

MEMORANDUM

5761-1 (DRS)
5582-2

17 Oct 83

Distribution List

REVIEW OF RECRUITING PRACTICE -
IDENTIFICATION OF HOMOSEXUALS

Refs. A. 5582-2 (DGPOOR) dated 21 Sep 83
B. 5582-2 (SPB) dated 14 Jun 83

1. As part of the routine for screening applicants for enrolment, the prospective member is interviewed by CFRC staff to obtain as clear a picture as possible of personal attributes which are pertinent to deciding whether or not he/she will integrate successfully into the military. Questions related to social activities pursued and the development of social skills are asked with a view to identifying personality factors which could both help and hinder the integrative process. No questions are asked that relate directly to sexual orientation unless in answer to questions posed earlier in the interview the candidate indicates homosexual tendencies. If the interviewing officer believes such tendencies exist, then he/she may at his/her discretion ask the direct question: "Are you a homosexual?" If the answer is affirmative, enrolment is denied and the rationale of our policy is given to the individual, if it is negative, the assessment process continues until it can be clearly decided if enrolment is in the best interests of the Forces.

2. This approach is based on counsel provided by legal and medical authority and recent discussion with staff from DPLS, D Pers A (Human Rights), DMTS, DPCAOR (Drug, Alcohol and Sexual Deviation) and DPSRSC indicates that it should stand. To explain, research on homosexuality indicates that less than 5% of the general population are "exclusively homosexual" whereas a much larger segment (conservatively estimated at 30%) have at one time or another had at least one homosexual experience but have not found homosexuality to be a need nor a lifestyle they wish to pursue. Much of this homosexual experimentation occurs during adolescence (12 - 20 yrs) and is simply another expression of the confusion this group encounters in testing social mores and developing attitudes and values to be pursued in adult life. As you well know this is also the group from which we recruit most heavily. The point is, there is a great deal of confusion amongst this group as to the proper definition of a homosexual and to routinely pose the direct question on

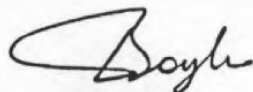
.../2

001507

- 2 -

sexual proclivity without first obtaining behavioral cues to establish a sound basis for it would, I am sure result both in confusion and defensiveness amongst applicants, if not hostility towards the recruiter. Experience has shown that indirect questioning and exploration in depth only when responses clearly indicate a likely problem is the best course to persue.

3. In conclusion, I do not favour the adoption of any policy or practice which would focus undue attention on the topic of sexual proclivity. I am satisfied that it is in the overall best interest of the Forces for recruiters to continue following current practice.



D.R. Boyle
Cmdre
DGRET
2-8548

DISTRIBUTION LIST

<u>Action</u>	<u>Info</u>
DGPCOR	CPCSA DGPCO DPCAO

001508