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MEMORANDUM NOTE DE SERVICE

TO A	DEPUTY COMMISSIONER (ADMINISTRATION)	HQ INFORMATICS ADMIN. RECORDS	SECURITY - CLASSIFICATION - DE SÉCURITÉ
		INFORMATIQUE DOSSIER ADMINISTRATIFS	YOUR FILE - N / RÉFÉRENCE G117-7-5
		87-107-29	YOUR FILE - V / RÉFÉRENCE
FROM DE	DIRECTOR, ORGANIZATION AND PERSONNEL	Reviewer Reviseur	DATE 87-07-14

SUBJECT / OBJET: RCMP POLICY - SEXUAL ORIENTATION

The attached material attempts to bring together the diverse views that have been written on this subject, beginning first with the "aide memoire" prepared by Internal Affairs Branch (Tab 1) and then the memorandum of Mr. Arnold S. FRADKIN, Justice Counsel, at Tab 2.

2. Discussions have been held with RCMP Legal Services; these have resulted in the brief prepared by the Canadian Human Rights Units at Tab 3. As a small matter of updating, it should be mentioned that in addition to Ontario and Quebec, discrimination on the basis of sexual orientation is also prohibited in the Yukon Territory Human Rights Act. Further, a bill is now before the Manitoba Legislature to effect the same principle. As was the case in Ontario, a primary ingredient of the argument for passage is that it has to be done to conform to the Charter of Rights and Freedoms.

3. I have to conclude, after much thought, that the best approach to take is to follow the recommendations of paragraphs 11 and 12 of the brief from the Canadian Human Rights Unit, and treat this issue as a matter of conduct. The OIC Staffing and Personnel Branch informs me that the adoption of this position does not present any problems for him, although I would expect that at some time in the near future we would have to communicate our policy to the field.

G.M. Allen, A/Comm.,
Director,
Organization and Personnel.

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103