

TOP SECRETHomosexuality within the Federal Government

The purpose of this paper is to set out the particular problems involved in the investigation of homosexuals employed in Federal government departments and agencies and to suggest some procedures which, it is felt, will facilitate the investigation. Stated briefly, the problems involve the assimilation of information on homosexuals and the subsequent processing of the information.

From the experience gained during the investigations conducted over the past year, we can conclude that character enquiries carried out within the terms of reference laid down in "C" Department Policy Instructions - "CHA" - rarely uncover evidence of homosexuality. The most prolific sources of information are the homosexuals themselves and the continued interviewing of these people is essential to the success of the operation. However, it is an accepted government policy that any person on whom a security enquiry is being conducted should not be made aware that such an investigation is underway.³ This restriction is expressed in paragraph 1(c) of "CHA" wherein it is stated that a person under investigation must not be contacted without prior authority from Headquarters. Furthermore, the restriction is implied by Security Panel directive #29 which states, in effect, that an employee who is moved or released on security grounds is not to be made aware of the grounds for the action taken. From the generalized nature of this investigation it can be seen that each suspected government employee becomes both a potential source of information and the subject of a part of the investigation. It is considered that this problem should be resolved in favour of the investigation itself and that each suspect be considered principally as a potential source of information.

A policy of interviewing suspected employees raises the question of when the person should be interviewed. That is to say, should he be interviewed before or after the department employing him is made aware of the suspicions or allegations which we have received from other sources. The argument against interviewing him before advising the Department is that he would know, or strongly suspect, that our interview brought about any subsequent action taken by the department. This situation, as the word spreads, is likely to have a tendency of reducing our sources of information, since these persons are not likely to talk if their position is to become jeopardized. The argument in favour of interviewing him prior to advising the department is that the suspect would be given the opportunity of admitting or denying the allegations - which would be included in our Brief to the department. While a policy of interviewing suspects before the department

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has been advised may reduce the number of potential sources it is considered to be more equitable to the person involved.

The subsequent utilization of information gained during the investigation also presents a problem. If the departments release homosexuals from employment immediately after receiving from this Force admissions of homosexuality by employees we firmly believe that other employees who are suspected will refuse to co-operate with the investigators. There is some evidence of this now in existence, and widespread unco-operativeness would have a highly detrimental effect on the investigation. We feel that further consideration should be given to the methods of treating the problem of employment and suggest that wherever possible self-admitted homosexuals be retained in present positions or, if necessary, moved to less sensitive positions. This need not be a permanent arrangement but its adoption during the investigation would be beneficial.

In summation, we believe that the interviewing of known and suspected homosexuals is the key to the success of this investigation; that interviews should be conducted before the employing department is advised of the information we have; and that those employees who admit being homosexuals should not be immediately removed from employment.

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