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Communications Security  
Establishment

Centre de la sécurité  
des télécommunications

MAY 10 1985

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File—Référence:

10 May 1985

DC/60-85

Mr. J. Michael Shoemaker,  
Assistant Deputy Minister  
Police and Security Planning and  
Analysis Branch,  
Ministry of the Solicitor General,  
Room 336,  
Sir Wilfred Laurier Building,  
340 Laurier Avenue West,  
Ottawa, Ontario.  
K1A 0P8

Dear Michael:

1. You will recall that I contacted you several weeks ago for advice concerning a new CSE employee who had disclosed to our Security Officer during the security briefing on his first day of employment that he was a homosexual.
2. Your advice to me at that time was that, in light of this disclosure, the employee should be interviewed by a CSIS investigator and that CSE make a final judgment on the individual's security status following receipt here of the investigator's report.
3. That report has now been received and CSIS informs us that there seems to be no reason why this employee should not continue to hold a clearance to Special Access standards. Our decision is to accept the CSIS recommendation.
4. As I mentioned to you when we last spoke, we feel it would be useful to document the discussions which our Security Officer has had with this individual, and to request that the employee sign the document, indicating that he understands it and agrees to abide by its conditions. The CSE experience with his kind of situation has been infrequent to date, and before proceeding along the above lines I would very much welcome your views on the attached draft memorandum. Are we being reasonable in our approach to the matter and, in your view, are we

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Department of National Defence  
101 Colonel By Drive  
Ottawa  
K1A 0K2

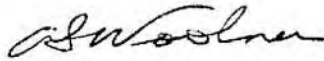
Ministère de la défense nationale  
101, promenade Colonel—By  
Ottawa  
K1A 0K2

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striking an acceptable balance between CSE's obvious concern for security on the one hand and the rights of the individual on the other? In paragraph 3 of the attached for example, are we within our rights to require the conditions specified in b) and c)?

5. Your considerable knowledge and experience in matters such as this one have been helpful to us before, and I would be most grateful for your guidance in this particular case.



A.S. Woolner,  
Deputy Chief

cc: Chief

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## DRAFT

1. On [REDACTED] in the course of a security briefing and indoctrination, Mr "X" informed me that he was a homosexual. In the ensuing discussion Mr. "X" was made fully aware that CSE's overriding concern was the security of our SIGINT and COMSEC functions and that in this regard the Establishment must carefully assess the degree of risk involved in having him employed at CSE. Mr. "X" was later informed that in the light of this disclosure concerning his homosexuality, he would have to be interviewed by a CSIS investigator. Following receipt of the CSIS report, CSE would make a final decision regarding Mr. "X's" security status.

2. Mr. "X" stated that he felt he was not open to blackmail because his family and close friends were aware of his lifestyle. He explained that he was living with another gay person with whom he has a meaningful relationship. Mr. "X" assured me that he did not frequent gay bars and did not cruise parks or other haunts frequented by gays.

3. It was explained to Mr. "X" that if CSE's final decision were to retain him as an employee, the following conditions would apply in order to ensure minimization of the security risk:

- a) It would be necessary for Mr. "X" to inform his immediate family members of his lifestyle (he assured me that they were already aware);
- b) It was incumbent on Mr. "X" to be discreet in what he said at work concerning his lifestyle, and in his conduct both at CSE and in the outside environment;
- c) Mr. "X" would not encourage other homosexual acquaintances to seek employment at CSE;
- d) He would need to be ultra-sensitive to attempts at subversion and give his guarantee that he would immediately report to CSE officials any hint of an attempt at blackmail or coercion being made against him;

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- e) Any change to his present living arrangements must be immediately reported to the CSE Security Officer;
- f) He would provide the CSE Security Officer with sufficient information on his live-in partner to enable a name check against CSIS indices.

4. This memorandum has been read and signed by Mr. "X" on the understanding that he accepts it as an accurate account of points discussed, and that he agrees to abide by the conditions set out in paragraph 3. Mr. "X" was informed that the only CSE officials aware of this situation are the Chief, Deputy Chief, Director of Personnel, the CSE Security Officer, and CSE's Personnel Security Officer.

Signed: \_\_\_\_\_  
Mr "X"

Witness: \_\_\_\_\_  
CSE Security Officer

Date: \_\_\_\_\_

CONFIDENTIAL  
(When completed)

File \_\_\_\_\_

Date \_\_\_\_\_

## CHANGE OF CIRCUMSTANCES REPORT

## SECURITY CLEARANCE

TO: NDHQ/D Secur

1. \_\_\_\_\_  
SIN RANK SURNAME GIVEN NAMES

Trade/Classification

Security Clearance

has been employed as \_\_\_\_\_ at \_\_\_\_\_ since \_\_\_\_\_  
Position Section Dateand requires a \_\_\_\_\_ security clearance for that position.  
(level)

2. The following change of personal circumstance which could affect the security clearance status of the subject has been noted:

3. The following additional factors are present in this case:

4. The Subject: has been denied access/has continued access as denial is not considered necessary at this point (delete as appropriate) to information classified \_\_\_\_\_  
(level)\_\_\_\_\_  
Signature/Appointment/UnitCONFIDENTIAL  
(When completed)

NOTE — This form is to be reproduced locally.

(Français au verso)