

ANNEX C
TO PART 4
CHARTER TASK FORCE
DATED: 30 SEP 86

CANADIAN FORCES SURVEY
ON HOMOSEXUAL ISSUES

Report prepared for the Charter Task Force
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The views and opinions expressed in this report are
those of the author and not necessarily those
of the Department of National Defence.

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CANADIAN FORCES SURVEY ON HOMOSEXUAL ISSUES

INTRODUCTION

Background

1. On 4 Mar 86, the Government of Canada tabled its response to the recommendations contained in the Parliamentary report Equality For All. The Government's position, contained in the publication Toward Equality, represents a commitment to the objective of enhancing individual rights and freedoms in Canada. At the same time, the Government recognized the overriding requirement for the Canadian Forces (CF) to be operationally effective in the interest of national security.
2. The Charter Task Force (CTF) was formed to present options and make recommendations to the Chief of the Defence Staff concerning possible changes in CF personnel policies so as to enhance individual rights and freedoms without adversely affecting the operational effectiveness of the CF (NDHQ Action Directive D2/86). One such current personnel policy is the prohibition of homosexuals from enrolling or serving in the CF. It has been the military position that a number of factors directly related to the operational effectiveness of the CF such as cohesion, morale, discipline, confidence in leadership, recruiting and personnel attrition could be affected by a change in CF policy to allow homosexuals to enrol and serve in the CF. This CF position has been based on expert military opinion, previous CF experience, as well as the experience of other nations' militaries in allied countries.
3. In order to objectively review the issues and make recommendations on CF policy concerning the possible employment of homosexuals, the CTF requested that current empirical data related to the potential impact

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that a change in policy be obtained. The identified data source included a review of other nation's military personnel policies, a review of CF documents relating to homosexuals, an evaluation of medical implications, a public opinion poll and a CF-wide survey of the potential reactions and attitudes of CF members towards homosexuals in the CF environment. The Canadian Forces Personnel Applied Research Unit (CFPARU) was tasked by the Assistant Deputy Minister (Personnel) to conduct the CF-wide survey.

Purpose

4. The purpose of the Forces-wide survey was to determine:
 - a. the potential reaction of CF heterosexual members towards homosexuals on such issues as working together, sharing accommodations, etc;
 - b. the impact of a change in CF policy towards homosexuals in CF members confidence in the effectiveness of the CF;
 - c. the potential effect a policy of allowing homosexuals to enrol in the CF would have on recruiting;
 - d. the attitudes of CF heterosexual members towards homosexuals;
 - e. the possible determinants of the reactions and attitudes toward homosexuals; and
 - f. an estimate of the number of homosexuals currently in the CF.

Related Research

5. Introduction. A comprehensive review of the research relevant to the employment of homosexuals in the CF was completed. A brief overview of this related research is provided to assist in developing a contextual background for the results of the CF-wide survey. Approximately 92%

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(Morin, 1977; Taylor, 1983) of the previous research on homosexuality has been concerned with the characteristics of homosexuals, the etiology of homosexuality or the cause and treatment of individuals with sexual identification problems (Lowenstein L.F. & Lowenstein K.B., 1984). None of these research topics provide information which is directly related to the central issues proposed in this study. Most of the remaining research involved surveys of public opinion towards homosexuals or studies of individuals attitudes toward homosexuals including demographic correlates and other determinants.

6. Proportion of Homosexuals in Canadian Society. Given the historical tendency toward discrimination and the generally negative societal attitudes toward homosexuals, homosexuals have tended to be discreet about their sexual orientation for fear of discovery and negative sanctions. Thus, estimates of the proportion of the Canadian population that are homosexual, taken from self-reports, can only be considered crude approximations. The current generally accepted estimates are that 10% of the male and 10% of the female Canadian population are non-exclusively heterosexual. These estimates are based on the only comprehensive studies of sexual orientation in North America, conducted by Kinsey and his Associates (Kinsey, Pomeroy & Martin, 1948; Kinsey, Pomeroy, Martin & Gebhard, 1953), and have been supported by subsequent research (B. Schlesinger author of Sexual Behavior in Canada, personal communication, September 16, 1986).

7. Public Opinion Concerning Homosexuals. Until 1967, homosexual acts between consenting adults was prosecutable under Canadian law. Furthermore, it was not until 1973 that homosexuality was no longer

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formally considered a psychological disorder by professional mental health workers. Also, the Judeo-Christian tradition view homosexuality at odds with social cohesion and respect for human life (Cameron & Ross, 1981; Greenberg & Bystry, 1982) and some religions (e.g., Roman Catholicism) consider homosexuality as morally wrong. Furthermore, historically, homosexuality has been the least tolerated form of sexual deviance (West, 1977). Given this background, it is predicatable that a large segment of the general Canadian Population would likely hold negative views concerning homosexuality.

8. According to a 1977 public opinion poll (The weekend poll: Most Canadians) most Canadians view homosexuality as a sickness rather than a lifestyle. More extensive public opinion polls in the United States, confirm this negative view that homosexuality as a sickness (e.g., Levitt & Klassen, 1974; Newsweek poll on homosexuality, 1983) as being morally wrong (e.g., DeBoer, 1978; Glenn, & Weaver, 1979; Nyberg & Alston 1976) or that homosexuals should not be in positions of public authority (e.g., Levitt & Klassen, 1974; Gallup, 1982). A review of public opinion polls by DeBoer (1978) indicated that negative attitudes toward homosexuals and their denial of human rights (e.g., limiting employment) is not restricted to North America but is prevalent in democratic Western countries.

9. Similar to other societies (DeBoer, 1978), Canadians' attitude toward the rights of homosexuals is more liberal when confronted with general questions than when specific questions are asked about the possible employment of homosexuals in certain professions. The results of two national Gallup polls on homosexual rights indicated that 52% of

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the Canadian public felt that there should be a provision in the Canadian Human Rights Act protecting homosexuals from discrimination in employment and access to public services (Gallup, 1977) and 70% of Canadians surveyed agreed that discrimination on the basis of sexual orientation should be illegal (Gallup, 1985). With regard to employment of homosexuals in the CF, Canadian men were evenly divided on this question, while 59% of women agreed and 27% disagreed that homosexuals should be employed in the CF (Environics, 1986). Canadians seem most ready to deny homosexuals the right to specific employment when children are involved: the conclusion in the 1979 poll states that, "even Canadians who find homosexuality easy to accept have some objection to homosexuals as school teachers ... (homosexuality) still produces reactions of anxiety when it appears to involve our children" (The weekend poll, 1974). Public attitudes toward homosexuals have not been linked to any lack of ability in homosexuals; quite the contrary, part of the homosexual stereotype includes sensitivity, intelligence, honesty, imagination and neatness (Herek, 1984). The results of the CF-wide survey must be interpreted in the context of the societal view towards homosexuals.

10. Determinants of Attitude Toward Homosexuals. Negative attitudes toward homosexuals have been related to demographic and personality variables, specific past experience as well as other attitudes and values. Demographic variables consistently associated with negative attitudes toward homosexuals are less education (e.g., Nyberg & Alston, 1976; West, 1977); age (e.g., Nyberg & Alston, 1976; Glenn & Weaver, 1979); living in rural areas or small cities particularly during adolescence, (e.g., Stephan & McMullin, 1982); and, sex (i.e., males are

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less tolerant than females) (e.g., Kite, 1984; Larsen, Reed, & Hoffman, 1980). This last finding is thought to be a generalized female trait (Bierly, 1985). A meta-analytic review of six studies suggested that males are more negative toward male homosexuals than female subjects are, but that there is little sex difference in attitudes toward female homosexuals (Kite, 1984). This finding indicates the requirement to include sex of target in attitude toward homosexual research.

11. With regard to experience, frequent church attenders are more conservative toward homosexuals (e.g., Belken, 1981). Jews express more liberal attitudes toward homosexuals than do Protestants or Catholics (Irwin & Thompson, 1977). Generally, contact with known homosexual persons has led to more positive attitudes (e.g., Glassner & Owen, 1976; Millham, San Miguel, & Kellogg, 1976); but this is not always the case (Krulowitz and Nash, 1980). Surprisingly, survey respondents have not been asked about whether their relationship with homosexuals have been positive or negative. It would seem that it is the quality of the relationship that should be most directly related to attitudes toward homosexual (Halpern, 1984).

12. Those with negative attitudes toward homosexuals have been found to be dogmatic, cognitively rigid, have an intolerance for ambiguity (MacDonald & Games, 1974); and tend to have feeling of guilt about their own sexual feelings. It has been suggested that negative attitudes toward homosexuals is a manifestation of a prejudiced personality style. Support for this contention comes from a significant relationship between a negative attitude toward homosexuals and authoritarianism (e.g., Larsen, et al., 1980; MacDonald & Games, 1974)

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13. Measurement of Attitudes. The utility of measuring attitudes in applied research comes from their ability to predict behaviour or at least predict intentions to behave (Ajzen & Fishbien, 1980). Attitudes have affective and evaluation components determined by a person belief system (Fishbien & Ajzen, 1975). Thus, measures of attitude toward homosexuals are based on this concept of inferring a person's attitudes by measuring their salient beliefs about homosexuals. Originally, the measures of anti-homosexuality were focussed on "homophobia": an irrational fear of being in closed quarters with homosexuals (Hudson, 1980). Currently, it has expanded to a multidimensional concept which includes beliefs about the dangerousness, equal rights, mannerisms and morality of homosexuals.

14. A review of the literature suggested four important criteria for selecting a measure of attitudes toward homosexuals: multidimensionally, response options that are continuous rather than dichotomous, differentiation between male and female homosexual targets, and good psychometric properties. Of the ten measurement scales evaluated (Begin, 1981; Halpern, 1985; Hansen, 1982; Hudson & Ricketts, 1980; Larsen et al., 1980; Lumby, 1976; Millham et al., 1976; Mosher & O'Grady, 1979; Smith, 1971; Steffensmeier & Steffensmeier, 1974), the measure of attitude toward homosexuals developed by Halpern was selected as best meeting all criteria.

15. Halpern's measure is a refinement of the Millham et al. (1976) model. The Halpern scale was rationally and empirically developed in accordance with the principles of psychometric theory (Nunnally, 1967). Halpern employed multiple statistical procedures, including confirmatory

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factor analysis, which indicated extremely high internal consistency reliability for all scales, and positive evidence for the construct validity of the scales. A detailed description of the Halpern scales are described in the Survey Methods section of this report.

16. Measurement of Authoritarianism. The authoritarian personality, a person prone to behave in an aggressive, domineering and prejudiced manner, (Adorno, Fenkel-Brunswick, Levison, & Sanford, 1950) is the most encompassing personality variable consistently related to attitudes toward homosexuals; thus, authoritarianism was selected as a possible determinant of reactions and attitudes in this study. There has been some agreement that the originally developed instrument measures acquiescence rather than authoritarianism because of the single direction of the items (Ray, 1976); therefore, a balanced (i.e., both positive and negatively worded items) scale developed by Ray (1976, 1979) with demonstrated psychometric properties (Ray, 1979, 1984) was selected.

17. Conclusion. The main purpose of this study was to predict the behavioural impact of employing homosexuals in the CF on some of the components of CF operational effectiveness. A review of previous research has indicated that there is a sizable segment of Canadian society that holds a negative view of homosexuality. This negative view has been related to demographic variables (e.g., age), past experience (e.g., lack of previous contact with homosexuals) and personality variables (e.g., authoritarianism). This review was useful because it provided a context for the results of this study as well as a guide to both the important issues and the methodology of the research. Although it was expected that the results of previous research should apply to the

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CF, the uniqueness of the military in terms of living conditions, consequence of error, and unlimited liability of servicemembers made it mandatory to test the generalizability of previous findings to the CF population and environment.

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SURVEY METHOD

Respondents

18. The CF-wide survey on reactions and attitudes toward the possible employment of homosexuals in the CF involved 6,580 servicemembers representing all areas of the CF (Table 1). The mean number of years of service for excluding NCM recruits and officer candidates respondents was 8.6. The participants represented the full range of educational attainment with 78% having obtained a secondary education but not a university degree. The Land, Sea and Air Operations units were proportionally sampled within subgroups for each unit type. For example, the Land Operations group was sub-divided into both Anglophone and Francophone groups for each of the Infantry, Artillery, Armour and Combat Service Support units. Random samples were taken from all units within a subgroup that were not on block leave during the survey period, 3 July to 18 July 1986.

19. Nearly 100% of the Francophone and approximately 66% of Anglophone NCM recruits on Basic Training as well as 50% of the officer candidates on the Basic Officer Training Course were surveyed. For the Base Support/Isolated group, all CF Bases and Stations which provide Unit Records Support (URS) were classified into Air, Land, Sea, CF Europe, or Other (e.g. NDHQ, CF Training Systems, etc.) groups. Approximately one-third of all URS units which had at least 20 servicewomen were selected using an equal probability sampling method. Some groups (e.g. females, Francophones, officer candidates) were oversampled, compared to the CF distribution, in order to attain a sufficient group representation

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Table 1
 Respondent Distribution by Demographic Analysis
 Criteria Compared to the CF Distribution

Demographic Criteria	CF		Sample	
	n	%	n	%
<u>Sex</u>				
Males	76,896	91.1	5,363	82.4
Females	7,557	8.9	1,146	17.6
Total	84,453	100.0	6,509	100.0
<u>Language</u>				
French	22,372	26.5	2,153	33.5
English	62,081	73.5	4,273	66.5
Total	84,453	100.0	6,426	100.0
<u>Rank</u>				
Officer	17,134	20.3	1,248	19.6
Non-Commissioned Members	67,319	79.7	5,128	80.4
Total	84,453	100.0	6,376	100.0
<u>Unit Type</u>				
Land Operations	17,827	21.3	1,757	26.8
Sea Operations	5,852	7.0	769	11.7
Air Operations	4,347	5.2	694	10.6
Base Support/Isolated	53,737	63.6	2,037	31.1
Recruit/Officer Candidate	2,690	2.8	1,290	19.7
Total	84,453	99.9	6,547	99.9

Note: The total number of survey respondents was 6,580; thus, any criteria total less than 6,580 indicates the number of individuals who failed to answer that demographic item.

CF population statistics were obtained from the Directorate of Personnel Information Services and are current to 28 Jul 86.

Percentages may not add to 100% due to rounding error.

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to answer questions of specific interest (e.g. recruiting). All units involved in the survey are listed in Table A1 (Annex A).

Procedure

20. Each Base/Station was notified of the number of officers and NCMS of each language group in specific units that were to be surveyed. The survey was administered to servicemembers by officers, usually the Base Personnel Selection Officer, designated by the local Base/Station Commander. Survey administrators were given written instructions that outlined the purpose of the study and specified the survey administration procedures. The requirement for confidentiality was emphasized. Administrators were instructed to preserve the anonymity of respondents by using staggered seating, reminding respondents not to indicate their name or social insurance number on their answer sheet, only to accept questionnaire answer sheets that were sealed in the envelope provided to participants, not to open any envelopes, and to inform individuals that the recipient of the answers, the CFPARU, guaranteed no third-party access to the data. In addition, survey administrators were asked to complete a report indicating any occurrence (e.g., statements by Base authorities) which might have influenced respondent's answers, reactions by respondents and suggestions for improvement.

21. Survey completion took an average of 45 minutes. At the beginning of every session, survey completion instructions were read aloud. An example of the final version of these instructions and the Charter Task Force Survey - Attitude Toward Employment of Homosexuals (ATEH) - Recruits questionnaire in English and French are attached in Annex B.

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The ATEH-Recruits questionnaire which was completed by NCM recruits and officer candidate respondents differed from the ATEH questionnaire completed by all other respondents, in that the ATEH-Recruits survey contained two questions (Part 3) related to enrolment intentions.

22. Administrative procedures and the survey were pretested and subsequently revised. In the first unit surveyed, a few respondents expressed concern that answers to certain demographic items could be used to identify individuals. In all subsequent surveys, individuals were told not to complete the item on Military Occupation Code (MOC), and although they were to indicate whether they were an officer or a NCM, they were not required to specify their rank. Comment sheets were identified by Unit Identification Code (UIC) and language of response only. Although respondents were encouraged to answer all items, they were instructed to leave questions blank that they could not answer honestly. Charter Task Force members visited a number of the units surveyed to observe survey administration.

Measures

23. Parts 1, 2 and 3. The ATEH survey consisted of 10 parts. In Part 1, participants provided information regarding their sex, education, years of service, Unit Identification Code (UIC), first official language and rank. In part 2, respondents were asked to estimate the percentage of the Canadian population and of the CF that were homosexual. Part 3 was answered by recruits and officer candidates only. They were asked about the importance of a policy permitting homosexuals to enrol in the CF with regard to their decision to join the CF and if such a policy would have influenced their decision.

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24. Parts 4 and 5. Parts 4 and 5 contained a modified version of the Attitude Toward Homosexuals (ATH) scale developed by Halpern (1984). The ATH has six scales of eight items each for male homosexuals and six similar scales for female homosexuals. The six scale definitions, including a sample item for each, are presented in Table 2.

25. The Modifications to the ATH involved reducing the number of items in each scale to five by selecting the scale items with the least content redundancy and best psychometric properties. The response options were reduced from seven to five. The five response options ranged from "strongly agree" to "strongly disagree" and were scored from 1 to 5, with 1 indicating the most negative, 3 neutral, and 5 the most positive attitude toward homosexuals (e.g., 4 represented "moderately agree" to a negative item or moderately disagree to a positive item).

26. Part 6. The same response options were used for the first 10 items in Part 6 where Respondents were asked about their opinions and beliefs about outcomes related to security, harassment and the effectiveness of homosexual personnel. An additional seven questions in this section dealt with recruiting, CP effectiveness, harassment policy and the propensity to change sexual orientation.

27. Part 7. In Part 7, respondents gave their reaction to situations that involved working (e.g. being supervised) and living (e.g. sharing shower facilities) with known homosexuals. For comparison purposes some items elicited reaction to the same situation with heterosexuals. Participants had five response options ranging from "willingly accept" to "refuse".

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Table 2
 Attitude Toward Homosexuals Scale Definitions

Scale	Definition	Sample Item
Dangerous/ -Repressive	The belief or opinion that homosexuals are (or are not) dangerous and that they should (or should not) be subject to strong or punitive social restrictions.	Male/female homo sexuality should be a criminal offence.
Personal Anxiety	Includes negative emotional reaction to homosexuals, usually in situations of direct or indirect personal contact. The most fundamental negative emotional response is anxiety or discomfort expressed as anger or disgust.	It would be upsetting for me to find out I was alone with a male (female) homosexual.
Moral Reprobation	The belief or opinion that homosexuality is (or is not) sinful and morally wrong.	Homosexual behaviour between men (women) is just plain wrong.
Gender-Role Stereotypes	The stereotypic belief that homosexuals are (or are not) similar to members of the opposite sex in appearance, mannerisms, personality, behaviour, or that homosexuals in other ways violate traditional gender roles.	You can often tell a male (female) homosexual by the clothes he (she) wears.
Equal Rights	The general belief or opinion that homosexuals should (or should not) have the same human and civil rights as heterosexuals.	Male (female) homosexuals should be accepted into our society.
Mental Disorder	The belief that homosexuality is a mental illness.	Male (female) homosexuals need psychological treatment.

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28. Part 8. Part 8 contained a 12 item Short Balanced F Scale, a measure of authoritarianism developed by Ray (1976, 1979). Two items of the original 14 item scale were removed because some of the trial-survey respondents found them offensive.

29. Part 9. The questions in Part 9 were used to determine the extent to which respondents had been exposed to information about homosexuality (3 items) or had contact with male or female homosexuals (4 items). The final item in this part of the questionnaire asked respondents to identify their sexual orientation according to a modification (five versus seven categories) of the heterosexual-homosexual rating scale developed by Kinsey et al., (1948, p.638).

30. Comments Section. The final section of the survey gave respondents the opportunity to make comments on issues raised in the survey. In addition, individuals were asked not to discuss the contents of the questionnaire until all units at their Base were surveyed.

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RESULTS

Analyses Considerations

31. A number of technical analytic considerations such as treatment of missing data, criteria for reporting significant differences, cultural bias, development of derived measurement scales and the procedure for the comment context analysis are contained in Annex C. The results of the multiple regression analyses which support the conclusions regarding the determinants of attitudes and outcome variables are in Annex D. Preliminary analyses confirmed Halpern's (1984) finding that those with even negligible homosexual experiences respond significantly differently to survey items concerning homosexuals than exclusively heterosexual respondents. Therefore, the attitudes, opinions and reaction of heterosexual servicemembers to homosexuals includes only those respondents who placed themselves in the exclusively heterosexual category of the sexual orientation question.

32. In addition to answers to specific survey questions, comment sheets were completed by 30% of respondents: 13% of Francophones made comments compared to 40% of Anglophones. The proportion of comments was relatively consistent across unit categories, ranging from 33% in Sea operations at 29% for Land operations. It should be noted that since comment sheets were identified by UIC language of response only, comments represent the views of heterosexual and homosexual servicemembers.

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Psychometric Properties

33. With the exception of the authoritarianism scale, all predeveloped and derived scales demonstrated very acceptable psychometric properties for both Anglophones and Francophones (Annex E). The authoritarianism scale was not used in any further analyses.

Sexual Orientation and Related Issues

34. Sexual Orientation. The sexual orientation of CF members is shown in Table 3. Predominantly heterosexual describes a person whose sexual orientation is toward the opposite sex but is sometimes attracted to members of their own sex. Bisexuals are equally attracted to both men and women. Predominantly homosexuals are sexually oriented to members of the same sex but are also sometimes attracted to members of the opposite sex. Although the percentages of non-heterosexuals are small, they represent a significant number of individuals (e.g. estimate of number of exclusively homosexual males in CF is $.003 \times 76,896 = 231$). These should be considered conservative estimates of non-heterosexuals because, although the survey was anonymous, service members may have been reluctant to admit they are homosexuals when the CF policy is to release known homosexuals. However, four respondents stated they were homosexual and discussed the stress created by having to conceal their sexual orientation. It is interesting to note that the respondents estimate of the percentage of homosexuals in the CF, 5.4%, was close to the estimate of 3.5% determined from respondents self-report % and less than twice the respondent estimate, 11.8%, for the percentage of homosexuals in the Canadian population. Only 4.8% of respondents thought there were no homosexuals in the CF.

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Table 3
 Percentage of CF Males and Females in
 Each Sexual Orientation Category

Sexual Orientation	Males ^a			Females ^a		
	n	%	weighted %	n	%	weighted %
Exclusively Heterosexual	4577	95.9	96.6	944	91.2	93.9
Predominantly Heterosexual	84	1.8	2.0	55	5.3	3.6
Bisexual	65	1.4	1.0	10	1.0	0.6
Predominantly Homosexual	21	0.4	0.1	8	0.8	0.5
Exclusively Homosexual	27	0.6	0.3	18	1.7	1.3
Total	4774	100.1	100.0	1035	100.0	99.9

Note: Of the 710 individuals who did not respond to the sexual orientation question (i.e., 10.8% of the total sample), 589 were males, 111 females and 10 did not declare their sex.

^a Weighted to give each sampling stratum its proper weight according to the CF population distribution.

Percentages may not add to 100% due to rounding error.

35. Change of Sexual Orientation. While 80% of exclusively heterosexual respondents felt that either no or almost no homosexuals would become heterosexuals, 43% of heterosexual males and 34% of females felt that enrolling known homosexuals in the CF would change the sexual orientation of heterosexual service personnel. Most indicated this transition to homosexuality would involve only a few heterosexuals.

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36. Media Impact. Of the 81% exclusively heterosexual respondents that had obtained media information about homosexuals, 63% of males and 34% of females formed negative impressions (29% of males and 45% of females selected neutral impression formation) concerning male homosexuals. The resulting impression formation concerning female homosexuals for these same individuals was negative for 45% of male and 39% of female respondents (43% of males and 45% of females selected neutral impression formation) Overall, impressions about homosexuals from the media were evaluated as being much more negative than positive.

37. Contact with Homosexuals. Approximately 60% of exclusively heterosexual respondents reported knowing male homosexuals, while 42% of heterosexual male and 65% of heterosexual females reported knowing female homosexuals. Heterosexual female respondents reported their relationships with homosexuals to be more positive than negative particularly for male homosexuals (i.e., female homosexual target: 37% positive versus 23% negative; male homosexuals target: 46% positive versus 15% negative). Male heterosexual respondents reported similar relationships for female homosexuals (i.e., 37% positive versus 23% negative) but rated their relationships with male homosexuals much more negative than positive (i.e., 45% negative versus 20% positive).

Personal Outcomes

38. Privacy. Results indicate that heterosexual males would react more negatively than heterosexual females to sharing working and living facilities with same-sex known homosexuals (i.e. mean score of 4.0 which equates to "Protest" versus mean score of 3.2 which equates to "Don't

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Know", Table 4). For individual items, the "Refuse" reaction ranged from the lowest endorsement of 43% for males and 18% for females for sharing mess facilities to 62% for males and 41% for females for sharing shower facilities or sharing sleeping accommodations with same sex homosexuals. The concern for privacy from same-sex homosexuals was much higher than the general concern for privacy represented by the results of the Privacy from Heterosexual Scale (i.e., mean score of 2.0 which equates to "Accept").

39. For heterosexual males, scores on the Privacy from Homosexual Scale were associated with attitudes toward homosexuals related to personal anxiety and equal rights, the rated negativeness of previous relationships with male homosexuals, and the lack of confidence that existing policies would protect heterosexuals from harassment by homosexuals. The determinants of the reaction of females to the privacy items were almost identical, with the Dangerous-Repressive scale replacing the Equal Rights attitude scale.

40. There were 73 comments indicating great reluctance to undress, share shower facilities or sleeping accommodations with homosexuals. Two respondents could see no problem sharing accommodations with homosexuals as long as they kept to themselves.

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Table 4
 Mean Scores on Employment of Known Homosexual Outcome Scales

Scale	Respondent	Unit Grouping										Total	
		Land Operations		Air Operations		Sea Operations		Base and Isolated		Recruits and Officer Candidates			
		n	Mean	n	Mean	n	Mean	n	Mean	n	Mean		n
Privacy from Homosexuals	Males	1423	4.3	544	3.8	660	4.1	955	3.8	862	3.8	4444	4.0
	Females							728	3.2	120	2.7	848	3.0
Privacy from Heterosexuals	Males	1405	2.1	540	1.8	658	1.8	938	2.0	830	1.9	4371	1.9
	Females							715	1.9	117	1.7	832	1.8
Working with Male Homosexuals	Males	1454	4.0	547	3.6	673	3.8	961	3.5	861	3.4	4496	3.7
	Females							737	2.5	121	2.0	858	2.3
Working with Female Homosexuals	Males	1457	3.2	556	3.1	667	3.0	965	3.0	866	2.6	4511	3.0
	Females							742	2.9	121	2.4	863	2.7
Harass Male Homosexuals	Males	1457	4.5	557	4.1	671	4.4	963	4.2	864	4.1	4512	4.3
	Females							741	3.9	121	3.7	862	3.8
Harass Female Homosexuals	Males	1455	3.8	557	3.6	670	3.7	962	3.7	867	3.6	4511	3.7
	Females							741	3.6	120	3.4	861	3.5

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41. Willingness to Work with Homosexuals. Both male and female heterosexual respondents were on average neutral concerning working with female homosexuals (Table 4). The average response to working with male homosexuals tended toward "Accept" for female respondents but "Protest" for male respondents. The lowest refuse percentage for a willing to work with a same-sex homosexual was 27% of males and 11% of females refusing to supervise a same-sex homosexual. The strongest negative reaction to a specific item in these scales concerned being supervised by a same-sex homosexual: 45% of male respondents and 20% of female heterosexual respondents indicated they would refuse. The most negative reaction to working with homosexuals came from Land and Sea operations groups.

42. Of the 189 respondent comments, a clear majority, 136, stated they would not, or would prefer not, to work with homosexuals. The remainder had no objection as long as homosexuals did their work and respected sexual differences.

43. Analysis suggested that unwillingness to work with homosexuals was related to negative attitudes on the Personal Anxiety and Equal Rights scales, quality of relationship with homosexuals, negative media information and a lack of confidence that existing policies would protect heterosexuals from harassment by homosexuals.

44. Blood Transfusions. Results were consistent across unit groups, 58% of heterosexual male respondents and 49% of women indicated they would refuse to receive a blood transfusion from a male homosexual. The refusal rates for a female homosexual target was 44% for males and 41% for females. In contrast, refusal percentages for receiving blood transfusions from heterosexuals were all less than 7%.

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45. For female respondents, negative reaction to receiving transfusions from homosexuals was related to scores on the Moral Reprobation scale and negative media information. The results were different for male respondents; their reaction was linked to the Mental Disorder and Personal Anxiety attitude scales for male homosexual targets, and the Dangerous-Repressive scale and quality of relationship with female homosexuals for female homosexual contacts. Comments from respondents suggested a great concern for the spread of disease, particularly AIDS.

Organizational Outcomes

46. Harassment. Three survey questions dealt with harassment policy. A majority, 57%, of respondents admitted knowing very little or nothing about existing CP policies on harassment. Excluding the 11% who said that they knew nothing about CP harassment policies, heterosexual respondents were almost evenly divided in their degree of confidence that existing policies would protect heterosexuals (i.e., 30% confident or very confident 34% doubtful or very doubtful). However, with regard to protection of homosexuals, only 13% were confident or very confident and 58% were doubtful or very doubtful that existing policies would suffice.

47. According to the results presented in Table 4, there was general agreement that known homosexuals would be harassed by heterosexual servicemembers (i.e., recall that scale score of 4 = moderately agree and score of 5 = strongly agree). The strongest indication came from the Land and Sea Operations groups, where 71% of the Land operations group surveyed and 61% of the Sea Operations participants strongly agreed that

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there would be physical violence between known male homosexuals servicemembers and heterosexual servicemembers. Comments supported these findings with 237 respondents expressing threats of harassment including physical violence, to known homosexuals in very hostile language.

48. Response to the harassment of male homosexual items was related to confidence that existing policies would protect homosexuals from harassment by heterosexuals, and the Personal Anxiety, Moral Reprobation, and Mental Disorder attitudes.

49. With respect to the harassment of female homosexuals, the heterosexual male responses were also related to confidence in harassment policy and measured attitudes (Mental Disorder and Dangerous Repressive). In addition, negative impressions concerning female homosexuals from media was a predictor. The predictor for the heterosexual female respondents were the confidence in harassment policy protecting female homosexuals, scores on the Personal Anxiety attitude scale and evaluation of of previous relationships with female homosexuals.

50. Effectiveness. A majority of heterosexual female respondents were more inclined to agree (i.e., 52% for male homosexual target and 54% for female homosexual target) than disagree (i.e., 31% for male homosexual targets and 29% for female homosexual targets) that homosexual servicemembers would be no more likely to be security risks than heterosexual servicemembers. Heterosexual male respondents were less positive; they were split regarding female homosexuals (i.e., 39% agreed and 43% disagreed) but generally disagreed (i.e., 35% agreed and 50% disagreed) with the statement that male homosexuals would not be any more of a security risk than male heterosexuals. While 40 respondent comments

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stated that homosexuals would be open to blackmail and thus be security risks, 22 respondents suggested that by removing the sanction against homosexuals, blackmail would be eliminated and homosexuals would then pose no greater a security risk than heterosexuals.

51. Results for the survey items asking whether sexual desires would be more likely to interfere with work effectiveness for homosexuals than heterosexuals paralleled those of the security items. The majority of heterosexual female respondents agreed (i.e., 61% agreed and 20% disagreed) that sexual desires would not cause homosexuals to be less effective than heterosexuals. Heterosexual male respondents were of the same sentiments regarding female homosexuals (i.e., 46% agreed and 31% disagreed). With respect to male targets, male heterosexual respondents disagreed (i.e., 47% disagreed and 35% agreed) that sexual desires would cause the same interference with work effectiveness for male homosexuals and heterosexuals.

52. Almost no respondents (i.e., less than 2%) felt that the employment of homosexuals would increase the effectiveness of the CF. In contrast, 80% of heterosexual male respondents and 47% of females felt the employment of homosexuals would decrease the effectiveness of the CF. The strongest response came from the Land operations group, where 55% of respondents felt the effectiveness of the CF would be greatly decreased. These results were supported by the written comments: only 7 stated there would be no drop in CF effectiveness compared to 231 comments suggesting effectiveness would drop as a consequence of extra tension, suspicion, as well as reduced morale and cohesion.

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53. Responses to these effectiveness items were related to the Personal Anxiety, Equal Rights, Dangerous Repressive and Moral Reprobation attitude scale scores and the confidence in CP harassment policies. Quality of relationships with homosexuals was a factor for heterosexual female respondents as was impression from media for heterosexual male respondents.

Recruiting and Retention

54. Intention to Join. Only 26% of heterosexual female recruits and officer candidates and 38% of heterosexual male recruits and officer candidates indicated that a policy permitting the enrolment of homosexuals would have been important relative to other reasons for joining the CP. Nevertheless, of these male respondents 11% stated it was very unlikely and 17% somewhat unlikely they would have joined the CP if such a policy existed at the time of their enrollment. The figures were 6% very unlikely and 10% somewhat unlikely for females.

55. Analyses to determine the possible determinants of the reluctance to enrol if known homosexuals were permitted to serve in the CP indicated that for heterosexual female respondents concern for privacy was the only significant predictor. For heterosexual males, scores on the willingness to work with Male Homosexuals Scale, the work effectiveness of female homosexuals, scores on the Dangerous/Repressive Attitude scale and negativeness of relationships with female homosexuals were related to the intention to enrol question.

56. The issue of enrolment of homosexuals received the largest number of comments, 690. A vast majority, 87%, expressed the opinion that homosexuals should not be enrolled in the CP for a variety of reasons

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such as, it would lessen the image of the CF, create needless disciplinary problems and be a health hazard (i.e., AIDS). The 13% that advocated enrolling homosexuals stated the homosexuals could do the job and were not objectionable as long as they did not push themselves on others. A considerable number of respondents, 107, stated on their comment sheets that they would take their release or consider taking their release rather than work with a homosexual.

57. Recommending the CF. Only 1% of heterosexual respondents would be more likely to recommend joining the Forces if homosexuals are permitted to serve in the CF. Those who would be less likely to recommend ranged from 18% for female recruits and officer candidates to 56% for males in the Land and Sea Operations groups.

Attitude Toward Homosexuals

58. Attitudes. Heterosexual male respondents were on average neutral on two of the attitude measures toward male homosexuals but, on average, were moderately negative on the Equal Rights and Mental Disorders measures (Table 5). The strongest negative attitudes were related to Personal Anxiety and Morale Reprobation indicating a strong revulsion of direct or indirect contact with homosexual males and a strong belief that homosexuality is morally wrong. Female heterosexual respondents were neutral on five of the six ATH scales and, on average, moderately positive on the Dangerous/Repressive scale (i.e., females did not believe male homosexuals were dangerous and should receive punitive social restrictions, Table 6).

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Table 5
 Mean Scale Scores
 of Attitude Toward Male Homosexuals
 by CF Male and Female Heterosexuals

Scale	Males		Females	
	n	Mean	n	Mean
Dangerous-Repressive	4395	3.1	855	2.3
Personal Anxiety	4413	4.1	855	2.9
Morale Reprobation	4403	3.9	854	3.0
Gender-Role Stereotypes	4384	3.2	858	2.8
Equal Rights	4400	3.7	857	3.1
Mental Disorders	4385	3.7	858	2.9

59. Overall, heterosexual CF members' attitudes towards female homosexuals is neutral (Table 6). Males indicated some negative feelings with regard to Moral Reprobation, Equal Rights and Mental Disorder. Both males and females tended to disagree with the stereotype that female homosexuals violate traditional gender roles. Females, on average demonstrated some negative Personal Anxiety attitudes towards same-sex homosexuals. There were no meaningful differences between Anglophones and Francophones or unit category groups on attitudes towards homosexuals.

Table 6
 Mean Scale Scores
 of Attitude Toward Female Homosexuals
 by CP Male and Female Heterosexuals

Scale	Males		Females	
	n	mean	n	mean
Dangerous- Repressive	4394	2.9	859	2.4
Personal Anxiety	4362	3.0	848	3.4
Morale Reprobation	4385	3.5	851	3.1
Gender-Role Stereotypes	4379	2.4	858	2.6
Equal Rights	4400	3.5	855	3.1
Mental Disorders	4384	3.5	859	3.0

60. Attitude Determinants. Analyses were conducted to determine whether demographic variables such as sex, rank, language, education, language, years of service as well as media information and contact with homosexuals could account for attitudes towards homosexuals. The most important predictor of negative attitudes towards male homosexuals was the quality of respondents contact with male homosexuals followed by either the sex of the respondent or the impression formed from media. Sex of respondent was not a predictor for the Gender-Role Stereotypes or Equal Rights scales.

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61. Similar analyses for attitude towards female homosexuals indicated that negative attitudes could best be predicted by negative media information followed by quality of contact with female homosexuals for the Dangerous Repressive, Morale Reprobation, Equal Rights and Mental Disorder scales whereas quality of contact was better than media information for predicting scores on the Personal Anxiety scale. The sex of respondent was also a factor in determining scores on these five scales. Belief in Gender-Role Stereotypes was predicted by negative quality of contact with female homosexuals and the number of years of service of respondents. With the exception of the Gender-role Stereotypes scales, relationships between predictors and attitude scales were quite high.

62. There were a large number of comments, 809, that related to the attitude scale categories. Only 17 were directed at female homosexuals specifically and these indicated that working with female homosexuals would not cause any anxiety. There were 237 comments suggesting severe sanctions and harassment of homosexuals. These were usually expressed in very hostile language often threatening physical violence. Strong feelings of uneasiness with homosexuals was also expressed.

63. Although 45 individuals felt that homosexuality was not wrong as long as homosexuals did their job and did not harass anyone, more than twice as many respondents (i.e., 112) felt that homosexuality was wrong, immoral, against natural order and contrary to the norms of Canadian society. There was even a wider split in respondents (i.e., 93 versus 15) who stated homosexuality was a

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mental/psychological problem rather than a different lifestyle. A majority of respondents making comments concerning equal rights (130 versus 25) felt that homosexuals were capable individuals and should not be denied their right to serve their country.

Additional Respondent Comments

64. There were 80 comments directed at the CF or the Federal government expressing frustration with the personnel decision process. Many felt the results of the survey would not be used or the survey was a method of preparing servicemembers for a change in policy regarding homosexuals. A few felt the government did not appreciate the uniqueness of the military.

65. Respondent comments indicated the survey itself was evaluated more negatively than positively (i.e., 130 negative versus 49 positive comments). Complaints varied from specific questions being too vague (there were usually questions from the authoritarianism scale), some questions required prior contact with homosexuals, terms should be defined, to the survey being a complete waste of time. Positive responses indicated that the survey was well prepared and presented, as well as that it was comprehensive, thought provoking and an eye opener to the homosexual issue.

Administration Report

66. No instances of respondents being influenced prior to survey completion was reported. A few individuals expressed concern that they could be identified by their answers to demographic items (e.g. the only female Francophone officer at the unit). Generally, they

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were told to leave those specific demographic items blank. It was reported that a number of respondents asked for clarification of the term heterosexual. Based on administrators reports, a number of respondents are thought to have inadvertently given a negative annotation to the term heterosexual. This could mean that some of the negative reactions to heterosexuals (e.g., refusing blood transfusions) were overstated. This may also explain why some respondents did not answer the sexual orientation question.

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DISCUSSION

Introduction

67. This comprehensive survey measures CF servicemembers potential reaction to homosexuals in the CF environment and some of the determinants of these reactions. More specifically, reaction to homosexual measures include concern for privacy, the willingness to work with homosexuals, the potential for harassment and the change in the effectiveness of the CF if homosexuals are employed in the Forces. The results of these measures of servicemembers potential reactions can all be linked to cohesion and morale, two important components of operational effectiveness. Additional potential reactions to the employment of homosexuals that were measured include changes in CF members likelihood to recommend the CF to potential recruits as well as NCM recruits and officer candidates likelihood of joining the CF. These measures are all related to recruiting, another component of CF operational effectiveness.

Cohesion and Morale

68. Introduction. Ideally, cohesion refers to the situation where individual norms are congruent with small group norms which are in turn in accordance with organizational objectives and goals. It is being unified as a part of the team in which the group is put ahead of the individual. Morale is similar to cohesion (Henderson, 1985) but has an additional connotation of a feeling of well-being stemming from confidence in the ability of the group, the leaders, and the organization to provide security and achieve goals.

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69. In the military context, cohesion refers to the individual servicemember giving his primary loyalty to the group as it trains and fights as a unit with all its members willing to risk death to achieve a common objective (Henderson, 1985). Most behavioral scientists and historians who have studied the military have agreed that cohesion and morale are essential for an effective military unit (e.g., Henderson, 1985; Janowitz & Little, 1965; Marshal, 1947). The importance of cohesion was vividly described by an experienced senior U.S. army field commander (Shwartzkopf, 1984):

The single most important factor in winning or losing in battle is unit cohesion ... When (soldiers) are actually getting shot at, the thing that causes a soldier to deliberately risk his life in pursuit of the mission really consists of about three things: number one, his pride in his organization; number two his pride in his leader; ... but more important than anything else is the bond that exists between he and his fellow soldiers. Without that cohesion in a unit, you will get a lot of people killed that shouldn't be killed.

Cohesion and morale are a fundamental ingredient of military operational effectiveness.

70. Historically what has been unique about military cohesion is the degree of personal sacrifice to group goals, in terms of personal privacy, living conditions and ultimately ones own life. Some factors that enhance cohesion are common group characteristics and values, mutual acceptance and respect, confidence in leadership and the effectiveness of the organization, and the identification of superordinate goals.

71. Mutual Acceptance and Confidence in Leadership. Bonding and team spirit are unlikely to occur with the pressure of homosexuals since "... cohesion requires compliance with the mores of the group; by definition,

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gays do not conform to the dominant orientation that characterizes military organization" (Snyder & Nyberg, 1980). CF members concern for privacy from homosexuals (e.g., 62% of males and 41% of females indicated they would refuse to share shower facilities or sleeping accommodations with same-sex homosexuals) would certainly be a disruptive force to communal living and mutual acceptance. Logically, unwillingness to work with others is a barrier to unit cohesion. Given that CF heterosexuals on average selected "protest" when asked about their willingness to work with known homosexuals; that a considerable number of heterosexual servicemembers indicated that they would refuse to work with homosexuals, especially be supervised by homosexuals; (e.g., 45% of male respondents indicated they would refuse) and, that a major basis for this reaction was anxiety or discomfort associated with situations of direct or indirect personal contact with homosexuals. There should be severe problems integrating known homosexuals into the CF, particularly in the Land and Sea operational units, with a resulting adverse impact on cohesion.

72. Confidence in the CF. Results indicate that the employment of homosexuals in the CF would reduce serving members' confidence in the effectiveness of the Forces. Fully, 80% of the male and 47% of the female heterosexual respondents in the survey felt that the presence of homosexuals would decrease the effectiveness of the CF. Less than 2% of the surveyed members considered that the effectiveness of the CF would increase as a result of employing homosexuals. Therefore both cohesion and morale would be affected adversely by the members' loss of confidence in the effectiveness of the organization.

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73. Harassment. A recent survey commissioned by a United States Criminal Justice subcommittee, which polled 2,100 homosexual men and women in eight United States cities, found that 90% of homosexual respondents has been physically threatened because of their sexual orientation (McCaslin, 1986). In addition, 25% of male respondents had been punched, kicked or beaten because they were homosexual. Given this social context, and the prediction based on this study that known homosexuals would be verbally and physically harassed by heterosexual servicemembers (e.g., 71% of the Land Operations respondents and 61% of those from Sea Operations units strongly agreed that there would be physical violence between known male homosexual and heterosexual servicemembers), the removal of the restriction on the employment of homosexuals in the CF will lead to a very volatile situation for known homosexuals. There would be an increased burden on the CF leadership to maintain good order and discipline and certainly the atmosphere would be antithetic to high cohesion and morale. Also, these results indicate that any known homosexuals placed in leadership positions will not have the willing support and confidence of many heterosexual servicemembers.

Conclusions

74. Some of the CF-wide survey results related to cohesion and moral should be put in perspective. As found in society (Kite, 1984), there is more negative reaction and attitudes toward male homosexuals than female homosexuals and heterosexuals servicemen are more negative toward male homosexuals than servicewomen. It should be remembered that male homosexuality is more of a potential problem than female homosexuality

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because over 90% of the CF is male and, currently, the operational positions in the field and aboard ships, where communal living is the rule and cohesion and morale are most critical, are almost exclusively staffed by males. Another factor to consider is that these negative potential reactions and attitudes toward homosexuals appear deep-rooted (i.e., based on past experience, related to morality and personal anxiety and supported by a social context) and therefore may be difficult to change.

75. Some of the impact of employing homosexuals in the CF on cohesion, and morale stems from the CF making the policy statement itself (e.g., image of the CF, confidence in the leadership, perceived effectiveness of the CF). Other consequences presume that a homosexual servicemember's sexual orientation is identified. Based on the negative attitude of a sizeable portion of Canadian society and a majority of the CF, as well as the reluctance of even declared homosexuals to be open about their sexual orientation in the work place (e.g., "Several members of the Canadian Team at the second Gay Games didn't want to be identified for fear of reprisals at work or school from relatives who don't know" Reed, 1986). It is likely that even if homosexuals were permitted to serve, a large proportion of homosexual servicemembers would continue to be discreet about their sexual orientation. This would tend to limit the negative impact of homosexuals on cohesion and morale. Nevertheless, based on past CF experience, some homosexuals' sexual orientation will be revealed or discovered, and the suspicion and innuendo that a policy which allows homosexuals to serve in the CF, would create problems. Without an exclusion policy these personnel problems would not be easily rectified.

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One should also keep in mind that, as has been well documented by Dixon (1976), even a small reduction in operation effectiveness can have disastrous consequences in a military setting.

76. In summary, the results of this study indicate that the potential negative reaction of servicemembers to the employment of homosexuals in the CF will be mitigated by the number of homosexuals who are not discreet about their sexual orientation; nevertheless, servicemembers reactions are expected to have a diliterious effect on both cohesion and morale.

Recruiting and Retention

77. Introduction. Fundamental to the operational effectiveness of the CF is the ability to attract and retain competent personnel. A policy that permits homosexuals to enrol in the CF would include a significant segment of the Canadian population that has been excluded from the recruiting pools at a time when forecast suggest the CF will face increasing difficulty maintaining its strength (Tivendale & Gaudet, 1985). Notwithstanding, results of this study predict that such a policy would negatively affect recruiting directly and indirectly. Directly, the policy will negatively affect the joining decision of some applicants; indirectly, the policy will change the image of the CF and cause a significant number of those that influence recruits to no longer make such recommendations. Furthermore, comments from respondents that they would leave rather than serve with homosexuals indicates that removal of the homosexual exclusion policy would have an unspecified negative impact on turnover.

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78. Recruit Pool. Based on the conservative estimate of the number of homosexuals who are currently successfully serving in the CF and in the United States military, as well as examples of ex-military homosexual members with distinguished careers (Adde, 1985; Bravery Medals, 1986; McCrary & Gutierrez, 1979;), there is little doubt that homosexuals are capable of fulfilling military functions when they are discreet about their sexual orientation. It is difficult to forecast the actual increase in the recruiting pool resulting from a lifting of the restriction on homosexuals because estimates of homosexuality in both the CF and the Canadian population are not very accurate. Nevertheless, the increase would probably not be substantial because, as estimates of homosexuals in the CF and an empirical study of United States veterans (Harry, 1984) demonstrate, restrictions are not entirely effective. Also, according to Snyder and Nyberg (1980), a majority of homosexuals are not attracted to the military.

79. Intention to Join the CF. According to the the results of this survey, 27% of male and 16% of female recruits and officer candidates would not have joined the CF, if there had been a policy permitting the employment of homosexuals in the CF at the time of their enrolment. Although the relationship between verbal and actual behaviour is not exact, these results predict a significant reduction in enrolments accompanying a policy that allowed homosexuals to enrol in the CF. The current study indicates that heterosexual respondents' reluctance to joining the CF, if the Forces allowed homosexuals to enrol, is based on a concern for privacy from homosexuals, an unwillingness to work with or for homosexuals, an attitude that homosexuals are dangerous, and previous

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contact with homosexuals. Therefore it seems reasonable that prospective applicants who are unwilling to work for homosexuals would decline voluntarily placing themselves in a position under the command of a homosexual. Likewise, applicants who are aware of the close quarters of military life would be likely to reject the CF if they are concerned with their privacy from homosexuals.

80. CF Image. Perceived effectiveness is an important component of the CF image because it helps sustain the morale of the servicemember and instills confidence in Canadian society that the CF is capable of carrying out its assigned mission. The current findings that heterosexual CF servicemembers felt that employing homosexuals in the CF would dramatically reduce the effectiveness of the CF is supported by the Canadian public. In the 1986 public opinion poll, only 6% of respondents indicated effectiveness would increase if homosexuals were allowed to serve in the CF. Although 52% thought there would be no effect, 41% of males and 35% of females interviewed felt that employing homosexuals in the CF would decrease CF effectiveness (Environics, 1986). Thus, a policy permitting homosexuals to serve in the CF will reduce the perceived effectiveness of the CF in the eyes of many CF personnel and members of the general public which will lower internal morale and public confidence in the CF and consequently make the Forces a less attractive employment alternative.

81. One aspect of the CF image is the impression projected by servicemembers themselves. Considering the negative attitude of a large segment of Canadian society toward homosexuals described elsewhere in this report, a policy to enrol homosexuals in the CF would diminish the image of the CF in the eyes of many potential recruits.

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82. Recommendation to Join the CF. An important determinant of our attitudes and subsequent behavior is the influence of family, relatives and friends (Ajzen & Fishbein, 1980). The decision to join the Forces is no exception. A survey of over 7100 potential CF applicants indicated that their first sources of information about the Forces were relatives, friends and contact with military members (James, 1982). Furthermore, the same study demonstrated that the most important sources of information affecting potential applicants actually going to a CF recruiting centre were current and ex-members of the Forces, recruiters, and service in the Militia and the Reserves. In addition, two recent studies confirmed that individuals with neither relatives nor friends in the CF are significantly less likely to join the Forces (The Longwoods Research Group, 1985) to volunteer for service in the CF during mobilization (Longwoods Research Group, 1986). Taken together these studies show the importance of the influence of others, particularly CF servicemembers, in the recruiting process.

83. In a 1986 national poll (Environics, 1986), participants were asked the same question that CF servicemembers were asked in this study concerning the effect that permitting homosexuals to serve in the military would have on their recommendation to a friend or family member considering joining the CF. Results for the general public, were almost identical to those of this study: only 2% stated they would be more likely to recommend the CF, while a substantial number of every category of respondent would be less likely; for example, 34% of males and 22% of females. Considering the importance of the influence of others in the recruiting process, a policy allowing homosexuals to serve in the CF will

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have a strong negative impact on recruiting. The impact of an inclusion of homosexual policy on the decision to join issue was investigated using a sample of recently enrolled servicemembers rather than potential recruits. Nevertheless, it seems reasonable that since those potential recruits from the general public, who were sampled in the 1986 national poll, were much less likely to recommend the CF if homosexuals are allowed to enrol, than they are also less likely to decide to join.

84. Conclusions. Based on the evidence presented, a policy permitting homosexuals to enrol and serve in the CF will have an overall negative impact on recruiting. Although such a policy would increase the recruiting pool by allowing a sizeable segment of Canadian society, previously excluded, to serve in the CF, this increase should be small and would be more than offset by a lowering of the CF image in the eyes of servicemembers and the public, a reduction in the number of individuals deciding to join the Forces and fewer Canadians recommending the CF as an employment option. The CF image and influence of parents, friends, relatives and members of the CF is particularly important since CF recruiting relies entirely on voluntarism (Wenek, 1985). It is notable that no other Western nation's (i.e., Australia, New Zealand, United Kingdom and United States) that relies entirely on volunteers for their military personnel strength allows homosexuals to serve in their forces. There is also some evidence that allowing homosexuals in the CF will cause some current servicemembers to leave the CF.

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SUMMARY AND CONCLUSIONS

85. This CF-wide survey of CF servicemember provides empirical data that can be used to predict the reactions of CF servicemembers to the employment of homosexuals in the CF. These reactions can be related to important components of CF operational effectiveness that is cohesion, moral, recruiting.

Cohesion and Morale

86. Survey results related to cohesion and morale indicate the following:

- a. Servicemembers are concerned for their privacy from homosexuals; many would refuse to undress, share shower facilities or sleeping accommodation with known homosexuals.
- b. Servicemembers, particularly those in Land and Sea operational units, are unwilling to work with known homosexuals; they are particularly concerned with being supervised by known homosexuals with many indicating they would refuse;
- c. Harassment of known homosexuals, including physical violence, is likely to occur;
- d. Servicemembers are concerned with contracting disease from homosexuals; many would refuse blood transfusions from known homosexuals for fear of contracting AIDS; and,
- e. There is a general agreement among servicemembers that the CF operational effectiveness will be reduced by the employment of homosexuals; the CF image will be reduced.

Taken together, these results predict that the bonding and team-spirit that are essential ingredients in successful military units and critical to combat are less likely to exist with the presence of known

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homosexuals. In addition, confidence in leadership and in the CF will be eroded by a policy that permits homosexuals to serve in the CF. Any of these impairments to cohesion and morale would cause personnel problems; taken together they constitute a serious threat to military effectiveness.

Recruiting

87. If the CF adopts a policy of employing homosexuals the results of this study predict the following results:

- a. A significant segment of the Canadian population, estimated at up to 10%, would no longer be excluded from the recruit pool.
- b. There could be a significant reduction in the number of heterosexuals deciding to join the CF; and
- c. CF members and others who influence those considering joining the CF would be less likely to recommend the CF.

If the CF employs homosexuals, the image of the CF will be reduced for many CF members and the Canadian public, resulting in an overall reduction in recruiting.

Conclusions.

88. The results of this study suggest that the presence of known homosexuals in the CF will be detrimental to cohesion and morale as well as recruiting. It remains for the Charter Task Force to evaluate these findings along with the evidence from other sources before a recommendation can be made trying to balance the enhancement of individual rights and the operational effectiveness to the CF.

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UNITED STATES OF AMERICA
DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
WASHINGTON, D. C. 20535

ANNEX A

UNITS INVOLVED IN THE SURVEY

UNITED STATES OF AMERICA
DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
WASHINGTON, D. C. 20535

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Table A1

List of Units Involved in ATEH Survey

Land Operation Units	
Infantry	1e Bn Royal 22e Régiment 2e Bn Royal 22e Régiment 3e Bn Royal 22e Régiment 1 Bn Royal Canadian Regiment 1 Bn Princess Patricia's Canadian Light Infantry 3 Airborne Commando
Armour	Royal Canadian Dragoons C Squadron Royal Canadian Dragoons Lord Strathcona's Horse (Royal Canadians) Combat Training Center (Personnel with Regiment Experience)
Artillery	1 Regt Royal Canadian Horse Artillery 3 Regt Royal Canadian Horse Artillery 5e Regiment d'artillerie légère du Canada
Combat Support and Service Support	5e Bataillon des services des Canada 1 Field Ambulance 1 Canadian Engineer Regiment 1 Canadian Signals Regiment Canadian Forces School of Military Engineering (Personnel with Engineering Experience)
Sea Operations	
Submarines	Her Majesty's Canadian Ship Ojibwa Her Majesty's Canadian Ship Okanagan Her Majesty's Canadian Ship Onondaga 1st Canadian Submarine Squadron Headquarters (Personnel with Submarine Experience)

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Table A1 (Continued)

East Coast Ships

Her Majesty's Canadian Ship Algonquin
Her Majesty's Canadian Ship Athabaskan
Her Majesty's Canadian Ship Fraser
Her Majesty's Canadian Ship Margaree
Her Majesty's Canadian Ship Ottawa
Her Majesty's Canadian Ship Nipigon
Her Majesty's Canadian Ship Saguenay
Her Majesty's Canadian Ship Skeena
Canadian Forces Fleet School Halifax
(Destroyer Experience)
Her Majesty's Canadian Ship Annapolis
Her Majesty's Canadian Ship Nipigon
Her Majesty's Canadian Ship Protecteur
Maritime Command Headquarters
(Destroyer Experience)

West Coast Ships

Her Majesty's Canadian Ship Gatineau
Her Majesty's Canadian Ship Kootenay
Her Majesty's Canadian Ship Provider
Her Majesty's Canadian Ship Restigouche
Her Majesty's Canadian Ship Terra Nova
Canadian Forces Fleet School Esquimalt
(Destroyer Experience)
Her Majesty's Canadian Ship Saskatchewan
Her Majesty's Canadian Ship Qu'appelle

Air Operations

Tactical Fighter/Training Squadrons

409 Tactical Fighter Squadron
421 Tactical Fighter Squadron
425 Tactical Fighter Squadron
434 Tactical Fighter Squadron
439 Tactical Fighter Squadron
441 Tactical Fighter Squadron

Anti Submarine Squadrons

405 Maritime Patrol Squadron
407 Maritime Patrol Squadron

Tactical Helicopter Squadrons

406 Tactical Helicopter Squadron
408 Tactical Helicopter Squadron
427 Tactical Helicopter Squadron
447 Tactical Helicopter Squadron

Table A1 (Continued)

Transport Squadrons

424 Transport Squadron
426 Transport Squadron
436 Transport Squadron
437 Transport Squadron

Bases and Isolated Units

Canadian Forces Bases including their Lodger Units

CFB Baden
CFB Bagotville
CFB Chilliwack
CFB Cold Lake
CFB Esquimalt
CFB Halifax
CFB Lahr
CFB London
BFC Montreal
CFB Ottawa
CFB Portage
CFB Shearwater
BFC St. Jean
CFS St. Johns

Isolated Units

Canadian Forces Station Alert
Canadian Forces Station Goose Bay
Canadian Forces Station Massett
Canadian Forces Station Shelburne

Recruit and Officer Candidate Schools

Recruit and Officer Candidate Schools

Canadian Forces Officer Candidate School Chilliwack
Canadian Forces Recruit School Cornwallis
Canadian Forces Recruit School St. Jean

ANNEX B

VERBAL INSTRUCTIONS AND ATTITUDES TOWARDS
EMPLOYMENT OF HOMOSEXUALS (ATEH) SURVEY

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ATTITUDES TOWARD EMPLOYMENT OF HOMOSEXUALS
SURVEY COMPLETION INSTRUCTIONS

[To be read by survey administrator]

GOOD MORNING/AFTERNOON, MY NAME IS _____. PLEASE
MAKE YOURSELF COMFORTABLE. I WILL BE CONDUCTING THE ADMINISTRATION OF
THIS SURVEY AND WILL PRESENTLY PROVIDE YOU WITH INSTRUCTIONS FOR ITS
COMPLETION. PLEASE LEAVE YOUR PENCILS ON THE DESKS FOR THE TIME BEING AND
LISTEN TO SOME GENERAL COMMENTS AS TO WHY THIS SURVEY IS BEING CARRIED OUT.

TO GET SOME IDEA OF HOW IMPORTANT THIS SURVEY IS, I WOULD LIKE YOU
NOW TO OPEN YOUR SURVEY QUESTIONNAIRE TO THE FIRST PAGE. THERE YOU WILL
FIND A PERSONAL REQUEST FOR YOUR COOPERATION AND ASSISTANCE SIGNED BY
LGEN MANSON, SOON TO BE THE NEW CHIEF OF DEFENCE STAFF. PLEASE TAKE A FEW
MOMENTS TO READ THIS LETTER.

[Pause]

THE CHARTER TASK FORCE HAS IDENTIFIED SEVERAL AREAS IN WHICH SURVEY
RESEARCH IS IMMEDIATELY REQUIRED TO SERVE AS A BASIS FOR POLICY
RECOMMENDATIONS. ONE AREA IN WHICH SUCH RESEARCH IS REQUIRED CONCERNS THE
ATTITUDES OF CF PERSONNEL TOWARD THE EMPLOYMENT OF HOMOSEXUALS.

THE RESEARCHERS WHO DESIGNED THIS SURVEY REALIZE THAT THE ISSUE OF
EMPLOYING HOMOSEXUALS IN THE CF IS LIKELY TO BE AN EMOTIONAL ONE FOR SOME
PEOPLE. IN COMPLETING THIS SURVEY AND PROVIDING WRITTEN COMMENTS ON THE
PAGE PROVIDED, EACH INDIVIDUAL WILL HAVE AN OPPORTUNITY TO EXPRESS HIS OR
HER PERSONAL VIEWS AND OPINIONS.

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THE RESEARCHERS ALSO REALIZE THAT SOME OF THE QUESTIONS IN THIS SURVEY DEAL WITH SENSITIVE AND PERSONAL ISSUES. THEY WISH TO EMPHASIZE, HOWEVER, THAT SEVERAL STEPS HAVE BEEN TAKEN TO KEEP YOUR ANSWERS ANONYMOUS AND TO PROTECT THE CONFIDENTIALITY OF ALL INFORMATION COLLECTED.

BEFORE I BEGIN THE INSTRUCTIONS, PLEASE ENSURE THAT YOU HAVE IN FRONT OF YOU A SURVEY QUESTIONNAIRE, AN ANSWER SHEET, A DND 322 ENVELOPE, AND AN HB PENCIL. IF YOU ARE MISSING ANY OF THESE ITEMS, RAISE YOUR HAND.

[Pause]

TURN TO THE NEXT PAGE OF THE SURVEY QUESTIONNAIRE AND FOLLOW THE INSTRUCTIONS PROVIDED WHILE I READ THEM ALOUD.

PURPOSE OF THIS SURVEY

THIS SURVEY IS DESIGNED TO FIND OUT WHAT CANADIAN FORCES (CF) PERSONNEL THINK AND FEEL ABOUT THE EMPLOYMENT OF MALE AND FEMALE HOMOSEXUALS IN THE CF. THERE ARE MANY DIFFERENT AND OPPOSING POINTS OF VIEW ON THIS ISSUE: YOU MAY FIND YOURSELF AGREEING STRONGLY WITH SOME OF THE STATEMENTS IN THIS SURVEY, DISAGREEING JUST AS STRONGLY WITH OTHER STATEMENTS, AND PERHAPS BEING UNCERTAIN ABOUT OTHERS. WHETHER YOU AGREE OR DISAGREE WITH ANY STATEMENT, YOU CAN BE SURE THAT MANY PEOPLE FEEL THE SAME AS YOU DO. THE BEST ANSWER TO EACH STATEMENT OR QUESTION IN THIS SURVEY IS YOUR HONEST, PERSONAL OPINION.

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GENERAL INSTRUCTIONS

THIS IS AN ANONYMOUS SURVEY. DO NOT WRITE YOUR NAME OR SOCIAL INSURANCE NUMBER ANYWHERE ON THE SURVEY QUESTIONNAIRE OR ANSWER SHEET. AS INDICATED IN THE INSTRUCTIONS AT THE END OF THE QUESTIONNAIRE, YOUR ANSWER SHEET IS TO BE RETURNED IN A SEALED ENVELOPE TO ENSURE THE CONFIDENTIALITY OF YOUR ANSWERS. ANSWERS WILL BE ANALYZED AND REPORTED ON BY THE CANADIAN FORCES PERSONNEL APPLIED RESEARCH UNIT (CFPARU) IN GROUP FORM AND WILL BE USED FOR RESEARCH PURPOSES ONLY. NO INDIVIDUAL DATA WILL BE RELEASED BY CFPARU.

THIS IS NOT A TEST. THERE ARE NO RIGHT OR WRONG ANSWERS. HOWEVER, IT IS VERY IMPORTANT THAT YOUR ANSWERS ACCURATELY REFLECT YOUR OWN FEELINGS, OPINIONS, AND EXPERIENCES. TRY TO BE AS HONEST AS POSSIBLE IN YOUR ANSWERS, ESPECIALLY ON QUESTIONS WHICH YOU MAY CONSIDER TO BE VERY PERSONAL OR SENSITIVE.

TRY TO ANSWER EVERY QUESTION, EVEN IF YOU ARE NOT COMPLETELY CERTAIN WHICH ANSWER TO CHOOSE. HOWEVER, IF YOU FEEL YOU CANNOT ANSWER A QUESTION HONESTLY, LEAVE IT BLANK.

READ ALL OF THE SPECIAL DIRECTIONS, QUESTIONS, AND RESPONSE CHOICES CAREFULLY. SOMETIMES OVERLOOKING EVEN ONE WORD CAN CHANGE THE MEANING OF A STATEMENT.

CHOOSE ONLY ONE ANSWER FOR EACH QUESTION AND RECORD ALL RESPONSES ON THE ANSWER SHEET PROVIDED.

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USE AN HB PENCIL ONLY. DO NOT USE INK OR BALLPOINT PENS. MAKE HEAVY BLACK MARKS THAT FILL THE CIRCLE COMPLETELY. ERASE COMPLETELY ANY ANSWER YOU WISH TO CHANGE. MAKE NO STRAY MARKS ON THE ANSWER SHEET AND MAKE NO MARKS IN ANY OF THE AREAS OVER-PRINTED WITH RED CROSS-HATCHING.

CHECK FREQUENTLY TO MAKE SURE THAT THE NUMBER OF THE QUESTION YOU ARE ANSWERING MATCHES THE NUMBER ON THE ANSWER SHEET. IF THESE NUMBERS DO NOT MATCH, TRY TO FIND OUT WHERE YOU GOT OFF THE TRACK AND MAKE THE NECESSARY CORRECTIONS.

WHEN YOU HAVE FINISHED THE QUESTIONNAIRE, FOLLOW THE INSTRUCTIONS AT THE END CONCERNING THE RETURN OF YOUR ANSWER SHEET AND THE QUESTIONNAIRE. TURN TO THE NEXT PAGE.

[Project Answer Sheet transparency on OHP and
indicate locations of specific blocks as required]

PART 1 - BACKGROUND INFORMATION

FIND THE BLOCK LABELLED SEX. [Indicate location on OHP]. BLACKEN THE CIRCLE CORRESPONDING TO YOUR SEX.

[Pause]

FIND THE BLOCK LABELLED EDUC. [Indicate location on OHP]. BLACKEN THE CIRCLE CORRESPONDING TO YOUR HIGHEST LEVEL OF COMPLETED EDUCATION.

[Pause]

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FIND THE BLOCK LABELLED YEARS OF SERVICE. [Indicate location on OHP]. BLACKEN THE CIRCLE(S) CORRESPONDING TO YOUR YEARS OF SERVICE IN THE REGULAR COMPONENT OF THE CF. (IF YOU HAVE LESS THAN 10 YEARS OF SERVICE, USE THE RIGHT-HAND COLUMN ONLY).

[Pause]

FIND THE BLOCK LABELLED UIC. [Indicate location on OHP]. IN COLUMNS A TO D, BLACKEN THE CIRCLES CORRESPONDING TO YOUR 4-DIGIT UNIT IDENTIFICATION CODE.

[Have list of Base/Unit UICs available for reference]

FIND THE BLOCK LABELLED MOC. [Indicate location on OHP]. IF YOU ARE A NON-COMMISSIONED MEMBER, BLACKEN THE CIRCLES IN COLUMNS E TO G CORRESPONDING TO YOUR 3-DIGIT MILITARY OCCUPATION CODE. IF YOU ARE AN OFFICER, BLACKEN THE CIRCLES IN COLUMNS F AND G, CORRESPONDING TO YOUR 2-DIGIT MILITARY OCCUPATION CODE.

[Have list of MOCs and codes available for reference]

FIND THE BLOCK LABELLED LANG. [Indicate location on OHP]. IF YOUR FIRST OFFICIAL LANGUAGE IS FRENCH, BLACKEN THE "0" (ZERO) IN COLUMN H. IF YOUR FIRST OFFICIAL LANGUAGE IS ENGLISH, BLACKEN THE "1" (ONE) IN COLUMN H.

[Pause]

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FIND THE BLOCK LABELLED RANK. [Indicate location on OHP]. IF YOU ARE A NON-COMMISSIONED MEMBER, BLACKEN THE CIRCLE IN COLUMN I CORRESPONDING TO YOUR RANK. IF YOU ARE AN OFFICER, BLACKEN THE CIRCLE IN COLUMN J CORRESPONDING TO YOUR RANK.

[Pause]

IT SHOULD TAKE NO LONGER THAN 1 HOUR TO COMPLETE THIS SURVEY. THERE IS NO TIME LIMIT, BUT PLEASE WORK AS QUICKLY AS POSSIBLE.

IF YOU HAVE A QUESTION LATER ON OR NEED A NEW PENCIL, SIMPLY RAISE YOUR HAND. NOTE THAT QUESTIONS A, B, AND C ARE TO BE ANSWERED IN THE BLOCK LABELLED SPECIAL CODES. [Indicate location on OHP].

FOR THE NUMBERED QUESTIONS, MAKE SURE THAT YOU BEGIN WITH RESPONSE FIELD NUMBER 1 ON YOUR ANSWER SHEET. [Indicate location on OHP].

ARE THERE ANY QUESTIONS?

[Pause]

PLEASE BEGIN.

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**CHARTER TASK FORCE SURVEY
(ATEH-RECRUITS)**

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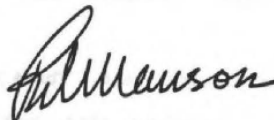
CHARTER TASK FORCE SURVEY

Message to Survey Respondents

I am interested in your opinions, attitudes and reactions on issues relating to provisions of the Canadian Charter of Rights and Freedoms as they apply to the enrolment and employment of certain groups within the CF.

The Charter Task Force was formed to make recommendations to the CDS concerning the Change of CF policies so as to enhance individual rights and freedoms without adversely affecting the operational effectiveness of the CF. The information you give through this survey will provide the Charter Task Force with the essential scientific data they require to carry out their mission on this critical issue.

I ask that you answer, conscientiously and with careful attention, each item on this survey.



P.D. Manson
Lieutenant General
Assistant Deputy Minister (Personnel)

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CHARTER TASK FORCE SURVEY

INSTRUCTIONS

Purpose of this Survey

This survey is designed to find out what Canadian Forces (CF) personnel think and feel about the employment of male and female homosexuals in the CF. There are many different and opposing points of view on this issue: you may find yourself agreeing strongly with some of the statements in this survey, disagreeing just as strongly with other statements, and perhaps being uncertain about others. Whether you agree or disagree with any statement, you can be sure that many people feel the same as you do. The best answer to each statement or question in this survey is your honest, personal opinion.

General Instructions

This is an anonymous survey. Do not write your name or social insurance number anywhere on the survey questionnaire or answer sheet. As indicated in the instructions at the end of the questionnaire, your answer sheet is to be returned in a sealed envelope to ensure the confidentiality of your answers. Answers will be analyzed and reported on by the Canadian Forces Personnel Applied Research Unit (CFPARU) in group form and will be used for research purposes only. No individual data will be released by CFPARU.

This is not a test. There are no right or wrong answers. However, it is very important that your answers accurately reflect your own feelings, opinions, and experiences. Try to be as honest as possible in your answers, especially on questions which you may consider to be very personal or sensitive.

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Try to answer every question, even if you are not completely certain which answer to choose. However, if you feel you cannot answer a question honestly, leave it blank.

Read all of the special directions, questions, and response choices carefully. Sometimes overlooking even one word can change the meaning of a statement.

Choose only one answer for each question and record all responses on the answer sheet provided.

Use an HB pencil only. Do not use ink or ballpoint pens. Make heavy black marks that fill the circle completely. Erase completely any answer you wish to change. Make no stray marks on the answer sheet and make no marks in any of the areas over-printed with red cross-hatching.

Check frequently to make sure that the number of the question you are answering matches to the number on the answer sheet. If these numbers do not match, try to find out where you got off the track and make the necessary corrections.

When you have finished the questionnaire, follow the instructions at the end concerning the return of your answer sheet and the questionnaire.

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PART 1 - BACKGROUND INFORMATION

Directions: DO NOT COMPLETE THIS PART UNTIL INSTRUCTED TO DO SO.

SEX Find the block labelled SEX. Blacken the circle corresponding to your sex.

M = Male
F = Female

EDUC Find the block labelled EDUC. Using the answer key below, blacken the circle corresponding to your highest level of completed education.

0 = Elementary
1 = Some secondary
2 = Secondary
3 = Some post-secondary (no degree or diploma)
4 = Post-secondary diploma
5 = Bachelor's degree
6 = Master's degree
7 = Doctoral degree

YEARS OF SERVICE Find the block labelled YEARS OF SERVICE. Blacken the circle(s) corresponding to your years of service in the Regular component of the CF. (If you have less than 10 years of service, use the right-hand column only).

UIC Find the block labelled UIC. In columns A to D, blacken the circles corresponding to your 4-digit Unit Identification Code. (If you do not know your UIC, the survey administrator will provide this information).

MOC Find the block labelled MOC. If you are a non-commissioned member, blacken the circles in columns E to G corresponding to your 3-digit Military Occupation Code. If you are an officer, blacken the circles in columns F and G, corresponding to your 2-digit Military Occupation Code. (If you do not know your MOC, the survey administrator will provide this information).

LANG Find the block labelled LANG. If your first official language is French, blacken the "0" (zero) in column H. If your first official language is English, blacken the "1" (one) in column H.

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RANK Find the block labelled RANK. If you are a non-commissioned member, blacken the circle in column I corresponding to your rank, using the answer key on the left below. If you are an officer, blacken the circle in column J corresponding to your rank, using the answer key on the right below.

NCMs (Column I)

- 0 = Recruit
- 1 = Pte
- 2 = Cpl
- 3 = M/Cpl
- 4 = Sgt
- 5 = WO
- 6 = MWO
- 7 = CWO

Officers (Column J)

- 0 = O/Cdt
- 1 = 2Lt
- 2 = Lt
- 3 = Capt
- 4 = Maj
- 5 = LCol
- 6 = Col

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PART 2 - ESTIMATES

Directions: Find the block labelled SPECIAL CODES. Answer the following questions in this block as directed below.

Q A. Social researchers have estimated that between 4% and 10% of the total male and female Canadian population is homosexual. Public opinion polls have estimated that about 14% of the population is homosexual. What percentage of the total male and female Canadian population do you think is homosexual?

Answer this question in columns K and L:

- if your estimate is a single-digit number (for example, 6%), blacken the single digit (for example, 6) in column L.
- if your estimate is a two-digit number (for example, 34%), blacken the first digit (for example, 3) in column K and the second digit (for example, 4) in column L.

Q B. Do you think there are people now serving in the Canadian Forces who are homosexual?

Answer this question in column N:

- if your answer is "No", blacken the "0" (zero) in column N (SKIP QUESTION C).
- if your answer is "Yes", blacken the "1" (one) in column N (ANSWER QUESTION C).

Q C. What percentage of Canadian Forces male and female servicemembers do you think is homosexual?

Answer this question in columns O and P:

- if your estimate is a single-digit number (for example, 6%), blacken the single digit (for example, 6) in column P.
- if your estimate is a two-digit number (for example, 34%), blacken the first digit (for example, 3) in column O and the second digit (for example, 4) in column P.

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PART 3 - ENROLMENT INTENTIONS

Directions: In this part of the questionnaire, we would like you, as a recent enrollee, to consider what your intentions would have been if a policy permitting the enrolment of homosexuals had been in place at the time you joined the Canadian Forces.

Make sure that the number of the statement or question you are answering corresponds to the number on your answer sheet. For each statement or question, choose the one letter, from those listed, that best represents your answer and blacken the corresponding circle on your answer sheet. BEGIN WITH RESPONSE FIELD NUMBER 1 ON YOUR ANSWER SHEET.

1. The reasons people give for joining the CF are usually related to opportunities for learning a trade or skill, travel and adventure, a regular job, service to country, and so on. In comparison to the reasons you had for joining the CF, how important would it have been to your decision to enrol if the CF had a policy permitting the enrolment of homosexuals?

A	B	C	D	E
Very Important	Moderately Important	Unsure	Moderately Unimportant	Not at All Important

2. If, at the time you enrolled, the CF had a policy which permitted the enrolment of homosexuals, how likely is it that you would have joined the CF?

A	B	C	D	E
Very Likely	Somewhat Likely	Unsure	Somewhat Unlikely	Very Unlikely

PART 4 - ATTITUDE SCALE (MALE)

Directions: The following statements express opinions, beliefs, and feelings different people have about male homosexuality and male homosexuals. We would like to learn about your own attitudes. Indicate how much you agree or disagree with each statement using the following scale:

A	B	C	D	E
Strongly Agree	Moderately Agree	Neither Agree Nor Disagree	Moderately Disagree	Strongly Disagree

For each statement, choose the one letter from the box above that best represents your own view, and blacken the corresponding circle on the answer sheet. Blacken only one choice for each statement. Make sure you read every word of each statement.

3. Male homosexuals should be allowed to organize groups for social and recreational purposes.
4. Male homosexuality is immoral.
5. Male homosexuals need psychological treatment.
6. Male homosexuals should be accepted into our society.
7. Male homosexuals should be allowed to dance with each other in public places.
8. I believe that male homosexuals should be confined and not released until cured.
9. Male homosexuality should be a criminal offense.
10. Male homosexuals are generally more feminine than male heterosexuals.
11. I can hardly imagine myself having a close friendship with a male homosexual.

A	B	C	D	E
Strongly Agree	Moderately Agree	Neither Agree Nor Disagree	Moderately Disagree	Strongly Disagree

12. I would not wish for male homosexuals to live near me.
13. There is nothing immoral about a loving, respectful, male homosexual relationship.
14. Male homosexuality should not be condemned.
15. Male homosexuality should be erased for the good of society.
16. Male homosexuality is a sickness.
17. Homosexual behaviour between men is just plain wrong.
18. Male homosexuals should be given social equality.
19. It is often easy to identify a male homosexual by his appearance and mannerisms.
20. If a male homosexual approached me in public, I would be disgusted.
21. You can often tell a male homosexual by the clothes he wears.
22. Male homosexuals should stay in the closet and not flaunt their deviance.
23. Male homosexuality is wrong under all circumstances.
24. Male homosexuals should be allowed to organize in order to try to obtain the civil rights they feel they are denied.
25. Male homosexuals are psychologically disturbed.
26. I would enjoy the company of male homosexuals.
27. Male homosexuals should seek psychiatric help in order to become adjusted to a normal sex life.
28. Many male homosexuals are easy to identify because of the way they walk and talk, and so forth.
29. It is a sin for two men to have sex with each other.

A	B	C	D	E
Strongly Agree	Moderately Agree	Neither Agree Nor Disagree	Moderately Disagree	Strongly Disagree

30. It would be upsetting for me to find out I was alone with a male homosexual.
31. Male homosexuals often take on feminine characteristics.
32. Male homosexuality should be seen as an emotional disturbance.

PART 5 - ATTITUDE SCALE (FEMALE)

Directions: The following statements express different opinions, beliefs, and feelings different people have about female homosexuality and female homosexuals. We would like to learn about your own attitudes. Indicate how much you agree or disagree with each statement using the following scale:

A	B	C	D	E
Strongly Agree	Moderately Agree	Neither Agree Nor Disagree	Moderately Disagree	Strongly Disagree

For each statement, choose the one letter from the box above that best represents your own view, and blacken the corresponding circle on the answer sheet. Blacken only one choice for each statement. Make sure you read every word of each statement.

33. Female homosexuals should be allowed to organize groups for social and recreational purposes.
34. Female homosexuality is immoral.
35. Female homosexuals need psychological treatment.
36. Female homosexuals should be accepted into our society.
37. Female homosexuals should be allowed to dance with each other in public places.
38. I believe that female homosexuals should be confined and not released until cured.
39. Female homosexuality should be a criminal offense.
40. Female homosexuals are generally more masculine than female heterosexuals.
41. I can hardly imagine myself having a close friendship with a female homosexual.
42. I would not wish for female homosexuals to live near me.
43. There is nothing immoral about a loving, respectful, female homosexual relationship.

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A	B	C	D	E
Strongly Agree	Moderately Agree	Neither Agree Nor Disagree	Moderately Disagree	Strongly Disagree

44. Female homosexuality should not be condemned.
45. Female homosexuality should be erased for the good of society.
46. Female homosexuality is a sickness.
47. Homosexual behaviour between women is just plain wrong.
48. Female homosexuals should be given social equality.
49. It is often easy to identify a female homosexual by her appearance and mannerisms.
50. If a female homosexual approached me in public, I would be disgusted.
51. You can often tell a female homosexual by the clothes she wears.
52. Female homosexuals should stay in the closet and not flaunt their deviance.
53. Female homosexuality is wrong under all circumstances.
54. Female homosexuals should be allowed to organize in order to try to obtain the civil rights they feel they are denied.
55. Female homosexuals are psychologically disturbed.
56. I would enjoy the company of female homosexuals.
57. Female homosexuals should seek psychiatric help in order to become adjusted to a normal sex life.
58. Many female homosexuals are easy to identify because of the way they walk and talk, and so forth.
59. It is a sin for two women to have sex with each other.
60. It would be upsetting for me to find out I was alone with a female homosexual.
61. Female homosexuals often take on masculine characteristics.
62. Female homosexuality should be seen as an emotional disturbance.

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PART 6 - OPINIONS

Directions: The following statements express opinions and beliefs about what might happen if male and female homosexuals are employed in the CF. We would like to learn about your own opinions. Indicate how much you agree or disagree with each statement using the following scale:

A	B	C	D	E
Strongly Agree	Moderately Agree	Neither Agree Nor Disagree	Moderately Disagree	Strongly Disagree

For each statement, choose the one letter from the box above that best represents your own view, and blacken the corresponding circle on the answer sheet. Blacken only one choice for each statement. Make sure you read every word of each statement.

63. Female homosexual servicemembers would be no more likely to be security risks than heterosexual servicemembers.
64. Male homosexual servicemembers would be no more likely to be security risks than heterosexual servicemembers.
65. If homosexuals were enrolled in the CF, heterosexual servicemembers would verbally harass known female homosexual servicemembers.
66. If homosexuals were enrolled in the CF, heterosexual servicemembers would verbally harass known male homosexual servicemembers.
67. The sexual desires of female homosexual servicemembers would no more interfere with their work effectiveness than would the sexual desires of female heterosexual servicemembers.
68. The sexual desires of male homosexual servicemembers would no more interfere with their work effectiveness than would the sexual desires of male heterosexual servicemembers.
69. If homosexuals were enrolled in the CF, there would be physical violence between known female homosexual servicemembers and heterosexual servicemembers.
70. If homosexuals were enrolled in the CF, there would be physical violence between known male homosexual servicemembers and heterosexual servicemembers.

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A	B	C	D	E
Strongly Agree	Moderately Agree	Neither Agree Nor Disagree	Moderately Disagree	Strongly Disagree

71. If homosexuals were enrolled in the CF, heterosexual servicemembers would refuse to associate with known female homosexual servicemembers.
72. If homosexuals were enrolled in the CF, heterosexual servicemembers would refuse to associate with known male homosexual servicemembers.

Directions: For each of the following statements or questions, choose the one letter, from those listed, that best represents your answer and blacken the corresponding circle on your answer sheet.

73. If homosexuals are permitted to serve in the military, what effect would this have on your recommendation to a friend or family member considering joining the Canadian Forces?
 - A. I would be more likely to recommend joining the Forces
 - B. I would be less likely to recommend joining the Forces
 - C. My recommendation on joining would not be affected
74. Do you feel that the employment of homosexuals in the Canadian Forces would:
 - A. greatly increase the Forces' effectiveness
 - B. somewhat increase the Forces' effectiveness
 - C. have no influence on the Forces' effectiveness
 - D. somewhat decrease the Forces' effectiveness
 - E. greatly decrease the Forces' effectiveness
75. If known homosexuals were enrolled in the CF, the effect on the sexual orientation of heterosexual service personnel would be:
 - A. many heterosexuals would become homosexuals
 - B. some heterosexuals would become homosexuals
 - C. a few heterosexuals would become homosexuals
 - D. almost no heterosexuals would become homosexuals
 - E. no heterosexuals would become homosexuals; that is, there would be no effect on heterosexuals

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76. If known homosexuals were enrolled in the CF, the effect on the sexual orientation of homosexual service personnel enrolled would be:
- A. many homosexuals would become heterosexuals
 - B. some homosexuals would become heterosexuals
 - C. a few homosexuals would become heterosexuals
 - D. almost no homosexuals would become heterosexuals
 - E. no homosexuals would become heterosexuals; that is, there would be no effect on homosexuals
77. How much do you know about existing CF policies on harassment?
- A. a lot
 - B. quite a bit
 - C. very little
 - D. nothing
78. If homosexuals are allowed to serve in the CF, how confident are you that existing policies would protect heterosexuals from harassment by homosexuals?
- A. very confident
 - B. confident
 - C. unsure
 - D. doubtful
 - E. very doubtful
79. If homosexuals are allowed to serve in the CF, how confident are you that existing policies would protect homosexuals from harassment by heterosexuals?
- A. very confident
 - B. confident
 - C. unsure
 - D. doubtful
 - E. very doubtful

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PART 7 - REACTIONS

Directions: The following statements describe situations which involve working and living with homosexuals. We would like to know what your reactions would be to these situations. Indicate your reaction to each situation using the following scale:

A	B	C	D	E
Willingly Accept	Accept	Protest	Refuse	Don't Know

For each statement, choose the one letter from the box above that best represents your own view, and blacken the corresponding circle on the answer sheet. Blacken only one choice for each statement. Make sure you read every word of each statement.

If homosexuals are allowed to serve in the CF, my reaction to:

80. having a known male homosexual as my co-worker
81. having a known female homosexual as my co-worker
82. being supervised by a known male homosexual
83. being supervised by a known female homosexual
84. supervising a known male homosexual
85. supervising a known female homosexual

If homosexuals are allowed to serve in the CF, my reaction to being required to:

86. share mess facilities with same-sex heterosexuals
87. share mess facilities with same-sex known homosexuals
88. share a gymnasium change-room with same-sex heterosexuals
89. share a gymnasium change-room with same-sex known homosexuals

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A	B	C	D	E
Willingly Accept	Accept	Protest	Refuse	Don't Know

If homosexuals are allowed to serve in the CF, my reaction to being required to:

90. work alone (for example, in an office, command post, vehicle, trench) with same-sex heterosexuals
91. work alone (for example, in an office, command post, vehicle, trench) with same-sex known homosexuals
92. share shower facilities with same-sex heterosexuals
93. share shower facilities with same-sex known homosexuals
94. share toilet facilities with same-sex heterosexuals
95. share toilet facilities with same-sex known homosexuals
96. play on a Unit/Base sports team with same-sex heterosexuals
97. play on a Unit/Base sports team with same-sex known homosexuals
98. share sleeping accommodations (for example, room in quarters, tent, mess deck) with same-sex heterosexuals
99. share sleeping accommodations (for example, room in quarters, tent, mess deck) with same-sex known homosexuals

If I needed a blood transfusion, my reaction to being required to:

100. receive a blood transfusion from a male heterosexual

TURN TO SIDE 2 OF YOUR ANSWER SHEET

101. receive a blood transfusion from a female heterosexual
102. receive a blood transfusion from a male homosexual
103. receive a blood transfusion from a female homosexual

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PART 8 - GENERAL ATTITUDES

Directions: The following statements express reactions of different feelings different people have about social issues. We would like to learn about your own attitudes. Indicate how much you agree or disagree with each statement using the following scale:

A	B	C	D	E
Strongly Agree	Moderately Agree	Neither Agree Nor Disagree	Moderately Disagree	Strongly Disagree

For each statement, choose the one letter from the box above that best represents your own view, and blacken the corresponding circle on the answer sheet. Blacken only one choice for each statement. Make sure you read every word of each statement.

- 104. No sane, normal, decent person would ever think of hurting a close friend or relative.
- 105. Many of the radical ideas of today will become the accepted beliefs and practices of tomorrow.
- 106. Young people sometimes get rebellious ideas but as they grow up they ought to get over them and settle down.
- 107. People who want to whip or imprison sex criminals are themselves sick.
- 108. Sex crimes, such as rape and attacks on children, deserve more than mere imprisonment; such criminals ought to be publicly whipped or worse.
- 109. It's all right for people to ask questions about even the most personal and private matters.
- 110. Obedience and respect for authority are the most important virtues children should learn.
- 111. Insults to our honour are not always important enough to bother about.

A	B	C	D	E
Strongly Agree	moderately Agree	Neither Agree Nor Disagree	Moderately Disagree	Strongly Disagree

- 112. Sex crimes, such as rape and attacks on children, are signs of mental illness; such people belong in hospitals rather than in prison.
- 113. What youth need most is strict discipline, rugged determination, and the will to work for family and country.
- 114. There is hardly anything lower than a person who does not feel great love, gratitude, and respect for his parents.
- 115. Most honest people admit to themselves that they have sometimes hated their parents.

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PART 9 - CONTACT

Directions. In this part of the questionnaire, we are interested in learning about the extent to which CF personnel have been exposed to information about homosexuality or have had contact with homosexuals. We realize that some people may consider some of the questions to be personal. If the answers to these questions were not important to our research or if there were another way to obtain the information, we would not have asked. We hope you can understand this and will respond accordingly. We would also like to remind you of the steps we have taken to protect the confidentiality of your answers.

For each statement or question, choose the one letter, from those listed, that best represents your experience and blacken the corresponding circle on the answer sheet.

116. In the past year, have you seen any TV programs or read any newspaper/magazine articles which dealt in some way with male or female homosexuality?
- A. No (IF YOU ANSWER "No", SKIP QUESTIONS 117 AND 118; GO TO QUESTION 119)
 - B. Yes (IF YOU ANSWER "Yes", GO TO QUESTION 117)
117. Overall, how would you describe the impressions you formed of male homosexuals as a result of this information?
- A. Very positive
 - B. Mostly positive
 - C. Neutral
 - D. Mostly negative
 - E. Very negative
118. Overall, how would you describe the impressions you formed of female homosexuals as a result of this information?
- A. Very positive
 - B. Mostly positive
 - C. Neutral
 - D. Mostly negative
 - E. Very negative
119. Do you know, or have you ever known, a male homosexual (for example, relative, friend, or person at work)?
- A. No (IF YOUR ANSWER "No", SKIP QUESTION 120; GO TO QUESTION 121)
 - B. Yes (IF YOU ANSWER "Yes", GO TO QUESTION 120)

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120. Overall, how would you describe your relationship(s) with this person or these persons?

- A. Very positive
- B. Mostly positive
- C. Neutral
- D. Mostly negative
- E. Very negative

121. Do you know, or have you ever known, a female homosexual (for example, relative, friend, or person at work)?

- A. No (IF YOU ANSWER "No", SKIP QUESTION 122; GO TO QUESTION 123)
- B. Yes (IF YOU ANSWER "Yes", GO TO QUESTION 122)

122. Overall, how would you describe your relationship(s) with this person or these persons?

- A. Very positive
- B. Mostly positive
- C. Neutral
- D. Mostly negative
- E. Very negative

123. What is your own sexual orientation?

- A. Exclusively heterosexual
- B. Predominantly heterosexual, but I am also sometimes attracted to members of my own sex
- C. Bisexual; I am equally attracted to both men and women
- D. Predominantly homosexual, but I am also sometimes attracted to members of the opposite sex
- E. Exclusively homosexual

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SONDAGE D'OPINION DU GROUPE DE TRAVAIL
SUR LA CHARTE
(ATEH-RECRUES)

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SONDAGE D'OPINION A L'INTENTION DU
GROUPE DE TRAVAIL SUR LA CHARTE

Message aux personnes qui répondront au questionnaire

Je désire connaître vos opinions, attitudes et réactions à l'égard de certaines questions visées par la Charte canadienne des droits et libertés, dans la mesure où elles touchent l'enrôlement et l'emploi de certains groupes de personnes dans les Forces canadiennes.

Le Groupe de travail sur la Charte a été chargé de formuler des recommandations au CED pour ce qui est des changements qui pourraient être apportés aux lignes de conduite des FC afin de rehausser les droits et libertés individuelles sans toutefois nuire à l'efficacité des FC. Les renseignements que vous fournirez dans le cadre de ce sondage d'opinion procureront au Groupe de travail sur la Charte les données scientifiques dont il a besoin pour accomplir son mandat de la plus haute importance.

Vous êtes priés de répondre consciencieusement et minutieusement à chacune des questions.

Le Sous-ministre adjoint(Personnel)
Le lieutenant-général P.D. Manson



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SONDAGE D'OPINION DU GROUPE DE TRAVAIL SUR LA CHARTE

DIRECTIVES

Objet du présent sondage

Le présent sondage vise à recueillir des données sur ce que le personnel des Forces canadiennes pense et ressent à l'égard de l'emploi d'homosexuels (de sexe masculin et féminin) dans les FC. Les points de vue sont nombreux et même divergents: vous serez peut-être fortement d'accord avec certains énoncés du sondage, tout aussi fortement en désaccord avec d'autres, et peut-être incertain(e) dans d'autres cas. Que vous soyez d'accord ou non avec les énoncés, vous pouvez être certain(e) que de nombreuses personnes pensent comme vous. La meilleure façon de répondre à chaque énoncé ou question du sondage est d'exprimer en toute honnêteté votre opinion personnelle.

Instructions générales

Le sondage est anonyme. N'écrivez ni votre nom ni votre numéro d'assurance sociale sur le questionnaire ou sur la feuille de réponses. Comme l'indiquent les instructions à la fin du questionnaire, vous devez retourner la feuille de réponses dans une enveloppe scellée. Cette procédure assurera la confidentialité de vos réponses. L'Unité de recherches psychotechniques des Forces canadiennes (l'URPFC) analysera les données en se limitant à des évaluations de groupe; les données recueillies ne seront utilisées qu'à des fins de recherche. L'URPFC ne diffusera aucune donnée individuelle.

Ceci n'est pas un test. Il n'y a ni bonne ni mauvaise réponse. Cependant, il est très important que vos réponses correspondent exactement

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à vos sentiments, à vos opinions, et à vos expériences. Essayez de répondre aussi honnêtement que possible, surtout aux questions que vous pourriez trouver très personnelles ou délicates.

Essayez de répondre à chaque question, même si vous n'êtes pas tout à fait certain(e) de la réponse qui vous convient le mieux. Si toutefois vous trouvez que vous ne pouvez tout simplement pas répondre en toute honnêteté à une question, laissez un blanc.

Lisez attentivement toutes les directives, toutes les questions, et tous les choix de réponse possibles. L'omission d'un seul mot, parfois, peut changer la signification d'un énoncé.

Ne choisissez qu'une réponse par question et inscrivez toutes les réponses sur la feuille qui vous est fournie.

Utilisez seulement un crayon HB. N'utilisez aucun stylo. Noircissez le cercle en entier. Si vous désirez changer une réponse, effacez-la complètement. Ne faites aucune autre marque sur la feuille de réponses, ni dans les zones où des hachures croisées rouges ont été surimprimées.

Vérifiez régulièrement si le numéro de la question à laquelle vous répondez correspond bien au numéro de la feuille de réponses. Si les numéros ne correspondent pas, essayez de trouver où vous avez fait l'erreur et apportez les corrections nécessaires.

Lorsque vous aurez terminé, suivez les instructions à la fin du questionnaire sur la façon de retourner la feuille de réponses et le questionnaire.

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PARTIE 1 - RENSEIGNEMENTS DE BASE

Directives: NE REMPLISSEZ PAS CETTE PARTIE AVANT QU'ON NE VOUS LE DEMANDE.

- SEXE Trouvez la section portant le titre SEX. Noircissez le cercle qui correspond à votre sexe.
- M = Masculin
F = Féminin
- EDUC Trouvez la section portant le titre EDUC. Noircissez le cercle correspondant au plus haut niveau de scolarité que vous avez atteint, à l'aide des chiffres suivants.
- 0 = Niveau primaire
1 = Quelques années secondaires
2 = Diplôme d'études secondaires
3 = Niveau postsecondaire (aucun diplôme)
4 = Diplôme d'études postsecondaires
5 = Baccalauréat
6 = Maîtrise
7 = Doctorat
- ANNEES DE SERVICE Trouvez la section portant le titre ANNEES DE SERVICE. Noircissez le(s) cercle(s) correspondant à vos années de service dans la Force régulière. (Si vous comptez moins de dix ans de service, utilisez la colonne de droite seulement.)
- CIU Trouvez la section portant le titre CIU. Dans les colonnes A à D, noircissez les cercles qui correspondent à votre Code (quatre chiffres) d'identification d'unité. (Si vous ne connaissez pas votre CIU, le responsable de ce sondage vous procurera cette information.)
- CEM Trouvez la section portant le titre CEM. Si vous êtes membre du personnel non officier, noircissez les cercles dans les colonnes E à G qui correspondent à votre Code d'emploi militaire (trois chiffres). Si vous êtes officier, noircissez les cercles dans les colonnes F et G qui correspondent à votre code d'emploi militaire (deux chiffres). (Si vous ne connaissez pas votre code de métier ou de classification, le responsable de ce sondage vous procurera cette information.)
- LANGUE Trouvez la section portant le titre LANG. Si votre première langue officielle est le français, noircissez le "0" (zéro) dans la colonne H. Si votre première langue officielle est l'anglais, noircissez le "1" (un) dans la colonne H.

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GRADE Trouvez la section portant le titre GRADE. Si vous êtes membre du personnel non officier, noircissez le cercle de la colonne I qui correspond à votre grade, conformément aux codes que vous trouverez à la colonne de gauche ci-dessous. Si vous êtes officier, noircissez le cercle de la colonne J qui correspond à votre grade, à l'aide des codes donnés à la colonne de droite ci-dessous.

Personnel non officier (colonne I) Officiers (colonne J)

0 = Recrue

0 = Elob

1 = Second Lt

2 = Lt

PARTIE 2 - ESTIMATIONS

Directives: Trouvez la section intitulée "SPECIAL CODES". Répondez aux questions sous cette section, comme il est indiqué ci-dessous.

Q A. D'après des études sociologiques, on estime qu'environ 4% à 10% de l'ensemble de la population canadienne (de sexe masculin et féminin) est homosexuelle. Par contre, selon différents sondages d'opinion publique, 14% environ de la population serait homosexuelle. A votre avis, quel pourcentage de l'ensemble de la population canadienne pourrait-on qualifier d'homosexuels?

Répondez à la question dans les colonnes K et L:

- si votre estimation est un numéro d'un seul chiffre (par exemple, 6%), noircissez le chiffre donné (par exemple, 6) dans la colonne L.
- si votre estimation est un numéro de deux chiffres (par exemple, 34%), noircissez le premier chiffre (par exemple, 3) dans la colonne K et le second (par exemple, 4) dans la colonne L.

Q B. Pensez-vous qu'il y a des personnes parmi les membres actuels des Forces canadiennes que l'on pourrait qualifier d'homosexuelles?

Répondez à la question dans la colonne N:

- si votre réponse est "non", noircissez le "0" (zéro) dans la colonne N (SAUTEZ LA QUESTION C).
- si votre réponse est "oui", noircissez le "1" (un) dans la colonne N (REPONDEZ A LA QUESTION C).

Q C. A votre avis, quel pourcentage des membres masculins et féminins des Forces canadiennes pourrait-on qualifier d'homosexuels?

Répondre à la question dans les colonnes O et P:

- si votre estimation est un numéro d'un seul chiffre (par exemple, 6%), noircissez le chiffre donnée (par exemple, 6) dans la colonne P.
- si votre estimation est un numéro de deux chiffres (par exemple, 34%), noircissez le premier chiffre (par exemple, 3) dans la colonne O et le second (par exemple, 4) dans la colonne P.

PARTIE 3 - PROJETS D'ENROLEMENT

Directives: Dans cette partie du questionnaire, nous aimerions que vous, en tant que nouveau (nouvelle) venu(e) dans les Forces, précisez quelles auraient été vos intentions si une politique permettant l'enrôlement d'homosexuels avait été en vigueur au moment où vous vous êtes engagé(e) dans les Forces canadiennes.

Assurez-vous que l'énoncé ou la question auquel vous répondez correspond bien au numéro de question sur la feuille de réponses. A chacune des questions ci-après, choisissez la lettre qui correspond le mieux à votre point de vue et noircissez le cercle approprié sur la feuille de réponses.
COMMENCEZ AU NUMERO 1 DE VOTRE FEUILLE DE REPONSES.

1. Les raisons que l'on donne pour s'enrôler dans les FC sont habituellement liées à la possibilité d'apprendre un métier ou d'acquérir une spécialisation, de voyager, de vivre des aventures, d'obtenir un emploi stable, de servir son pays, et ainsi de suite. Par comparaison aux raisons qui vous ont incité(e) à vous joindre aux FC, dans quelle mesure aurait-il été important que les FC aient adopté une politique permettant l'enrôlement d'homosexuels?

A	B	C	D	E
Très important	Passablement important	Incertain(e)	Peu important	Nullement important

2. Si, au moment où vous vous êtes enrôlé(e), la politique des FC avait été de permettre l'enrôlement d'homosexuels, dans quelle mesure est-il probable que vous seriez joint(e) aux FC?

A	B	C	D	E
Très probable	Assez probable	Incertain(e)	Assez peu probable	Très peu probable

PARTIE 4 - ECHELLE D'ATTITUDES (HOMME)

Directives: Les énoncés ci-après expriment des opinions, des croyances et des sentiments que différentes personnes entretiennent à l'égard de l'homosexualité masculine et des homosexuels (de sexe masculin). Nous aimerions connaître votre point de vue. Indiquez dans quelle mesure vous êtes d'accord ou non avec chaque énoncé en vous servant de l'échelle suivante:

A	B	C	D	E
Fortement d'accord	Modérément d'accord	Ni en accord ni en désaccord	Modérément en désaccord	Fortement en désaccord

Pour chacun des énoncés, choisissez la lettre qui correspond le mieux à votre point de vue et noircissez le cercle approprié sur la feuille de réponses. Ne noircissez qu'un seul choix par énoncé. Prenez soin de lire attentivement chaque mot de l'énoncé.

3. Les homosexuels de sexe masculin devraient avoir le droit de se former des groupes à des fins sociales et récréatives.
4. L'homosexualité masculine est immorale.
5. Les homosexuels de sexe masculin ont besoin de traitement psychologique.
6. Les homosexuels de sexe masculin devraient être acceptés par la société.
7. Les homosexuels de sexe masculin devraient avoir le droit de danser ensemble dans les lieux publics.
8. Je pense que les homosexuels de sexe masculin devraient être enfermés et n'être libérés qu'une fois guéris.
9. L'homosexualité masculine devrait être une infraction criminelle.
10. Les homosexuels de sexe masculin ont généralement une allure plus féminine que les hétérosexuels de sexe masculin.

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A	B	C	D	E
Fortement d'accord	Modérément d'accord	Ni en accord ni en désaccord	Modérément en désaccord	Fortement en désaccord

11. J'ai du mal à m'imaginer établissant une relation d'amitié étroite avec un homosexuel.
12. Je n'aimerais pas que des homosexuels de sexe masculin habitent près de chez moi.
13. Il n'y a rien d'immoral à une relation homosexuelle affectueuse et respectueuse entre hommes.
14. L'homosexualité masculine ne devrait pas être condamnée.
15. L'homosexualité masculine devrait être éliminée pour le bien de toute la société.
16. L'homosexualité masculine est une maladie.
17. Un comportement homosexuel entre hommes est tout à fait inacceptable.
18. Les homosexuels de sexe masculin devraient être traités avec équité dans la société.
19. Il est souvent facile de reconnaître un homosexuel à son apparence et à ses manières.
20. Si un homosexuel m'approchait en public, je serais dégoûté(e).
21. On peut souvent reconnaître un homosexuel à son habillement.
22. Les homosexuels de sexe masculin devraient demeurer discrets et ne pas afficher leur perversion.
23. L'homosexualité masculine n'est acceptable en aucune circonstance.
24. Les homosexuels de sexe masculin devraient avoir le droit de se regrouper pour revendiquer les droits civils dont ils jugent être privés.
25. Les homosexuels de sexe masculin sont perturbés psychologiquement.

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A	B	C	D	E
Fortement d'accord	Modérément d'accord	Ni en accord ni en désaccord	Modérément en désaccord	Fortement en désaccord

26. Je trouverais agréable d'être en compagnie d'homosexuels de sexe masculin.
27. Les homosexuels de sexe masculin devraient obtenir de l'aide psychiatrique afin de se réajuster à une vie sexuelle normale.
28. De nombreux homosexuels de sexe masculin sont faciles à reconnaître en raison de leur démarche, à leur façon de parler, et ainsi de suite.
29. C'est péché pour deux hommes d'avoir ensemble des relations sexuelles.
30. Cela me dérangerait d'apprendre que je suis seul(e) avec un homosexuel.
31. Les homosexuels de sexe masculin adoptent souvent des caractéristiques féminines.
32. L'homosexualité masculine devrait être vue comme une perturbation émotive.

PARTIE 5 - ECHELLE D'ATTITUDES (FEMME)

Directives: Les énoncés ci-après expriment des opinions, des croyances et des sentiments que différentes personnes entretiennent à l'égard de l'homosexualité féminine et des homosexuelles (de sexe féminin). Nous aimerions connaître votre point de vue. Indiquez dans quelle mesure vous êtes d'accord ou non avec chaque énoncé en vous servant de l'échelle suivante:

A	B	C	D	E
Fortement d'accord	Modérément d'accord	Ni en accord ni en désaccord	Modérément en désaccord	Fortement en désaccord

Pour chacun des énoncés, choisissez la lettre qui correspond le mieux à votre point de vue et noircissez le cercle approprié sur la feuille de réponses. Ne noircissez qu'un seul choix par énoncé. Prenez soin de lire attentivement chaque mot de l'énoncé.

33. Les homosexuelles de sexe féminin devraient avoir le droit de se former des groupes à des fins sociales et récréatives.
34. L'homosexualité féminine est immorale.
35. Les homosexuelles de sexe féminin ont besoin de traitement psychologique.
36. Les homosexuelles de sexe féminin devraient être acceptées par la société.
37. Les homosexuelles de sexe féminin devraient avoir le droit de danser ensemble dans les lieux publics.
38. Je pense que les homosexuelles de sexe féminin devraient être enfermées et n'être libérées qu'une fois guéries.
39. L'homosexualité féminine devrait être une infraction criminelle.
40. Les homosexuelles de sexe féminin ont généralement une allure plus masculine que les hétérosexuelles de sexe féminin.
41. J'ai du mal à m'imaginer établissant une relation d'amitié étroite avec une homosexuelle.

A	B	C	D	E
Fortement d'accord	Modérément d'accord	Ni en accord ni en désaccord	Modérément en désaccord	Fortement en désaccord

42. Je n'aimerais pas que des homosexuelles de sexe féminin habitent près de chez moi.
43. Il n'y a rien d'immoral à une relation homosexuelle affectueuse et respectueuse entre femmes.
44. L'homosexualité féminine ne devrait pas être condamnée.
45. L'homosexualité féminine devrait être éliminée pour le bien de toute la société.
46. L'homosexualité féminine est une maladie.
47. Un comportement homosexuel entre femmes est tout à fait inacceptable.
48. Les homosexuelles de sexe féminin devraient être traitées avec équité dans la société.
49. Il est souvent facile de reconnaître une homosexuelle à son apparence et à ses manières.
50. Si une homosexuelle m'approchait en public, je serais dégoûté(e).
51. On peut souvent reconnaître une homosexuelle à son habillement.
52. Les homosexuelles de sexe féminin devraient demeurer discrètes et ne pas afficher leur perversion.
53. L'homosexualité féminine n'est acceptable en aucune circonstance.
54. Les homosexuelles de sexe féminin devraient avoir le droit de se regrouper pour revendiquer les droits civils dont elles jugent être privées.
55. Les homosexuelles de sexe féminin sont perturbées psychologiquement.
56. Je trouverais agréable d'être en compagnie d'homosexuelles de sexe féminin.
57. Les homosexuelles de sexe féminin devraient obtenir de l'aide psychiatrique afin de se réajuster à une vie sexuelle normale.

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A	B	C	D	E
Fortement d'accord	Modérément d'accord	Ni en accord ni en désaccord	Modérément en désaccord	Fortement en désaccord

58. De nombreuses homosexuelles de sexe féminin sont faciles à reconnaître en raison de leur démarche, à leur façon de parler, et ainsi de suite.
59. C'est péché pour deux femmes d'avoir ensemble des relations sexuelles.
60. Cela me dérangerait d'apprendre que je suis seul(e) avec une homosexuelle.
61. Les homosexuelles de sexe féminin adoptent souvent des caractéristiques masculines.
62. L'homosexualité féminine devrait être vue comme une perturbation émotive.

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PARTIE 6 - OPINIONS

Directives: Les énoncés ci-après expriment des opinions et des croyances concernant ce qui pourrait se produire si des homosexuels(les) étaient employé(es) dans les FC. Nous aimerions connaître votre point de vue. Indiquez dans quelle mesure vous êtes d'accord ou non avec chaque énoncé en vous servant de l'échelle suivante:

A	B	C	D	E
Fortement d'accord	Modérément d'accord	Ni en accord ni en désaccord	Modérément en désaccord	Fortement en désaccord

Pour chacun des énoncés, choisissez la lettre qui correspond le mieux à votre point de vue et noircissez le cercle approprié sur la feuille de réponses. Ne noircissez qu'un seul choix par énoncé. Lisez attentivement tous les mots de chaque énoncé.

63. Des militaires homosexuelles (de sexe féminin) ne présenteraient pas plus de risques pour la sécurité de l'état que les militaires hétérosexuels.
64. Des militaires homosexuels (de sexe masculin) ne présenteraient pas plus de risques pour la sécurité de l'état que les militaires hétérosexuels.
65. Si des homosexuels étaient engagés dans les Forces canadiennes, les militaires hétérosexuels harçèleraient verbalement les militaires homosexuelles (de sexe féminin) connues.
66. Si des homosexuels étaient engagés dans les Forces canadiennes, les militaires hétérosexuels harçèleraient verbalement les militaires homosexuels (de sexe masculin) connus.
67. Les désirs sexuels des militaires homosexuelles (de sexe féminin) ne nuiraient pas davantage à leur efficacité au travail que les désirs sexuels des militaires hétérosexuelles (de sexe féminin).
68. Les désirs sexuels des militaires homosexuels (de sexe masculin) ne nuiraient pas davantage à leur efficacité au travail que les désirs sexuels des militaires hétérosexuels (de sexe masculin).

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A	B	C	D	E
Fortement d'accord	Modérément d'accord	Ni en accord ni en désaccord	Modérément en désaccord	Fortement en désaccord

69. Si des homosexuels sont engagés dans les Forces canadiennes, on peut s'attendre à de la violence physique entre les militaires homosexuelles (de sexe féminin) connues et les militaires hétérosexuels.
70. Si des homosexuels sont engagés dans les Forces canadiennes, on peut s'attendre à de la violence physique entre les militaires homosexuels (de sexe masculin) connus et les militaires hétérosexuels.
71. Si des homosexuels étaient engagés dans les Forces canadiennes, les militaires hétérosexuels refuseraient de s'associer à des militaires homosexuelles (de sexe féminin) connues.
72. Si des homosexuels étaient engagés dans les Forces canadiennes, les militaires hétérosexuels refuseraient de s'associer à des militaires homosexuels (de sexe masculin) connus.

Directives: Pour chacun des énoncés ci-après, choisissez la lettre qui correspond le mieux à votre point de vue et noircissez le cercle approprié sur la feuille de réponses.

73. Si l'on permettait aux homosexuels de servir dans les Forces armées, quelle influence ce facteur aurait-il sur la recommandation que vous feriez à un ami ou à un membre de votre famille qui songerait à s'enrôler dans les Forces canadiennes?
- A. Il serait plus probable que je lui recommande de s'enrôler.
 - B. Il serait moins probable que je lui recommande de s'enrôler.
 - C. Ma recommandation ne serait nullement influencée par ce facteur.
74. Avez-vous le sentiment que l'emploi d'homosexuels dans les Forces canadiennes:
- A. augmenterait de beaucoup l'efficacité des Forces?
 - B. augmenterait légèrement l'efficacité des Forces?
 - C. n'exercerait aucune influence sur l'efficacité des Forces?
 - D. diminuerait légèrement l'efficacité des Forces?
 - E. diminuerait de beaucoup l'efficacité des Forces?

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75. Si des homosexuels connus étaient enrôlés dans les FC, l'orientation sexuelle du personnel hétérosexuel en serait influencée de la façon suivante:
- A. de nombreux hétérosexuels deviendraient homosexuels.
 - B. un certain nombre d'hétérosexuels deviendraient homosexuels.
 - C. quelques hétérosexuels deviendraient homosexuels.
 - D. pratiquement aucun hétérosexuel ne deviendraient homosexuels.
 - E. aucun hétérosexuel ne deviendraient homosexuels - en d'autres mots, cela n'aurait aucune influence.
76. Si des homosexuels connus étaient enrôlés dans les FC, l'orientation sexuelle du personnel homosexuel enrôlé en serait influencée de la façon suivante:
- A. de nombreux homosexuels deviendraient hétérosexuels.
 - B. un certain nombre d'homosexuels deviendraient hétérosexuels.
 - C. quelques homosexuels deviendraient hétérosexuels.
 - D. pratiquement aucun homosexuel ne deviendraient hétérosexuels.
 - E. aucun homosexuel ne deviendraient hétérosexuels - en d'autres mots, cela n'aurait aucune influence.
77. Dans quelle mesure connaissez-vous les politiques existantes des FC sur le harcèlement?
- A. beaucoup.
 - B. passablement.
 - C. très peu.
 - D. aucunement.
78. Si les homosexuels étaient permis de servir dans les FC, dans quelle mesure avez-vous confiance que les politiques existantes protégeraient les hétérosexuels contre le harcèlement qu'ils pourraient subir de la part des homosexuels?
- A. grande confiance.
 - B. confiance.
 - C. incertain(e).
 - D. peu confiance.
 - E. très peu confiance.

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79. Si les homosexuels étaient permis de servir dans les FC, dans quelle mesure avez-vous confiance que les politiques existantes protégeraient les homosexuels contre le harcèlement qu'ils pourraient subir de la part des hétérosexuels?

- A. grande confiance.
- B. confiance.
- C. incertain(e).
- D. peu confiance.
- E. très peu confiance.

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PARTIE 7 - REACTIONS

Directives: Les énoncés ci-après décrivent des situations impliquant le fait de travailler ou de vivre avec des homosexuels. Nous aimerions connaître vos propres réactions face à ces situations. Indiquez vos réactions par rapport aux énoncés en vous servant de l'échelle suivante:

A	B	C	D	E
Accepter volontiers	Accepter	Protester	Refuser	Je ne sais pas

Pour chacun des énoncés, choisissez la lettre qui correspond le mieux à votre point de vue et noircissez le cercle approprié sur la feuille de réponses. Ne noircissez qu'un choix par énoncé. Lisez attentivement tous les mots de chaque énoncé.

Si l'on permettait aux homosexuels de servir dans les Forces armées, ma réaction au fait:

80. d'avoir un homosexuel connu (de sexe masculin) comme collègue de travail.
81. d'avoir une homosexuelle connue (de sexe féminin) comme collègue de travail.
82. d'être supervisé(e) par un homosexuel connu (de sexe masculin).
83. d'être supervisé(e) par une homosexuelle connue (de sexe féminin).
84. de superviser un homosexuel connu (de sexe masculin).
85. de superviser une homosexuelle connue (de sexe féminin).

Si l'on permettait aux homosexuels de servir dans les Forces armées, ma réaction à l'obligation de:

86. partager les installations de quartier (mess) avec des hétérosexuels de même sexe que moi.
87. partager les installations de quartier (mess) avec des homosexuels connus de même sexe que moi.

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A	B	C	D	E
Accepter volontiers	Accepter	Protester	Refuser	Je ne sais pas

88. partager le vestiaire d'un gymnase avec des hétérosexuels de même sexe que moi.
 89. partager le vestiaire d'un gymnase avec des homosexuels connus de même sexe que moi.
 90. travailler seul(e) (par exemple dans un bureau, un poste de commandement, un véhicule, une tranchée) avec des hétérosexuels de même sexe que moi.
 91. travailler seul(e) (par exemple dans un bureau, un poste de commandement, un véhicule, une tranchée) avec des homosexuels connus de même sexe que moi.
 92. partager des douches avec des hétérosexuels de même sexe que moi.
 93. partager des douches avec des homosexuels connus de même sexe que moi.
 94. partager des salles de toilette avec des hétérosexuels de même sexe que moi.
 95. partager des salles de toilette avec des homosexuels connus de même sexe que moi.
 96. faire partie d'une équipe sportive d'unité ou de base avec des hétérosexuels de même sexe que moi.
 97. faire partie d'une équipe sportive d'unité ou de base avec des homosexuels connus de même sexe que moi.
 98. dormir dans la même pièce (par exemple une chambre dans les quartiers, une tente, des aménagements d'équipage) avec des hétérosexuels de même sexe que moi.
 99. dormir dans la même pièce (par exemple une chambre dans les quartiers, une tente, des aménagements d'équipage) avec des homosexuels connus de même sexe que moi.
- Si j'avais besoin d'une transfusion sanguine, ma réaction à l'obligation de:
100. recevoir une transfusion d'un hétérosexuel (de sexe masculin).

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A	B	C	D	E
Accepter volontiers	Accepter	Protester	Refuser	Je ne sais pas

TOURNEZ A LA FACE 2 DE VOTRE FEUILLE DE REPONSES

101. recevoir une transfusion d'une hétérosexuelle (de sexe féminin).
102. recevoir une transfusion d'un homosexuel (de sexe masculin).
103. recevoir une transfusion d'une homosexuelle (de sexe féminin).

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PARTIE 8 - ATTITUDES GÉNÉRALES

Directives: Les énoncés ci-après expriment des réactions par rapport à des sentiments que peuvent avoir des personnes, concernant certains faits sociaux. Indiquez dans quelle mesure vous êtes d'accord ou non avec chaque énoncé en vous servant de l'échelle suivante:

A	B	C	D	E
Fortement d'accord	Modérément d'accord	Ni en accord ni en désaccord	Modérément en désaccord	Fortement en désaccord

Pour chacun des énoncés, choisissez la lettre qui correspond le mieux à votre point de vue et noircissez le cercle approprié sur la feuille de réponses. Ne noircissez qu'un seul choix par énoncé. Assurez-vous que l'énoncé ou la question auquel vous répondez correspond bien au numéro de question sur la feuille de réponses. Lisez attentivement tous les mots de chaque énoncé.

104. Nulle personne saine d'esprit, normale et convenable ne penserait blesser un proche ami ou un parent.
105. Bon nombre des idées radicales d'aujourd'hui seront demain des croyances et des pratiques acceptées.
106. Les adolescents ont parfois des idées rebelles, mais en vieillissant, ils devraient en venir à bout et s'assagir.
107. Les personnes qui veulent fouetter ou emprisonner les auteurs de crimes sexuels sont malades elles-mêmes.
108. Les crimes sexuels, comme les viols et les agressions contre des enfants, méritent une punition plus grave que l'emprisonnement; les responsables de ces crimes devraient être fouettés en public, ou pire encore.
109. Il est bien pour les gens de poser des questions même sur les sujets les plus intimes et personnels.
110. L'obéissance et le respect de l'autorité sont les vertus les plus importantes que l'on devrait apprendre aux enfants.

A	B	C	D	E
Fortement d'accord	Modérément d'accord	Ni en accord ni en désaccord	Modérément en désaccord	Fortement en désaccord

111. Les insultes à notre honneur ne sont pas toujours suffisamment importantes pour qu'on s'en inquiète.
112. Les crimes sexuels, comme les viols et les agressions contre des enfants, sont signes de maladie mentale; les auteurs de ces crimes devraient être hospitalisés plutôt qu'emprisonnés.
113. Ce dont les jeunes ont le plus besoin, c'est d'une discipline rigoureuse, de beaucoup de détermination et d'une volonté pour travailler et pour lutter pour leur famille et leur pays.
114. Il n'y a à peu près rien de plus ignoble qu'une personne qui n'éprouve pas un grand amour, une énorme gratitude et un grand respect pour ses parents.
115. La plupart des gens honnête reconnaissent dans leur for intérieur qu'il leur est arrivé à l'occasion de détester leurs parents.

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PARTIE 9 - CONTACTS

Directives: Dans cette partie du questionnaire, nous aimerions savoir dans quelle mesure le personnel des FC a reçu de l'information sur l'homosexualité ou a été en contact avec des homosexuels. Bien entendu, certaines personnes trouveront que certaines des questions représentent une incursion dans leur vie privée. Si les réponses à ces questions n'étaient pas importantes ou s'il y avait un autre moyen d'obtenir les données, nous n'aurions pas posé ces questions. Nous souhaitons que vous comprendrez et que vous répondrez aux questions. Nous tenons aussi à vous rappeler que le questionnaire est anonyme et que nous avons pris des mesures pour préserver l'anonymat de vos réponses.

A chacune des questions ci-après, choisissez la lettre qui correspond le mieux à votre expérience et noircissez le cercle approprié sur la feuille de réponses.

116. Au cours de la dernière année, avez-vous vu des émissions de télévision ou lu des articles de journal ou de revue qui traitaient d'une façon quelconque des homosexuels, hommes ou femmes?
- A. Non (SI VOUS REPONDEZ "NON", SAUTEZ LES QUESTIONS 117 ET 118; ALLEZ A LA QUESTION 119).
B. Oui (SI VOUS REPONDEZ "OUI", ALLEZ A LA QUESTION 117).
117. Dans l'ensemble, comment décririez-vous les impressions que vous vous êtes formées par rapport aux homosexuels de sexe masculin suite à ces informations?
- A. Très favorables.
B. Généralement favorables.
C. Neutres.
D. Généralement défavorables.
E. Très défavorables.
118. Dans l'ensemble, comment décririez-vous les impressions que vous vous êtes formées par rapport aux homosexuelles de sexe féminin suite à ces informations?
- A. Très favorables.
B. Généralement favorables.
C. Neutres.
D. Généralement défavorables.
E. Très défavorables.

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119. Connaissez-vous, ou avez-vous jamais connu, un homosexuel de sexe masculin (par exemple un parent, un ami, ou un collègue de travail)?
- A. Non (SI VOUS REPONDEZ "NON", SAUTEZ LA QUESTION 120; ALLEZ A LA QUESTION 121).
 - B. Oui (SI VOUS REPONDEZ "OUI", ALLEZ A LA QUESTION 120).
120. Dans l'ensemble, comment décririez-vous vos rapports avec cette personne ou ces personnes?
- A. Très favorables.
 - B. Généralement favorables.
 - C. Neutres.
 - D. Généralement défavorables.
 - E. Très défavorables.
121. Connaissez-vous, ou avez-vous jamais connu, une homosexuelle de sexe féminin (par exemple, une parente, une amie, ou une collègue de travail)?
- A. Non (SI VOUS REPONDEZ "NON", SAUTEZ LA QUESTION 122; ALLEZ A LA QUESTION 123).
 - B. Oui (SI VOUS REPONDEZ "OUI", ALLEZ A LA QUESTION 122).
122. Dans l'ensemble, comment décririez-vous vos rapports avec cette personne ou ces personnes?
- A. Très favorables.
 - B. Généralement favorables.
 - C. Neutres.
 - D. Généralement défavorables.
 - E. Très défavorables.
123. Quelle est votre propre orientation sexuelle?
- A. Exclusivement hétérosexuel(le).
 - B. A prédominance hétérosexuelle, mais j'éprouve aussi parfois une attirance pour des personnes de mon propre sexe.
 - C. Bisexuel(le); j'éprouve une attirance égale pour les hommes et les femmes.
 - D. A prédominance homosexuelle, mais j'éprouve aussi parfois une attirance pour des personnes du sexe opposé.
 - E. Exclusivement homosexuel(le).

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R

DERNIERES INSTRUCTIONS

Si vous voulez faire des observations écrites concernant le contenu de ce sondage, utilisez l'espace ci-dessous. Si vous formulez des commentaires écrites, veuillez détacher cette page du questionnaire. Insérez la page qui contient vos commentaires, et votre feuille de réponses, dans l'enveloppe qui vous est fournie. Scellez l'enveloppe. Retournez le questionnaire et l'enveloppe scellée à la personne qui vous a remis ce sondage. Celle-ci retournera l'enveloppe scellée à l'URPFC.

Vous êtes prié(e) de ne pas divulguer le contenu du questionnaire avec d'autres membres de votre base tant que la distribution du sondage ne sera pas terminée à l'échelle de votre base.

COMMENTAIRES

Directives: INSCRIVEZ CI-APRES VOTRE CIU:

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N'écrivez ni votre nom, ni votre NAS, ou nul autre renseignement pouvant vous identifier sur cette page.

(Au verso si nécessaire)

MERCİ DE VOTRE COLLABORATION

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ANNEX C

TECHNICAL ANALYSES CONSIDERATIONS

The following information is provided for your information. It is intended to provide a general overview of the technical analyses conducted on the samples. The results of these analyses are discussed in detail in the report.

The analyses were conducted in accordance with the procedures outlined in the report. The results of these analyses are discussed in detail in the report.

The following information is provided for your information. It is intended to provide a general overview of the technical analyses conducted on the samples. The results of these analyses are discussed in detail in the report.

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Technical Analyses Considerations

Missing Data. Missing data was not a major problem. For most items the non-response rate was less than one percent. The rate for some of the reaction items in Part 7 and the authoritarianism items were as high as two percent. Six to eight percent of respondents were unwilling, or could not estimate the percentage of homosexuals in the CF or Canadian population. The questions on changing sexual orientation were not answered by four percent of respondents. For demographic variables, missing data ranged from 1% for sex to 4.5% for education. There were 10.8% of respondents that did not answer the question on sexual orientation. Analyses indicated that those not answering the sexual orientation question responded to other survey items most like the exclusively heterosexual group.

Demographic Differences. Preliminary analysis indicated insufficient differences between unit subgroups (e.g., Infantry, Armour, Artillery and Combat Service Support) or inadequate numbers (e.g., submarine unit respondents) to consider each unit subgroup separately. Therefore, Unit subgroups were combined into five unit categories: Land operations, Sea operations, Air operations, Base/Isolated, and Recruits/Officer Candidates. (See Table A1 in Annex A for a list of units in each category.)

Analysis of various questionnaire measures were conducted to examine differences based on participant sex, unit category, rank and language.

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A difference was reported only if it was both statistically significant (i.e., probability that the obtained difference occurred by chance was less than one percent) and meaningful (e.g., greater than a one-half scale value for a scale using five response options). The low probability level and meaningful criteria were necessary because the large sample size would have resulted in a large number of statistically significant differences that would have been uninterpretable. A confound occurred when examining differences between unit categories whenever there was also a difference between sexes (a common occurrence) because only two unit categories (Base/Isolated and Recruit/Officer Candidate) had a significant number of females. Therefore, analyses of difference between unit categories was done separately for males and females. Only Base/Isolated and Recruit/Officer Candidate categories had sufficient numbers of females to make comparisons involving females.

Determinants. Multiple regression analyses were performed on the attitude scales and various outcome reaction measures in order to investigate the determinants of these measures. Besides the criteria of statistical significance of the beta coefficient, again because of the large sample size, a meaningfulness criteria was used that the variable must add at least one percent to the variance explained. Variables are usually mentioned in the text in the same order that they entered the stepwise multiple regression procedure.

Additional Scales. To increase the parsimony of the analysis a number of scales were formed from survey items not included in the predeveloped

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scales (i.e., ATH and Short Balanced F Scale). This was achieved by grouping items using a hierarchical clustering technique (McQuitty, 1957). Male and female targetted items were analysed separately. This resulted in six internally reliable scales: Privacy for Homosexuals (Survey items - 87, 89, 91, 93, 95, 97 and 99); Privacy for Heterosexuals (Survey items - 86, 88, 90, 92, 94, 96 and 98); Work with Male Homosexuals (Survey items - 80, 82 and 84); Work with Female Homosexuals (Survey items - 81, 83 and 85); Harass Male Homosexuals (Survey items - 66, 70 and 72), and Harass Female Homosexuals (Survey items - 65, 69 and 71). The remaining survey items were analyzed individually.

Cultural Bias. Although the translation of the survey from English to French was carefully reviewed and revised, there are a number of reasons that survey items may not be equivalent in both languages, not the least of which is that translated words may have different connotations in the francophone cultural context. Comparisons of Anglophone Francophone item-scale score correlations were made for all scales as this was the only equivalency criteria (Jensen, 1980, p.639) suitable for survey type items.

Comment Content Analysis. In the 1965 completed comment sheets there was a total of 2604 comments. A few, 80, concerned the purpose of the study or the policy decision process and 179 were evaluations of the survey. Each of the remaining 2345 comments was assigned a category paralleling the organization of the quantitative analysis of the survey (e.g.

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attitudes toward homosexuals related to personal anxiety, enrolment intentions, harassment, etc.). It should be noted that comment sheets were identified by language and unit type only; therefore, unlike the majority of the quantitative analyses that are based on the responses of exclusive heterosexuals, the comment content analysis is based on the responses from individuals from all sexual orientation categories.

ANNEX D
MULTIPLE REGRESSION ANALYSES

Table D1
 Summary of Stepwise Regressions on Outcome Variables
 for Male Heterosexual Respondents (n= 2622)

Outcome Variable	Predictor	R	R ²	ΔR ²
Privacy from same sex homosexuals	personal anxiety males	.64	.41	.41
	equal rights males	.67	.45	.04
	relations male homosexuals	.69	.47	.02
	harassment policies from homosexuals	.70	.49	.01
Working with male homosexuals	personal anxiety males	.62	.39	.39
	equal rights males	.66	.44	.05
	relations male homosexuals	.68	.47	.03
	harassment policies from homosexuals	.69	.48	.01
Working with female homosexuals	personal anxiety females	.63	.40	.40
	relations female homosexuals	.67	.44	.04
	equal rights females	.68	.47	.02
	media female homosexuals	.69	.48	.01
Harassment of male homosexuals	personal anxiety males	.42	.18	.18
	harassment policies from heterosexuals	.48	.23	.05
	moral reprobation males	.50	.25	.01
Harassment of female homosexuals	personal anxiety females	.44	.20	.20
	dangerous/repressive females	.49	.24	.05
	harassment policies from heterosexuals	.51	.26	.02
	media female homosexuals	.52	.27	.01
Receiving blood transfusions from male homosexuals	moral reprobation males	.31	.09	.09
	personal anxiety males	.33	.11	.02
Receiving blood transfusions from female homosexuals	moral reprobation females	.31	.10	.10
	relations female homosexuals	.35	.12	.02

Note: n= 1876 for the analyses involving working with female homosexuals and harassment of female homosexual variables.

Table D2
 Summary of Stepwise Regression on Outcome
 Variables for Female Heterosexual Respondents (n=497)

Outcome Variable	Predictor	R	R ²	ΔR ²
Privacy from same sex homosexuals	personal anxiety females	.68	.46	.46
	dangerous/repressive females	.73	.53	.07
	relations female homosexuals	.75	.57	.04
	harassment policies from homosexuals	.77	.59	.02
	equal rights females	.77	.60	.01
Work with male homosexuals	equal rights males	.63	.39	.39
	personal anxiety males	.68	.47	.07
	relations male homosexuals	.70	.50	.03
	harassment policies from heterosexual	.72	.51	.02
	media male homosexuals	.72	.52	.01
	harassment policies from homosexuals	.73	.53	.01
Work with female homosexuals	personal anxiety females	.67	.44	.44
	equal rights females	.73	.53	.09
	relations female homosexuals	.75	.57	.03
	harassment policies from heterosexuals	.76	.58	.01
	dangerous/repressive females	.77	.59	.01
Harassment of male homosexuals	harassment policies from heterosexuals	.36	.13	.13
	personal anxiety males	.44	.19	.06
	equal rights males	.45	.20	.01
Harassment of female homosexuals	personal anxiety females	.44	.19	.19
	harassment policies from heterosexuals	.51	.26	.07
	relations female homosexuals	.53	.28	.02
	equal rights female	.54	.29	.01
Receiving blood transfusion from male homosexuals	moral reprobation males	.31	.09	.09
	media male homosexuals	.34	.12	.02
Receiving blood transfusion from female homosexuals	moral reprobation females	.36	.13	.13
	media female homosexuals	.41	.16	.03
	gender-role stereotypes female	.42	.17	.01
	equal rights females	.43	.18	.01

Note: n= 483 for the analyses involving work with male homosexuals, harassment of male homosexuals and receiving blood transfusions from female homosexuals variables.

Table D3
 Summary of Stepwise Regressions on Likelihood of
 Enrolment in CF for Recruit and Officer Candidate Respondents

Male Respondents (n=347)			
Predictor	R	R ²	Δ R ²
working with male homosexuals	.43	.18	.18
effectiveness of female homosexuals	.48	.23	.04
dangerous/repressive	.50	.25	.02
relations female homosexuals	.51	.26	.02
Female Respondents (n=57)			
Predictor	R	R ²	R ²
privacy from same-sex homosexuals	.49	.24	.24

Table D4
 Summary of Stepwise Regressions on Attitude Scales
 Toward Male Homosexuals (n=3077)

Attitude Scale	Predictor	R	R ²	ΔR ²
Dangerous/ Repressive	relations male homosexuals	.53	.29	.29
	media male homosexuals	.60	.35	.07
	sex of respondent	.61	.37	.02
Personal Anxiety	relations male homosexuals	.60	.36	.36
	sex of respondent	.68	.46	.10
	media male homosexuals	.71	.51	.04
Moral Reprobation	relations male homosexuals	.53	.28	.28
	media male homosexuals	.61	.37	.09
	sex of respondents	.63	.39	.02
Gender-role Stereotypes	relations male homosexuals	.23	.05	.05
	media male homosexuals	.27	.07	.02
Equal Rights	relations male homosexuals	.53	.28	.28
	media male homosexuals	.60	.36	.08
Mental Disorder	relations male homosexuals	.49	.24	.24
	media male homosexuals	.54	.29	.06
	sex of respondent	.55	.30	.01

Table D5
 Summary of Stepwise Regressions on Attitude Scales
 Toward Female Homosexuals (n=2337)

Attitude Scale	Predictor	R	R ²	ΔR ²
Dangerous/ Repressive	media female homosexuals	.51	.26	.26
	relations female homosexuals	.57	.33	.07
	sex of respondent	.60	.36	.03
Personal Anxiety	relations female homosexuals	.57	.33	.33
	media female homosexuals	.62	.39	.06
	sex of respondent	.64	.41	.02
Moral Reprobation	media female homosexuals	.55	.30	.30
	relations female homosexuals	.59	.35	.05
	sex of respondents	.61	.37	.02
Gender-role Stereotypes	relations female homosexuals	.26	.07	.07
	years of service	.28	.08	.01
Equal Rights	media female homosexuals	.53	.28	.28
	relations female homosexuals	.58	.34	.06
	sex of respondent	.59	.35	.02
Mental Disorder	media female homosexuals	.46	.22	.22
	relations female homosexuals	.52	.27	.05
	sex of respondent	.54	.29	.03

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ANNEX E

PSYCHOMETRIC PROPERTIES ANALYSES

Item	Value
1.1	0.85
1.2	0.82
1.3	0.80
1.4	0.78
1.5	0.75
1.6	0.72
1.7	0.70
1.8	0.68
1.9	0.65
1.10	0.62
1.11	0.60
1.12	0.58
1.13	0.55
1.14	0.52
1.15	0.50
1.16	0.48
1.17	0.45
1.18	0.42
1.19	0.40
1.20	0.38
1.21	0.35
1.22	0.32
1.23	0.30
1.24	0.28
1.25	0.25
1.26	0.22
1.27	0.20
1.28	0.18
1.29	0.15
1.30	0.12
1.31	0.10
1.32	0.08
1.33	0.05
1.34	0.02
1.35	0.00

PSYCHOMETRIC PROPERTIES OF THE MEASUREMENT SCALES

Psychometric Properties

ATH Scales. Item-scale correlations and internal consistency reliabilities for the six male and six female ATH scales for Francophones, Anglophones and language groups combined are presented in Tables E1 and E2. The Anglophone and Francophone results were almost identical. As indicated by the item-scale correlations, there were no poor items in any of the ATH scales. Internal consistency reliabilities were very high (i.e., coefficient alphas were all above .80 and some above .90) considering there are only five items per scale.

The results of the intercorrelation of ATH scales, presented in Tables E3 and E4 replicate those of the scale development study (Halpern, 1984). The ATH Male Scales correlation matrix is proportional but slightly higher in magnitude to the Female matrix. The correlations are low to moderate with the highest involving the Dangerous/Repressive, Moral Reprobation, Equal Rights and Mental Disorders scales. Thus, the Personal Anxiety and particularly the Gender-role Stereotype scales are most distinct.

Authoritarianism Scale. The internal consistency reliability of the Authoritarianism Scale (i.e., Short Balanced F Scale) was low, alpha coefficient .50, even after three poor items were removed from the scale. Therefore, this measure was not used in any further analyses.

Derived Scales. The psychometric properties of the Privacy from Homosexuals, Privacy from Heterosexuals, Work with Male Homosexuals, Work with Female Homosexuals, Harass Male Homosexuals, and Harass Female Homosexuals scales were very similar for Anglophone and Francophones

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(Tables E6 to E11). The internal consistencies of all the derived scales were very high (e.g., coefficient alpha of .95 for 7-item Privacy from Homosexual Scale) with the exception of the Harassment scales that had reasonable alpha coefficients (i.e., above .70) for 3-item scales.

Summary. With the exception of the authoritarianism scale, all predeveloped and derived scales demonstrated very acceptable psychometric properties for both Anglophones and Francophones. It is unclear why the authoritarianism scale did not match the reliabilities in the published literature (Ray, 1979, 1979). There was a number of comments from participants that items on this scale were vague or offensive which may account for some of the problem.

One could argue that the high internal consistency of the other scales were due to item content redundancy or participants answering with a generalized or stereotypic concept of homosexuality. Differences in item responses and within scales that are logical (e.g., there was more concern for privacy with regard to sharing shower facilities than messing facilities; and respondents were less willing to be supervised by, than supervise a homosexual) argue against these interrelations. Similarly, although Attitude Toward Homosexuals scales are intercorrelated, there are sufficient mean differences between scales (e.g., male homosexual target Dangerous/Repressive and Personal Anxiety scales) to support Halpern's (1984) conclusion regarding the utility of these separate scales and the multidimensional character of attitudes toward homosexuals.

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Table E1
 Attitude Toward Male Homosexual Item-Scale Correlations
 and Internal Consistency Reliability Coefficients

Scale/ Item Number	Corrected Item-Scale Correlation			Alpha Coefficient		
	Anglo (n=3862)	Franco (n=1933)	Total (n=5924)	Anglo	Franco	Total
Dangerous- Repressive				.84	.83	.83
8	.69	.65	.67			
9	.70	.68	.69			
14	.60	.63	.60			
15	.70	.69	.69			
22	.57	.45	.52			
Personal Anxiety				.88	.84	.86
11	.74	.64	.71			
12	.73	.69	.71			
20	.69	.67	.68			
26	.67	.58	.63			
30	.74	.65	.71			
Moral Reprobation				.90	.87	.89
4	.68	.63	.66			
13	.75	.68	.72			
17	.79	.75	.77			
23	.82	.78	.80			
29	.74	.65	.71			
Gender-Role Stereotypes				.84	.85	.85
10	.50	.54	.51			
19	.72	.70	.72			
21	.62	.64	.64			
28	.76	.72	.75			
31	.64	.68	.66			
Equal Rights				.86	.81	.84
3	.63	.56	.60			
6	.75	.70	.73			
7	.59	.51	.56			
18	.71	.58	.66			
24	.69	.65	.67			
Mental Disorders				.91	.86	.89
5	.72	.69	.70			
16	.76	.68	.73			
25	.81	.72	.78			
27	.81	.76	.79	.76	.52	.68

Note: Anglo plus Franco samples do not equal Total sample because some respondents did not indicate their language.

Table E2
 Attitude Toward Female Homosexual Item-Scale Correlations
 and Internal Consistency Reliability Coefficients

Scale/ Item Number	Corrected Item-Scale Correlation			Alpha Coefficient		
	Anglo (n=3862)	Franco (n=1933)	Total (n=5924)	Anglo	Franco	Total
Dangerous- Repressive				.85	.81	.84
38	.68	.64	.67			
39	.70	.68	.69			
44	.59	.58	.59			
45	.73	.68	.71			
52	.60	.44	.53			
Personal Anxiety				.89	.85	.87
41	.75	.68	.73			
42	.72	.62	.69			
50	.74	.69	.72			
56	.70	.60	.67			
60	.72	.68	.70			
Moral Reprobation				.92	.89	.91
34	.76	.73	.75			
43	.73	.69	.72			
47	.83	.78	.81			
53	.84	.80	.83			
59	.77	.70	.74			
Gender-Role Stereotypes				.87	.86	.87
40	.61	.58	.59			
49	.74	.70	.72			
51	.73	.69	.71			
58	.77	.73	.75			
61	.67	.67	.67			
Equal Rights				.87	.82	.85
33	.66	.62	.65			
36	.77	.71	.75			
37	.57	.51	.56			
48	.75	.57	.68			
54	.72	.68	.70			
Mental Disorders				.94	.90	.93
35	.84	.79	.82			
46	.83	.74	.79			
55	.87	.79	.84			
57	.86	.81	.83			
62	.83	.66	.77			

Note: Anglo plus Franco samples do not equal Total sample because some respondents did not indicate their language.

Table E3
 Intercorrelation of ATH Male Scales

Scale	PA	MR	GR	ER	MD
Dangerous/Repressive(DR)	.69	.78	.39	.76	.73
Personal Anxiety (PA)		.72	.39	.66	.64
Moral Reprobation (MR)			.33	.74	.77
Gender-role Stereotypes (GR)				.28	.38
Equal Rights (ER)					.64
Mental Disorder (MD)					

Note: Sample size ranged from 6131 to 6167.

Table E4
 Intercorrelation of ATH Females Scales

Scale	DR	PA	MR	GR	ER	MD
Dangerous/Repressive(DR)		.58	.79	.32	.75	.72
Personal Anxiety (PA)			.61	.39	.56	.52
Moral Reprobation (MR)				.27	.74	.77
Gender-role Stereotypes (GR)					.22	.30
Equal Rights (ER)						.64
Mental Disorder (MD)						

Note: Sample size ranged from 6131 to 6167.

Table E5
 Authoritarianism Item - Scale Correlations and Internal
 Consistency Reliability Coefficients

Scale/ Item Number	Corrected Item-Scale Correlation			Alpha Coefficient		
	Anglo (n=4132)	Franco (n=2019)	Total (n=6294)	Anglo	Franco	Total
Authoritarianism (all items)				.44	.29	.38
Authoritarianism (with items 105, 109, and 115 removed)				.53	.44	.50
104	.10	.03	.07			
105	.06	.00	.04			
106	.15	.05	.11			
107	.18	.17	.18			
108	.27	.18	.24			
109	.01	.05	.03			
110	.27	.22	.25			
111	.21	.15	.18			
112	.15	.14	.15			
113	.31	.14	.25			
114	.26	.17	.22			
115	.06	.07	.06			

Note: Anglo plus Franco samples do not equal Total sample because
 some respondents did not indicate their language.

Table E6

Privacy from Homosexuals Item-Scale Correlations and
 Internal Consistency Reliability Coefficients

Scale/ Item Number	Corrected Item-Scale Correlation			Alpha Coefficient		
	Anglo (n=4137)	Franco (n=2083)	Total (n=6368)	Anglo	Franco	Total
Privacy Homosexuals				.95	.95	.95
87	.79	.79	.78			
89	.85	.86	.85			
91	.84	.85	.84			
93	.86	.87	.86			
95	.84	.86	.84			
97	.76	.78	.77			
99	.82	.85	.83			

Note: Anglo plus Franco samples do not equal Total sample because some respondents did not indicate their language.

Table E7

Privacy from Heterosexuals Item-Scale Correlations and
 Internal Consistency Reliability Coefficients

Scale/ Item Number	Corrected Item-Scale Correlation			Alpha Coefficient		
	Anglo (n=4059)	Franco (n=2047)	Total (n=6245)	Anglo	Franco	Total
Privacy Heterosexuals				.96	.96	.96
86	.78	.74	.77			
88	.84	.85	.85			
90	.87	.87	.88			
92	.91	.90	.91			
94	.90	.91	.91			
96	.86	.87	.87			
98	.89	.89	.89			

Note: Anglo plus Franco samples do not equal Total sample because some respondents did not indicate their language.

Table E8

Work with Male Homosexuals Item-Scale Correlations and
 Internal Consistency Reliability Coefficients

Scale/ Item Number	Corrected Item-Scale Correlation			Alpha Coefficient		
	Anglo (n=4203)	Franco (n=2109)	Total (n=6462)	Anglo	Franco	Total
Work with Male Homosexuals				.90	.87	.89
80	.85	.79	.83			
82	.83	.77	.81			
84	.75	.69	.73			

Note: Anglo plus Franco samples do not equal Total sample because
 some respondents did not indicate their language.

Table E9

Work with Female Homosexuals Item-Scale Correlations and
 Internal Consistency Reliability Coefficients

Scale/ Item Number	Corrected Item-Scale Correlation			Alpha Coefficient		
	Anglo (n=4219)	Franco (n=2120)	Total (n=6489)	Anglo	Franco	Total
Work with Female Homosexuals				.90	.88	.89
81	.83	.77	.81			
83	.79	.74	.77			
85	.80	.77	.79			

Note: Anglo plus Franco samples do not equal Total sample because
 some respondents did not indicate their language.

Table E10

Harass Male Homosexuals Item-Scale Correlations and
 Internal Consistency Reliability Coefficients

Scale/ Item Number	Corrected Item-Scale Correlation			Alpha Coefficient		
	Anglo (n=4223)	Franco (n=2115)	Total (n=6486)	Anglo	Franco	Total
Harass Male Homosexuals				.76	.73	.75
66	.56	.47	.54			
70	.64	.59	.62			
72	.58	.60	.59			

Note: Anglo plus Franco samples do not equal Total sample because
 some respondents did not indicate their language.

Table E11

Harass Female Homosexuals Item-Scale Correlations and
 Internal Consistency Reliability Coefficients

Scale/ Item Number	Corrected Item-Scale Correlation			Alpha Coefficient		
	Anglo (n=4224)	Franco (n=2116)	Total (n=6490)	Anglo	Franco	Total
Harass Female Homosexuals				.73	.67	.71
65	.52	.39	.47			
69	.58	.52	.56			
71	.56	.56	.56			

Note: Anglo plus Franco samples do not equal Total sample because
 some respondents did not indicate their language.