

QUESTIONS AND ANSWERS

Q.1. Why did it take the CF so long to amend its policy against hiring or promoting homosexuals?

A.1. The Canadian Forces is a unique and complex organization. The values and mores of society in general do not automatically apply to an organization that requires members to live differently from those of the rest of society. Members are required to train and serve in conditions of reduced or minimal privacy; to respond to life-threatening situations under intense pressure and to live lives largely open to the scrutiny of the rest of the military community. The CF undertook to examine the possible impact of a change in policy on its members and its capability to perform its mandate. No

Q.2. Is this decision being taken now because the CF has come under increasing public and judicial scrutiny for its policy towards homosexuals?

Q.2. The decision was made after reviewing the available data, including expectations of Canadian society and legal considerations.

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Q.3. What were the CF's reasons for barring homosexuals from military service in the first place?

A.3. Policies were originally developed when there was no evident support for homosexuality within Canadian society. CF policy is evolving in concert with changes in Canadian society and in government policy.

Q.4. What was the CF's stated policy on hiring and retaining of known homosexuals?

A.4. CF policy did not permit the enrolment or retention of homosexuals. This policy was modified over a number of years to permit serving members who declared their homosexuality to remain in the CF, but under career restrictions. Contracts of declared homosexuals were not renewable.

Q.5. How do our allies feel about Canada's decision to allow homosexuals to join the CF?

A.5. Each country adopts military personnel policies that best serve its requirements. Canada is adopting a policy that is appropriate for Canada at this time.

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Q.6. What other countries allow homosexuals to serve in their military?

A.6. Some countries deny enrolment while others have no restrictions. It would be inappropriate for me to comment upon the policies of other countries.

Q.7. Will the US be changing its policy as well?

A.7. It would be inappropriate to comment on US policy. American military personnel policies are the responsibility of the US Armed Forces.

Q.7. No change.

Q.8. No change.

Q.9. What is the CF position vis-a-vis the cases which are currently before the courts?

A.9. It would not be correct to comment on cases before the courts at this time.

Q.10. No change.

Q.11. No change.

Q.11A. No change.

Q.12. No change.

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Q.13. How do you explain this policy to allow homosexuals in all units, including submarines, when you do not allow women to serve in them?

A.13. ****These issues are related. (Either homosexuals will not be allowed in submarines or the policy concerning women in submarines will be revisited.)*****FOR DISCUSSION.

Q.14. No change.

Q.15. No change.

Q.16. No change.

Q.17. How will the CF deal with those who refuse to accept and work with homosexuals?

A.17. All change requires adjustment. This change in policy will be seen by some as a significant change for an organization in which adherence to tradition is important; on the other hand CF personnel are renowned for their adaptability and flexibility and are trained professionals who can be relied on to respond as such. An information plan will be developed that takes into account the range of reactions that might be expected amongst members due to the policy change.

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Q.18. Is the CF concerned that allowing homosexuals into the military will discourage heterosexuals from joining and will cause some resignations.

A.18. There is no data to support the view that a change in policy would discourage a significant number of heterosexuals from joining or would cause resignations to an extent that would affect CF operations.

Q.19. No change.

Q.20. No change.

Q.21. Will there be any restriction placed on homosexual members preventing them from being supervisors, trainers of recruits, squadron commanders at military colleges, at isolated stations.

A.21. The CF takes very seriously its responsibility for the young and impressionable individuals that comprise the large majority of its members. On the other hand, young people are very sophisticated and are well aware of the complexities of today's society. The CF will continue to ensure that strict adherence to military regulations, responsibility for members well-being and decorum are exhibited amongst all members particularly those who are in positions of influence and leadership.

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~~An adjustment phase is expected. The CF is prepared to ensure that heterosexuals and homosexuals are dealt with in a manner that places the safety and dignity of all members as well as the primacy of operations above any personal views that individuals might have on this issue.~~

Q.22. Will homosexuals be permitted to proceed on attached duty or postings to countries which consider homosexuality a crime?

A.22. Members will not be required to declare their sexual orientation and in some cases it may be difficult to know whether an individual is a homosexual. At the same time, the Canadian Forces must accept the reality of the nature of Canadian Forces duties, which means members could be asked to serve in areas where human rights are not guaranteed or where cultural traditions differ significantly from those of the West. The CF is often called upon to perform duties because of its willingness to respect, while not necessarily sharing, the cultural, religious and other sensitivities of the countries in which it serves. This respect is a fundamental requirement for the success of missions and the safety of all members of operational units. For members who do not declare their sexual orientation no specific posting decisions can be made. For those who declare a homosexual orientation, it will be a factor in posting

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decisions. Restrictions may be imposed, but only to the extent that failure to impose such restrictions will create a real risk that the mission will not be carried out successfully or that the danger to the health or safety of individuals will be increased to a level greater than that already inherent in the nature of the mission. A mechanism will be developed to ensure that these restrictions do not amount to discrimination and will be open to scrutiny. CFAO 20-53, The Policy for the Employment of Canadian Forces Personnel on Peacekeeping Duty, attached, will be the model for the new policy on sexual orientation.

Q.23. See Q.22.

Q.24. No change.

Q.25. No change.

Q.26. Does the CF intend to keep a record of the sexual orientation of its members, and if so, for what purpose.

A.26. No, the CF does not intend to keep a record of the sexual orientation of its members. Nonetheless, in situations where an individual's sexual orientation would put themselves, their unit or the mission at risk, the CF will put in place a system which will alert potential participants to the risk and allow individuals to self-identify.

Q.27. No change (List standards in CFAO 19-38).

Q.28. Separate quarters and wash places will not be provided although scheduling of alternate times for use of

facilities may be considered if required.

Q.29. No change.

Q.30. No change.

Q.31. What efforts will be made to recognize the views and values of service members who do not accept the idea of homosexuality and/or homosexuals in the CF?

A.31 A full spectrum of views on this issue will be found amongst members of the CF. Information on the reasons for the change in policy and the responsibilities of all members in implementing or adhering to the policy will be made available. It is expected that members will react professionally and continue to perform their duties and execute their roles in an effective manner.

Q.32. What will the CF do if a homosexual member is rejected by his or her peers within a unit?

A.32 This question is highly speculative. In a military system, members are accepted or rejected based on a variety of almost undefinable factors. There is neither a recipe for acceptance by peers nor a sure route to rejection.

Q.33. No change.

Q.34. No change. (Describe current regulations on public displays of affection.)