

MEMORANDUM

1460-45-3 (ADM(Per))

Oct 85

Distribution List

EMPLOYMENT OF WOMEN  
RECRUITING AND RETENTION OF HOMOSEXUALS

Ref: The Canadian Forces Policies on The Employment  
of Women and Sexual Orientation (Homosexuality)

1. (C) A review of the rationale for the current policies on the employment of women and the recruiting and retention of homosexuals (attached) has highlighted the necessity for additional empirical data and scientific evidence to support these policies.

2. (C) The requirement for this evidence and data will become more pressing as the government starts to resolve complicated and difficult human rights issues and the Department of National Defence is required to respond to various requests for evidence and data to support policies, and perhaps to meet court challenges. The importance of maintaining an operationally effective defence force dictates the necessity of being ready to support Canadian Forces' policies with the best evidence available; DPSRSC is well-suited to provide an important input in this regard.

3. (C) Would you therefore appoint a team to review carefully recent trials, search relevant studies and survey available publications, so as to produce as soon as possible (and in any event no later than 18 Oct 85) a compilation of pertinent supporting data, together with whatever conclusions may be useful.

4. (C) Because of the sensitivity of these issues, and the fact that the attached document is a working paper that will undergo substantial change before being sent to the Minister, I ask that you limit its access to those with a legitimate "need to know".



P.D. Manson  
LGen  
ADM(Per)  
992-7582

Attach: 1

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