



External Affairs
Canada

Affaires extérieures
Canada

ZSS/A.P.Sherwood/2-5124/ern

PAW → 10-19-2

TO/A ZSSV - Mr. Goguen Miss Kennedy
Mr. Van Kats Mr. Dubois
FROM/DE A. P. Sherwood

REFERENCE •
RÉFÉRENCE

SUBJECT •
SUJET Standards of Behaviour in the
Foreign Service

Security / Sécurité
S E C R E T
Accession / Référence
File / Dossier
Date
7 July, 1983.
Number / Numéro

ENCLOSURES
ANNEXES

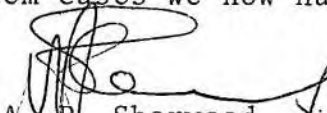
DISTRIBUTION

We now have a policy approved by senior management on standards of behaviour in the foreign -- service. It is summed up at 1 a) in the attached record of decision of the Executive Committee meeting of 22 June.

2. The basis of discussion was my memorandum of 16 June and the attached draft Circular. Some members of the Executive Committee thought the draft Circular was overly moralistic in tone and that, as written, was not suitable for general distribution. One member expressed the view that alcoholism was a disease, not a character defect and that homosexuality was a preference as to life style, not a character defect. In rebuttal, I refrained from saying that alcoholism "as a disease" sounded like something you catch, such as measles, but pointed out that homosexuality was much more complicated than a simple preference. The resultant discussion went on for 2 1/4 hours; Mr. Black's introduction of the subject was masterful and set the appropriate tone. Some of his -- speaking notes are in the attached folder for Mr. Goguen.

3. In the end, the Under-Secretary summed up and we arrived at the conclusion recommended in my paper, but by a different, and better route. In future, you and Personnel officers will look at an individual in terms of his or her known behaviour and decide whether he or she is suitable for a given assignment. Members of the Executive Committee were satisfied that a known homosexual could not, under the personal suitability assessment, be found acceptable as head of post.

4. The Personnel Management Branch will be issuing a Circular Document on rotationality, probably in the autumn; elements of my paper on behaviour standards will be incorporated in it. Meanwhile, we are to meet with Personnel officers to go over some of the problem cases we now have on a case by case basis.


A. P. Sherwood
Director
Security Divis A0785280_1-000242

EXT 407