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ANNEX A

TO: 1460-45-3 (ADM(Per))

DATED 25 Jan 85

CANADIAN FORCES DRAFT POLICY PAPERS

DRAFTING GUIDANCE

General

1. The format of the draft policy papers will remain as set out in ref B. The objective is to enunciate the policy clearly, using actual wording from current orders or regulations if they exist and are appropriate. Then, the reasons for the policy should be catalogued in concise statements, using subject headings for ease of reference. Supporting data, references, and examples should not be in the body of the policy paper unless it is essential for clarity. A sample of a draft policy paper is attached; while it requires some refinement, it is close to the format and level of content desired.

Title

2. As none of these papers has yet received approval as official Canadian Forces policy statements, the following title must be used:

DRAFT CANADIAN FORCES POLICY

ON

Supporting Material

3. Annex A. Supporting data, amplifying information, references, and examples should be included in an Annex A. For ease of cross-reference, the same heading structure will be used in the Annex as in the main body.

4. An example of the type of support envisaged might be that for the statement in para 3.k. of the sample attached paper:

"...the employment of homosexuals could be most disruptive and lead to incidents of violence against the homosexual. The effectiveness of military service is, more so than any other activity, predicated on strong group cohesion and morale. The employment of homosexuals would be subversive to both."

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Annex A for this example might address this statement as follows:

"3.

k. Micro Environment. In the past \_\_\_\_\_ years, there have been \_\_\_\_\_ incidents of discovered homosexual members being physically assaulted by their peers. In a typical case, the homosexual was beaten badly enough to require hospitalization. As a result, four members were charged, tried, and sentenced for assault."

5. Annex B. A second annex is required to provide possible questions and suggested answers, using the same format as Annex A. Again using the cited extract from the attached sample paper, such support might be as follows:

"3.

k. Micro Environment

Q. You mentioned the beatings which have taken place, but could you explain how they affected the group's cohesion and morale?

A. First of all, any time members of a unit physically assault their peers, there has been a break-down in discipline, because the individuals know that they are defying the Code of Service Discipline. Secondly, lasting damage to cohesion can be caused by comrades having to testify against each other. Thirdly, rightly or wrongly, there can be a feeling of resentment against authority because peers may feel that they were only dealing in their own way with an abhorrent situation which the Forces should have prevented."

6. Schedule. The target dates are as follows:

Revised Draft Policy Paper: 8 Feb 85

First Annex A: 15 Feb 85

First Annex B: 15 Feb 85

Revised Annex A: 1 Mar 85

Revised Annex B: 1 Mar 85

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7. OPIs. The papers required, and OPIs are:

- |  |          |
|--|----------|
| a. Employment of Women:                | CPS      |
| b. Sexual Orientation (Homosexuality): | DPLS     |
| c. Mental and Physical Disability;     | Surg Gen |
| d. Marital or Family Status:           | CPS      |
| e. Mandatory Retirement Age:           | CPCSA    |

8. Coordination. OPIs are requested to advise CPS/DGC Svc/SPO which officers have been tasked to produce the papers.

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