

Homosexuality is not an acceptable reason for denial of employment or security clearance. Nor, in the normal course of events, should it affect an individual's assignment. The Government Security Policy cannot be quoted because it makes no reference to sexual orientation. Yet, like other aspects of an employee's private life, family links, financial problems, health concerns, substance abuse or sexual orientation can in certain circumstances, put at risk a person's reliability as it relates to loyalty. The most obvious circumstance is a situation where coercion can be applied through blackmail.

There are also occasions when homosexuality has to be taken into account as a practical matter of safety, for example, when determining upon the suitability of certain postings. Homosexuality is illegal in several countries where Canada maintains Embassies. No employee of the Department should be put in a position where life style may put him or her at personal risk or subject to pressures that in Canada might easily be 'shrugged off'. Faced with this prospect and in accord with the Department's philosophy of risk management, it is better to avoid placing an employee in a situation where he or she may be vulnerable, than to deal with the consequences ex post facto. This comes into play during the posting process, if an individual's sexual orientation has been disclosed to Personnel or Security staff. In either case, our aim is to assist and protect the employee while safeguarding national security interests and fielding the most effective representatives of Canada.