

MEMORANDUM

1620-12-20 (DGPCOR)

20 Jan 88

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Distribution List

CFAO 19-20
INTERIM REPLY ON HOMOSEXUALITY

1. The subject CFAO has received considerable attention since Mar 86, and specifically the portion that applies to homosexuality. The matter of homosexuality in the CF remains the subject of considerable ongoing review at the ministerial level, and at this time the next consideration, at the Ministerial level, is scheduled for 10 Feb 88, and there is no indication of a resolution as yet.

2. While we await approval of our draft CFAO concerning homosexuality, we have been authorized by direction from Assoc MND to take administrative release action under specifically detailed conditions where:

- a. the member acknowledges he/she is a homosexual and DND considers such members to be homosexual;
- b. the member desires to be released from the CF; and
- c. the member does not object to being released under Item 5(d) to QR&O 15.01 vice any other article.

3. If a member is considered to be a person to whom CFAO 19-20 applies, has been recommended for release but does not request a release under Item 5(d) as explained in paragraph 2, then the following restrictions are authorized and will remain in effect until a final policy decision is made by an appropriate authority (MND/CDS):

- a. no promotion;
- b. no career courses;
- c. will not enter the protected window;
- d. will not be re-engaged, granted an IE, IPS, CE or an extension;
- e. will not advance in QL; and

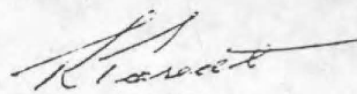
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4. DPCAOR(Adm) remains the OPI for cases under the subject CFAO, and his office currently maintains a list of personnel reported to fall under the policy of CFAO 19-20.

5. Addressees are requested to advise all personnel within their directorate of the foregoing, so that where the staff become aware of a proposed course of action contrary to that contained in paragraph 3, they should attempt to resolve the matter in accordance with these guidelines, and inform DPCAOR(Adm). ADM(Per) has directed that a general instruction on this subject will not be sent to the field, but rather each case will be handled on an individual basis.



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