

11 February 1993

Mr. R.V. Welborn  
First Secretary  
British High Commission  
Ottawa, Ontario  
80 Elgin Street  
K1P 5K7

ACC	DATE
FILE 3-1-15	DOSSIER
LOC D2-	S/L

Dear Mr. Welborn:

This is in reply to your letter of January 21, 1993 where you requested information on posting homosexual officers overseas. In responses to your specific points:

#### RECRUITMENT

1. Selection in the federal public service is based on merit and no mention of sexual preferences is made in any of the recruitment literature.
2. Candidates are not asked about their sexual preferences at any stage during the security process.

#### POSTINGS

1. & 2. The Department's main concern is the safety and security of employees. We do maintain information on the legality and acceptability of homosexuality in countries where we have missions. This information is maintained only so the Department can respect the laws of the receiving state and prevent employees from being exposed to needless hazards. Each assignment is dealt with on a case by case basis.
3. This Department does not restrict postings to a group of countries.
4. The Department does post same sex couples where the situation is manageable.
5. There are no special conditions for homosexual officers abroad however all employees of the Department are governed by the Code of Conduct.
6. NOTE: As their letter was addressed to Protocol, we are assuming Protocol will reply to this question.
7. There are no other considerations the Department takes into account when posting homosexual officers. We have included for your information a copy of a circular document which was developed in consultation with our Human Rights Commission which provides more information on how we approach assignment decisions.

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POSTABILITY

We do not discriminate on the basis of sexual preference. Realistically, however, homosexual individuals must accept the fact there are some countries where it would simply be impossible to post them. Such limitations on an employee's rotationality are considered to be no more significant than other limitations such as family education or health concerns. An employees sexual preference does not affect promotional opportunities as selection is made in accordance with the principle of merit.

We sincerely hope this information will be of help to you. Should you require additional information on the subject matter, please do not hesitate to contact us.

Yours truly,

W.R. Bowden  
Director  
Office of Protocol