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STANDING ORDER ORDRE PERMANENT
APPROVED: APPROUVE

LE COMMISSAIRE:

COMMISSIONER

DATE: _____

DISCHARGE FOR HOMOSEXUALITY

1. REGULAR MEMBERS

1. a. GENERAL

1. a. 1. Regular members of the Force who are homosexual are not suitable for continued service in the Force and may be recommended for discharge under Regulation 74, R.C.M.P. Regulations.

1. a. 2. This bulletin outlines the procedures for recommending the discharge of homosexuals.

1. a. 3. Any investigation into homosexual activities must be carefully managed to ensure innocent persons are not made to suffer. It should be borne in mind that the member being investigated may be the object of malice and therefore it is essential all investigations cause the subject minimal embarrassment.

1. a. 4. This bulletin shall be a Commissioner's Standing Order, notwithstanding it is not the usual format for a C.S.O. and is made pursuant to the R.C.M.P. Act, Section 21(2). No changes, amendments or revisions shall be made in any manner whatsoever to this bulletin or its appendices without the express approval of the Commissioner.

1. b. **DEFINITIONS**

1. b. 1. For the purpose of this bulletin, the word: "homosexual" means one who has a sexual propensity for persons of one's own sex.

- requires training on members.
- how to discreetly report through channels?

1. c. **ALL MEMBERS**

1. c. 1. If you become aware or suspect a regular member of the Force is a homosexual, discreetly report the matter to your C.O. through channels.

1. d. **C.O.**

1. d. 1. On advice a regular member is homosexual discreetly inquire into the allegation using, where necessary, the offices of the Health Services Officer for your division.

1. d. 2. If your inquiry tends to substantiate the initial report:

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1. d. 2. 1. have an investigation conducted into the allegation by a member of senior rank to the member being investigated.

1. d. 2. 2. if you believe it necessary or the member so requests and the Health Services Officer so recommends refer the subject for psychiatric examination.

1. e. **INVESTIGATOR**

1. e. 1. Conduct a full and discreet investigation into the allegation and submit a full report directly to the C.O.

1. f. **C.O.**

1. f. 1. If the investigation indicates with reasonable certainty that a regular member is a homosexual, serve the member with a "Notice of Intent to Recommend Discharge" and send copies of all material to the Commissioner, Attn: OIC Internal Affairs Branch.

1. f. 2. Advise the member he has seven days in which to make written representation to the Commissioner through you.

1. g. **MEMBER**

1. g. 1. On service of the "Notice of Intent to Recommend Discharge", you have seven days in which to make written representation to the Commissioner. Receipt of your written representation by your C.O. will constitute receipt by the Commissioner.

1. g. 2. Should the Commissioner accept the recommendation for discharge, you will have seven days from the date of notification to request your discharge from the Force. Should you not do so, you will be discharged from the Force as unsuitable on the eighth day, or in the case of an officer on the date as ordered by the Governor-in-Council.

1. h. **C.O.**

1. h. 1. On receipt of the members written representation, or on the eighth day, if no representation is submitted, forward the Notification, written representation and all other investigative or related materials to the Commissioner, Attn: OIC Internal Affairs Branch.

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2. CIVILIAN MEMBERS AND ALL OTHER EMPLOYEES

2. a. C.O.

2. a. 1. When it is brought to your attention that an employee, other than a regular member, is a homosexual, discreetly inquire into the allegation using, when necessary:

2. a. 1. 1. the Health Services Officer;

2. a. 1. 2. your internal investigation section.

2. a. 2. Report your findings with your recommendations to this Headquarters.