

DGPP.

PROTECTED B

RECEIVED

MAY -6 1992  
OFFICE OF  
DGPP

MEMORANDUM

.1605-1 (DPCAO 4)

5 May 92

Distribution List

PERSONNEL POLICIES

Refs: A. CFAO 19-34  
B. CFAO 19-20

1. As you are aware problems have been identified with our policies on the weight control program and sexual orientation. This memorandum is for information and will also enable you to provide guidance to your staffs.

2. Weight Control Program. A recent review of the CF Weight Control Program in preparation for CHRC challenges has concluded that this policy is not defensible. Armed Forces Council on 22 Apr agreed in principle to a major change in the Weight Control Policy. They directed that a new policy be developed that removes the punitive career aspects of CFAO 19-34, but that retains the use of BMI as an indicator for health risk assessment. Therefore, effective immediately and until further notice, members who are in violation of the policy contained in ref A will not be released solely on that basis. Such members and all others may, however, be released for any other normally valid reason or reasons which are not solely attributable to being overweight.

3. Sexual Orientation. This policy is still under review and several cases are currently under active negotiation with CHRC. The CDS recently informed the CHRC that the CF would not release any additional members who are being retained under the interim career restriction policy until the matter of sexual orientation has been resolved. Accordingly, members who are being retained in the CF under the interim policy and who wish to re-engage will be offered an initial extension of six months followed by further extensions of the same duration until a policy decision is made. This action will ensure there is no break in service of members who are being retained under the interim policy. It will also assist CMs in identifying and posting in a relief where necessary.

*JPP 2 (then JPP)*  
*Why cant people mind their own business!*

PROTECTED B

PROTECTED B

The offer of extension will be made four months prior to completion of the existing terms of service.

4. This memorandum is provided for your guidance and for dissemination to your staff. It is important that the above be treated as PROTECTED B until the new policies are formally announced.



D.I.F. Mackay  
BGen  
DGPCO  
996-6060

DISTRIBUTION LIST

<u>Action</u>	<u>Info</u>
DPCO	CPCD
DPC Col	DGPCOR
DPCAO	DGPP
	DPLS

2/2

PROTECTED B

A0141986\_2-002857