

MEMORANDUM

1460-45-3 (ADM(Per))

18 Mar 86

Distribution List

EQUALITY RIGHTS  
RECRUITING POLICY

Reference: CDS CANFORGEN 048 dated 071950Z Mar 86

1. The 4 Mar Government response to the Equality For All Report has raised questions concerning the continued applicability of Canadian Forces policy and regulations in a number of areas. The CDS, at reference, indicated that, given the complexity of these issues, no immediate change in policies or procedures could be expected, but that he was convening a Task Force to study the whole question.

2. It is conceivable and even likely in the present climate that individuals may present themselves to CF Recruiting Centres as applicants for entry, but whose principal purpose is to test our policies, especially in regard to the recruiting of women into combat-related military occupations or of homosexuals into the CF. The Reference indicates that our policies in these two areas have not changed pending the outcome of the Task Force Study. In the meantime, Recruiting Officers will have to exercise care and sensitivity in meeting the difficult demands that this situation may present. In particular, where there is evidence that an applicant for enrolment is more interested in "testing the system" than a military career, this should be elucidated through careful questioning, and a judgment made as to suitability for employment in the CF, based on all pertinent factors, including motive.

3. I expect that the work of the Task Force will quickly produce clear guidance on these and related questions. Meanwhile, your recruiting personnel must

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carry on "business as usual", with a measure of common sense to help them resolve the difficult problems that may arise from time to time.



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