

MEMORANDUM

← PA

5200-14-0 (DPLS)

9 March, 1977

MSO

QUERY
HIRING PRACTICES
RESEARCH ON EMPLOYMENT POLICIES
FINAL REPLY

Reference: A. Your memorandum 14,6-6 dated 25 February, 1977.

1. The following paragraphs are suggested for inclusion in the reply to the Minister's correspondent.

" I have for reply your letter dated February 19, 1977 with regard to your research in the matter of the employment of homosexuals. You posed three questions. You will appreciate that in addition to members of the Canadian Forces, the Department of National Defence employs a great many civilians as well.

With respect to your first question, it is advised that application forms and our pre-employment procedures are not designed to elicit information as to whether applicants are heterosexual or homosexual.

In so far as applicants for enrolment in the Canadian Forces are concerned, prior knowledge that an individual is a homosexual would preclude his enrolment. Because of the uniqueness of the military environment where members are frequently required to serve in close forced proximity, eg. in ships, barracks and remote locations, it is and long has been the policy of the Canadian Forces to release members who have been determined to be homosexuals. On the other hand, there is no absolute bar to the hiring of homosexuals for civil employment with the department. However, security

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considerations could preclude the granting of a security clearance to the level required for employment in particular positions within the department. Consequently, prior knowledge that a civilian applicant is a homosexual could be a factor in determining whether that individual should be hired.

Your third question was whether discovery of homosexuality after an individual had been hired or enrolled would affect job status. In so far as members of the Forces are concerned, the answer has been given in the preceding paragraph; invariably they are released. The disposition of civilian employees would in large measure depend upon the nature and location of their employment and consequently, the decision would be required to be taken in each individual case."

Original Signed By

H. SASHAW

J.G. Mumford
DGDAS

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LCOL C.A. Dingwall/5-6540

Recommended for signature by:

A.D. Mitchell

A.D. Mitchell
Colonel
DFIS

Date: 9 Mar 77

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