

3-1-15
SV

DOSSIER

RECEIVED - REÇU

MAY 8 1991

ADA

ACTION
SUITE A DONNER

C C N F I D E N T I A L

FM SJOSE WWAP0813 07MAY91

TO EXTOTT ADA IMMED

REF YOURTEL ADA0062 04MAR

---ASSIGNMENT OF HOMOSEXUAL EMPLOYEES

REGRET DELAYED RESPONSE TO REFTEL, HOWEVER CHECKING CRIMINAL AND PENAL CODES OF OUR FOUR COUNTRIES OF ACCREDITATION HAS TAKEN SOME TIME. FOLLOWING ARE RESPONSES TO QUERIES IN REFTEL:

1) HOMOSEXUALITY AND/OR HOMOSEXUAL ACTIVITY IS NOT ILLEGAL UNDER THE CRIMINAL CODES OF CRICA, HONDURAS, NICARAGUA AND PANAMA WITH NOTABLE EXCEPTION OF HOMOSEXUAL (OR HETEROSEXUAL) RELATIONS WITH MINORS. LAWS APPLY EQUALLY TO MALE AND FEMALE HOMOSEXUALS.

B) WHETHER FACT OF HOMOSEXUAL ACTIVITY ON PART OF EMPLOYEE, IF KNOWN, COULD HAVE AN IMPACT ON EMPLOYEES ABILITY TO PERFORM AT MISSION IS QUESTION OF DEGREE AND NATURE OF ACTIVITY. IF, FOR EXAMPLE, INDIVIDUAL IS INVOLVED IN LONG-STANDING MONOGAMOUS HOMOSEXUAL RELATIONSHIP THEN PRESUMABLY IMPACT OF THIS FACT COULD BE MINIMAL ON BOTH JOB PERFORMANCE AND ACCEPTANCE BY COLLEAGUES. ON OTHER HAND, IF INDIVIDUAL ACTIVELY ENGAGES SEVERAL PARTNERS, LEADS OPEN AND FLAMBOYANT LIFESTYLE, THEN IMPACT ON JOB PERFORMANCE COULD BE GREATER AND TOLERANCE/ACCEPTANCE OF COLLEAGUES COULD BE REDUCED. BROAD RANGE OF PARTNERS OF EMPLOYEE WOULD ALSO INCREASE RISK OF EXPOSURE TO HIV VIRUS, AND RESULTANT ANXIETY ON PART OF EMPLOYEE (AND COLLEAGUES) COULD ALSO INCREASE TENSIONS. ADDITIONAL SCENARIO THAT COULD IMPACT

...2

A0050709_1-001431

PAGE TWO WWAPO813 C O N F I D E N T I A L

ON JOB PERFORMANCE AND MISSION STAFF ATTITUDES WOULD KNOWN
HOMOSEXUAL ACTIVITY ON PART OF EMPLOYEE IN CONVENTIONAL HETEROSEXUAL
SPCUSAL RELATIONSHIP. IMPACT ON PERFORMACE AND PROFESSIONAL
RELATIONSHIPS COULD THEREFORE BE VERY GREAT INDEED. CLEARLY, IMPACT
OF THE ABOVE WOULD PE DIFFERENT DEPENDING ON RESPONSIBILITIES OF
INDIVIDUAL IN MISSION STRUCTURE. THUS IMPACT WOULD BE GREATER FOR
HOM, MISSION SECURITY OFFICER OR PROGRAM MANAGERS THAN IT WOULD BE
FOR CEN STAFF MBRS WITH LOWER RESPONSIBILITY PROFILE. PROFFSSIONAL
INTERACTION BETWEEN HOMOSEXUAL MISSION MEMBERS AND THEIR HOST
COUNTRY INTERLOCUTORS COULD ALSO SUFFER FOR REASONS OF SOCIETAL
ATTITUDES DESCRIBED BELOW. AT PRESENT TIME, POTENTIAL FOR HOMOSEXUAL
ENTRAPMENT ON PART OF SECURITY SERVICES IN ANY OF OUR COUTRIES OF
ACCREDITATION IS EXTREMELY LOW, IF NON-EXISTENT.

C) WITH NO LEGAL CONSTRAINTS PER SE IN CENTRAL AMERICA, MAJOR
DIFFICULTY REMAINS SOCIETAL ATTITUDES, INFLUENCED OVER THE YEARS BY
CATHOLIC CHURCH AND THE NOTION OF THE SUPREMACY OF THE VIRILE MALE,
KNOWN AS MACHISMO. BULK OF MISSION IS CONCENTRATED IN CRICA, WHERE,
AS A RESULT OF GENERALLY HIGHER EDUCATIONAL LEVELS OF POPULATION
AND LESS PERVASIVE INFLUENCE OF CHURCH, SOCIETAL ATTITUDES ARE MORE
TOLERANT. WE DO HOWEVER HAVE TWO CDA-BASED OFFICERS IN TEGUCIGALPA
(HCNDURAS) AND ALL OFFICER STAFF TRAVEL FREQUENTLY TO ALL OUR
COUNTRIES OF ACCREDITATIONS WHERE ATTITUDES IN GENERAL ARE NOT AS
TOLERANT AS IN CRICA. IN CENTRAL AMERICA GENERALLY, MACHISMO OF THE
...3

A0050709_2-001432

PAGE THREE WWAP0813 C O N F I D E N T I A L

MALE IS RECOGNIZED CREDO AND SOCIETAL PRESSURES FOR MALES TO CONFORM ARE GREAT. FEMALES ARE ALSO CONDITIONED BY SOCIETY TO ACCEPT THIS. AS A RESULT, HOMOSEXUAL ACTIVITY ON PART OF BOTH MALES AND FEMALES TENDS TO BE DISCREET AND LOW-KEY. HOWEVER INBRED ATTITUDES SURFACE ON OCCASION AS WAS CASE LAST YEAR WHEN IN NATL LESBIAN CONFERENCE HELD IN SJOS PROMPTED GOVT TO ISSUE IMMIG EDICT DESIGNED TO CURTAIL ARRIVING LESBIANS AT AIRPORT (BASED ON DESCRIPTION AS TO WHAT LESBIAN SHOULD LOOK LIKE). LURID MEDIA REPORTS FOLLOWED.

2. WE APPRECIATE DIFFICULTIES IN ATTEMPTING TO DEFINE UNIVERSAL APPROACH FOR ASSIGNMENT OF HOMOSEXUAL EMPLOYEES. IN OUR VIEW, UNLESS HOMOSEXUALITY IS SPECIFICALLY PROHIBITED BY LAW IN A GIVEN COUNTRY, THE DEPTL POLICY SHOULD CONSIST OF USING YOUR COMPLETED INVENTORY OF COUNTRY STANDARDS WHICH SHOULD IN TURN PERMIT THE SORT OF CONSULTATION BETWEEN HOM, HQ BRANCH AND THE PERSONNEL ASSIGNMENT DIVISION THAT HAS FUNCTIONED AND SERVED DEPTL INTERESTS REASONABLY WELL. ATTEMPTING TO DEVISE A POLICY THAT IS EQUALLY APPLICABLE TO ALL ROTATIONAL HOMOSEXUAL EMPLOYEES WOULD FOUNDER ON THE BASIC FACT THAT ALL INDIVIDUALS ARE DIFFERENT, AND CANNOT BE CATEGORIZED, AND COULD RUN COUNTER TO GUARANTEES ESTABLISHED IN OUR OWN CHARTER OF RIGHTS AND FREEDOMS.

CCC/102 071727Z WWAP0813

A0050709_3-001433