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National Defence

Défense nationale

National Defence Headquarters
Ottawa, Ontario
K1A 0K2

Quartier général de la Défense nationale
Ottawa, Ontario
K1A 0K2

1461-31- [REDACTED] (DHRAHC 2-4)

18 January 1996

Ms Lise Théroux
Senior Policy Analyst
Ethics and Incentives Group
Human Resources Branch
Treasury Board
4th Floor, West Tower
300 Laurier Avenue West
Ottawa ON K1A 0R5

Dear Ms Théroux,

I refer to Treasury Board's letter dated 16 November 1995 which outlines recent changes to benefits for partners of the same sex. Although this new policy governs benefits for employees of the Public Service, I invite your attention to the fact that the Department has also received one military Human Rights complaint. I am requesting that you assist with carriage of this matter with the Department.

In June 1993, [REDACTED] lodged a complaint with the Canadian Human Rights Commission (CHRC) against the Canadian Forces (CF) alleging discrimination on the grounds of sexual orientation and family status. [REDACTED] maintained that the CF refused to recognize his common-law relationship because his spouse was not of the opposite sex. On 13 December 1995, the CHRC appointed a Conciliator to attempt to bring about a settlement of this complaint. Copies of the original complaint and the CHRC Investigation Report are enclosed for your information.

CF staff responsible for Compensation and Benefits, Personnel Policy, and Legal counsel are currently reviewing the benefits given to same sex partners under the amended Treasury Board policy, with a view to perhaps making some of these benefits available to members of the CF. I understand that these staff have already been in communication with members of the Treasury Board on this issue.

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I look forward to hearing from you at your earliest convenience.

Yours truly,

P. Pellicano

P. Pellicano
Lieutenant-Colonel
Director Human Rights and
Anti-Harassment Coordination

Enclosures: 2

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