

OTTAWA, October , 1990

CIRCULAR DOCUMENT

ADMIN. NO. /90 (ADA)

HOMOSEXUAL RELATIONSHIPS

Changes in Canadian societal attitudes have led to a greater openness about homosexual relationships. While, for most purposes, such relationships have no legal status, they do impact on the interpretation of current departmental policies. This Circular Document addresses those basic policies and/or administrative practices of the Department of interest to the employee member of such a relationship, specifically those involving security, assignments and benefits.

An employee of the Department forming part of a homosexual relationship is not considered by the Department to be involved in a spousal relationship.

- 2 - CONFIDENTIAL PERSONNEL (SENSITIVE)

For security reasons, however, employees who have entered into a homosexual relationship are required to submit a completed form EXT-332 ("Notice of Intent to Marry or Cohabit"), copy attached as Annex A. Rotational personnel should submit the form to their assignment officers (through the Head of Mission, if abroad), non-rotational personnel to their line managers. The form will be forwarded to the Personnel Security Section (ISSV) where it will be retained on file.

Information contained in Part A of the form may be retained in assignment divisions. Part B is for purposes of security checks only. The forms, when completed, are considered to be Personal Information as defined under Section 3 of the Privacy Act and are given enhanced protection.

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The assignment of an employee forming part of a homosexual relationship may create serious difficulties for the Department because of societal attitudes in other countries. For example, homosexuality or homosexual activity is illegal in many countries and is considered unacceptable in a number of others. The Department has adopted, therefore, a questionnaire, copy attached as Annex B, to be used in all cases where prevailing attitudes toward homosexuality or perceived homosexuality in another country may raise serious questions about the potential effectiveness of an employee being considered for an assignment to a Canadian mission in that country. This questionnaire is designed to ensure that specific information on societal attitudes towards homosexuality is clearly

documented and defined in order that an objective decision can be made regarding a particular assignment.

Although, as noted above, the existence of a homosexual companion may have security and assignment implications for an employee, it should be emphasized that such a companion is **not legally recognized** by the Department as a spouse for purposes of admission to the country to which an employee has been assigned, or for benefits available under the Foreign Service Directives or elsewhere. The Department's position in this regard is in line with current Canadian law and Canadian Government practice.

This Circular Document is to be brought to the attention of all Canada-based staff. It is to remain in effect until

- 5 - CONFIDENTIAL PERSONNEL (SENSITIVE)

October 31, 1991 or until it is
incorporated in the Departmental
Human Resources Management Manual,
whichever comes first.

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