

D.P.S.A.

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O. I/C RECRUITING SECTION

79-05-24

Applicants for the Force
Sexual Orientation

1. It has recently come to my attention a Civilian Member applicant, seeking a position in one of our Crime Detection Laboratories, has informed the member in charge of that area he is homosexual and intends to fight for his right to be considered as a suitable candidate for the position in question. The applicant also alleges he has been to the Canadian Human Rights Commission and is prepared to fight this thing through.

2. The Canadian Human Rights Act does not identify sexual orientation as a prohibited ground of discrimination. It is interesting, however, to read the Canadian Human Rights Commission's statement of policy (Appendix A) respecting issues of sexual preference, which clearly points to their affirmative stance in that regard. I have been assured by Catherine Burr of the "Commission" amendments to the Canadian Human Rights Act are not anticipated in the near future, and perhaps may be as distant as two years.

3. The applicant in this instance, appears to have been making idle threats, however, it does point to the need for clear policy concerning sexual orientation respecting applicants for the Force.

4. In view of the foregoing, I would appreciate receiving your thoughts and comments pertaining to this issue from a security vantage-point. I am also seeking your suggestions as to what policies and procedures you believe should be instituted if sexual orientation does, in fact, become proscribed within the Canadian Human Rights Act.

J.R.H. Beaulac, Insp.,
Officer i/c
Recruiting Section.

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