



*Lindsay*

TO/À • ADA

FROM/DE • APG

REFERENCE • Your memo ADA-0315 7 May 1990  
RÉFÉRENCE

SUBJECT • "SAME-SEX" RELATIONSHIPS  
SUJET

RECEIVED - REÇU

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ADA

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ENCLOSURES  
ANNEXES

DISTRIBUTION

APD

ISS

ISSV

You asked for comments on your working paper entitled "Same-Sex" Relationships.

2. We doubt that the department has the right to demand of homosexual employees that they complete a "Notice of Intent to Marry or Cohabit" form until the department is prepared to extend to them rights and benefits equal to heterosexual couples under the Foreign Service Directives. How can an employee be obliged to complete an "Intent" form for a relationship that is not "legally" recognized by the Department to exist? Perhaps the Department could exhort employees to complete the form but we do not see how we can demand it of them. You would be advised to seek the advice of JDS before proceeding on this course.

3 While heterosexual employees who "cohabit" are expected to complete these forms regardless of their location, in practice they are completed only while on posting or in preparation for one so that partners are eligible for FSD coverage. Why then, would a homosexual employee complete such a form unless access to benefits was the objective? There are thus no advantages to employees to self identify themselves as homosexual. In fact the opposite is the case as they potentially will open themselves up to embarrassment (societal norms have not changed that much), possible harrassement (not all managers or co workers are open-minded on this issue) and certainly to a restriction on their rotationality (are we prepared to assign a homosexual couple to the Vatican, Moscow or Riyadh for example?).

4. We do not see the point in issuing this circular document from a personnel management perspective. It provides no advantages to employees, it will be greeted in many quarters with amusement/cynicism/contempt, and it will not achieve ISS's objective of identifying homosexuals (if that is the objective). All it may achieve is to make departmental management look silly.

*this is a very good reason for issuing the info*

5. As a final note is there a particular reason why the euphemistic term "same-sex" as opposed to homosexual is used when the latter is the norm and commonly in usage.



James R. Wright  
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