

 Privy Council Office Bureau du Conseil privé

S-1-6

PE file

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February 25, 1977.

Mr. J.G. Hadwen,
Director General,
Bureau of Security and
Intelligence Liaison,
Department of External
Affairs,
O t t a w a.

Dear Mr. Hadwen:

Thank you for your letter of February 21, in which you set out comments concerning the second draft (January 14, 1977) of the Privy Council Office paper concerning employment of homosexuals in the public service, and the security considerations involved. Your remarks are encouraging and helpful, and I will ensure that they are taken into consideration in any further drafting.

I agree that the general thrust of the document seems to be generally consistent with the approach in the provisional External Affairs paper "Homosexuality in the Foreign Service" dated January 21, 1977, a copy of which you sent me. I think that the proposals in the two papers, if implemented, could complement each other effectively, and your departmental paper would provide the additional guidance appropriate for the particular needs of External Affairs. I have been unable to detect any inconsistencies in the approaches in the two papers.

You were good enough to invite my comments concerning the January 21, 1977 paper. I think it provides a very full and balanced statement of the problem and suggests a policy which I think would be regarded as fair by most Canadians. I have only a few comments on matters of detail.

I notice that in paragraph 8 (dealing with separation of employees), and in paragraph 10 (dealing with cases where the employee would be urged to resign), there is no reference to discussion of the problem with the individual and provision of as much information as possible without jeopardizing sources. I wonder if frankness should not be a matter of policy.

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The emphasis in paragraphs 11 and 12 on the need to exercise judgment in individual cases, and on the possibility that other factors might outweigh the homosexuality factor, is in my view excellent and necessary.

I suggest that more emphasis might be placed on the point that, particularly in sensitive positions abroad, employment of a homosexual provides a potential for tragic damage to the individual himself, as well as to the public service. I am sure there are many cases that could be cited to prove this. I think this would be an important point to underline in any public explanation of departmental policy.

Finally, I think some reference might be made to the currently active argument that a homosexual who is open about his/her preference cannot be blackmailed, and therefore should not receive treatment different from that accorded other people. I believe it is true that almost always in these circumstances and situations, an element of secrecy is involved, and there would be merit in stressing this.

Thank you again for your comments and for inviting mine.

Yours sincerely,

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D. W. Hall

D.W. Hall,
Assistant Secretary to the Cabinet,
(Security, Intelligence and
Emergency Planning).

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