruit the most highly qualified candidates for service in the CF.

Q.17. How will the CF deal with those who refuse to accept and work with homosexuals or lesbians?

A.17. It is recognized that some serving members will have difficulty with this policy change. An information plan is being developed that will assist members understand the range of reactions that might be expected and expressed. Refusal to comply with the policy's objective will be dealt with by supervisors as a personal problem requiring administrative and/or disciplinary action as appropriate.

Q.18. Is the CF concerned that allowing homosexuals and lesbians into the military will discourage heterosexuals from joining and will cause some resignations?

A.18. No.

Q.19. Will homosexuals and lesbians who apply to join the CF be discriminated against because of their homosexuality?

A.19. No. Every applicant at a CF recruiting centre can expect to be treated in a fair and respectful manner.

Q.20. Will all regulations that make mention of homosexuality as an undesirable or unacceptable behaviour be expunged of such material, or removed from circulation as appropriate?

A.20. A thorough review is being done of all regulations, orders and instructions dealing with the issue of homosexuality in the CF.

Q.21. Will there be any restriction placed on homosexual and lesbian members preventing them from being supervisors, trainers of recruits, squadron commanders at military colleges, at isolated stations, etc?

A.21. A member's sexual orientation will not be considered a factor when assigning that person to a particular job or posting within Canada.

Q.22. Will homosexuals and lesbians be permitted to proceed on attached duty or postings to countries

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which consider homosexuality a crime?

A.22. Members will not be required to declare their homosexuality orientation at anytime during their career in the CF. All members selected for duty or postings to a country which considers homosexuality a crime will receive briefings prior to their departure regarding behaviours that are considered to be unacceptable in the host country. Members will also be advised that they will be expected to respect the cultural, religious, and other sensitivities of the countries in which they will serve. This respect is a fundamental requirement for the success of missions, and the safety of all members of operational units. ~~For those members who have openly declared their sexual orientation, and who do not wish to abide by such expectations, it may be necessary to cancel such duty. This restriction shall not create a disadvantage for career pruposes when the member is compared with others who did proceed on similar duty. Indeed, a member who is exempted from such participation will be considered for alternative postings or duty to countries where such sanctions do not apply.~~

Q.23. Will homosexuals and lesbians be permitted to proceed on military courses of other countries'

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armed forces that do not permit the enrolment or retention of known homosexuals?

A.23. This is a matter that must be first agreed upon, on a bilateral basis, with the countries involved. As in the case of foreign postings or duty to countries which consider homosexuality a crime, all members selected to attend military courses in foreign countries will receive briefings, prior to their attending, regarding behaviours considered unacceptable by the host country's military. Members will also be advised that they will be expected to abide by the orders and regulations of the host military.

Q.24. Will homosexuals and lesbians be tested for the HIV virus? What will the CF do about homosexuals and lesbians serving in occupations relating to the delivery of health care, food services, etc?

A.24. Declared homosexuals and lesbians will be treated in the same manner as any other member with respect to medical testing and treatment. (There is no compulsory HIV testing in the CF. Testing, when it is done, requires informed consent by the member.)

Q.25. Will a person's stated homosexuality affect his or

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her security clearance?

A.25. No.

Q.26. Does the CF intend to keep a record of the sexual orientation of its members, and if so, for what purpose(s)?

A.26. Members will not be required to declare their homosexuality orientation. As a result, the CF will not maintain a record of the sexual orientation of members. The only exception will be if a member is experiencing other distress or difficulty as a result of his/her sexual orientation, i.e., as presented in commander's, security, or specialist reports dealing with the larger problem.

Q.27. What behaviours of a sexual or affectionate nature will be authorized for homosexual and lesbian members when wearing the CF uniform, or wearing civilian clothes?

A.27. The same standards of conduct ~~(contained in CFAO 19-38)~~ that now apply to heterosexual members will ^{equally} also apply to homosexual and lesbian members.

Q.28. Will separate quarters and wash places be provided

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as they are now for men and women?

A.28. No.

Q.29. Will two homosexuals and lesbians who form a relationship be entitled to spousal benefits such as married quarters, service pensions, travel and removal benefits, etc?

A.29. All spousal benefits are determined by government policy. A decision in this area will only be taken by the CF in step with government policy.

Q.30. Will serving members who do not wish to share sleeping quarters with declared homosexuals be permitted to refuse to share such sleeping accommodation?

A.30. Service members will continue to be assigned to accommodation based on operational and organizational requirements.

Q.31. What efforts will be made to recognize the views and values of service members who do not accept the idea of homosexuality and/or homosexuals and lesbians in

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the CF?

A.31. The full spectrum of views on this issue can be found amongst members in the CF. It is, therefore, not the intention of the CF to seek to change any member's personal views about the issue of homosexuality. Information on the reasons for the change in policy, and the responsibilities of all members in implementing or adhering to the policy will be made available. It is expected that members will react professionally and continue to perform their military duties, and execute their roles in an effective manner.

Q.32. What will the CF do if a homosexual member is rejected by his or her peers within a unit?

A.32. The question is highly speculative. Members of the CF are trained professionals. If there are problems, we will deal with them as we deal with other personnel problems.

Q.33. What are the consequences of this policy change for homosexual and lesbian members who are currently in the CF, yet are under the "interim policy"?

A.33. Each case will be reviewed.

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Q.34. Will such activities as dancing, hand holding, embracing between homosexual and lesbian members be accepted at mess social functions?

A.34. Standards of conduct for homosexual and lesbian members will be the same as those for heterosexual members.

Q.35. What were the results of the recent survey conducted by a civilian contractor measuring the attitudes of servicemembers towards homosexuality, and the possible employment of homosexuals and lesbians in the CF?

A.35. The results of this survey conducted in February and March 1991 were required to assist Department of Justice counsel in the preparation of court cases currently still before the Federal Court. ~~Until~~ these cases are settled, ^{are} ~~remain~~ the results of the survey ~~remain~~ unavailable for public dissemination due to solicitor-client privilege.

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