

SECRET (CC)

MEMORANDUM

1745-42-7 (ADM(Per))

7 Oct 91

CDS

CF POLICY ON SEXUAL ORIENTATION
QUESTIONS AND ANSWERS

Refs: A. 1745-42-7 (DG Pol Coord) 2 Oct 91
B. 1745-42-7 (DG Pol Coord) 3 Oct 91 (copy enclosed)

1. In reference A, DG Pol Coord suggested a number of amendments to the Qs and As that we reviewed on 27 Sep 91. Those suggestions have been reviewed and adjustments have been made where practical and appropriate. A revised list of Qs and As is enclosed. By reference B, DG Pol Coord has claimed that the answers to Q13 and Q28 indicate an inconsistency in the policy of allowing homosexuals, but not women, to serve in submarine.

2. I have reviewed the answer to Q13 and have made the following revision:

"In managing the expansion of the employment opportunities for service women, the CF has developed a package of policies and programs tailored to meet the specific issues involved in their integration and to be consistent with a Human Rights Tribunal decision. It would be wrong to link sexual orientation with employment of women as they are separate issues."

While I prefer this answer, it still does not meet the concern expressed by DG Pol Coord.

3. It is suggested that DG Pol Coord be advised that although the privacy argument that was the basis for the Tribunal decision is to some extent neutralized by revoking the policy on sexual orientation, an acknowledgement of this fact would be counter-productive to our efforts to integrate women in the CF. We have clear indications that many service women see the two issues as separate and do not want to see our policy on the employment of women linked to our policy on sexual

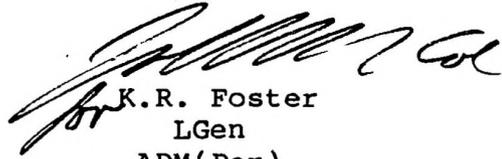
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orientation. Moreover, there is a risk that linkage may reinforce the flawed argument that because the CF lost on the women in combat issue, it now has to accept homosexuals and women are somehow responsible. While it may be necessary to revisit the women in submarines issue, the timing is simply wrong.



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Concur / ~~Do Not Concur~~



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