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P R O T E C T E D B CDS

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SUBJ: HOMOSEXUAL CONDUCT

REF: CFAO 19-20

Revised by [signature]

[REDACTED] THEREFORE, THE CURRENT CF
POLICY ON PERSONS WHO HAVE ENGAGED IN HOMOSEXUAL CONDUCT IS
CANCELLED. CFAO 19-20 AND ALL AMENDMENTS TO THAT ORDER ARE REVOKED
IMMEDIATELY

2. I KNOW THAT THIS DECISION WILL BE DIFFICULT FOR MANY MEMBERS OF
THE CF TO ACCEPT AND I WISH YOU ALL TO UNDERSTAND THAT IT WAS ONLY

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TAKEN AFTER LONG AND CAREFUL EXAMINATION AND DELIBERATION. I BELIEVE, THEREFORE, THAT IT IS APPROPRIATE YOU UNDERSTAND FULLY WHY THE CHANGE IS BEING MADE

3. THE ORIGINAL CF POLICY ON HOMOSEXUAL CONDUCT WAS ONE WHICH REFLECTED LONG-STANDING NATIONAL ATTITUDES TOWARDS HOMOSEXUALITY AND WAS CONSISTENT WITH CANADIAN LEGISLATION PRIOR TO THE ENACTMENT OF THE CANADIAN CHARTER OF RIGHTS AND FREEDOMS. IN 1986, EVEN AFTER THIS CONSTITUTIONAL CHANGE CAME INTO EFFECT, THE CHARTER TASK FORCE RECOMMENDED THAT THE POLICY WITH RESPECT TO HOMOSEXUAL CONDUCT SHOULD REMAIN IN ORDER TO MAINTAIN OPERATIONAL EFFECTIVENESS. THE SECTION OF THE CHARTER AUTHORIZING REASONABLE LIMITS ON INDIVIDUAL RIGHTS WAS CONSIDERED BY THE CF TO BE APPLICABLE

4. OVER THE PAST FIVE YEARS, THERE HAS BEEN A CONCERTED EFFORT TO ENSURE THAT THE POLICY ACCURATELY REFLECTS THE NEEDS OF THE CF. THIS HAS INVOLVED CONSULTATION WITH CF MEMBERS AT ALL RANK LEVELS, INTERVIEWS WITH EXPERTS ON SEXUAL AND SOCIAL BEHAVIOUR, CONSIDERATION OF LEGAL REQUIREMENTS, REVIEW OF THE POLICIES OF FOREIGN MILITARY FORCES, EXAMINATION OF THE RELEVANT LITERATURE AND A VARIETY OF OTHER STEPS TO DEVELOP A SOUND BASIS FOR A POLICY

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DECISION. AFTER REVIEWING THE AVAILABLE EVIDENCE, I AM SATISFIED THAT THE POLICY NO LONGER SERVES THE BEST INTERESTS OF THE CF AND ITS MEMBERS

5. INAPPROPRIATE SEXUAL CONDUCT BY MEMBERS OF THE FORCES, WHETHER HOMOSEXUAL OR HETEROSEXUAL, IS UNACCEPTABLE AND WILL BE DEALT WITH EFFECTIVELY. A NEW ORDER ON INAPPROPRIATE SEXUAL CONDUCT WILL BE ISSUED SHORTLY. TOGETHER WITH AMENDED VERSIONS OF CFAO 19-38 (MIXED-GENDER RELATIONSHIPS) AND CFAO 19-39 (PERSONAL HARASSMENT), THE NEW ORDER WILL PROVIDE CLEAR POLICY AND GUIDANCE AS TO WHAT CONSTITUTES INAPPROPRIATE SEXUAL CONDUCT AND WILL DETAIL THE PROCEDURES TO BE FOLLOWED WHEN SUCH CONDUCT IS IDENTIFIED.

6. MEMBERS OF THE CANADIAN FORCES HAVE A LONG ESTABLISHED AND WELL DESERVED REPUTATION FOR DEVOTION TO DUTY AS WELL AS A SENSE OF FAIRNESS IN ALL OF THEIR ACTIVITIES. I AND YOUR COMMANDERS EXPECT THAT YOU WILL ACCEPT THIS CHANGE TO ^{BRING A CF} ~~POLICY IN THE SPIRIT THAT IT IS~~ ^{IN LINE WITH THE SOCIETY WE} ~~MADE,~~ ^{SAVE AND WHICH HAS CHANGED PROFOUNDLY OVER THE LAST TEN YEARS,} AND THAT YOU WILL SUPPORT IT AS YOU HAVE ALL THE OTHER CHANGES THAT WE HAVE MADE IN LINE WITH EVOLVING GOVERNMENT POLICIES.

END OF ENGLISH TEXT, FRENCH TEXT FOLLOW. FIN DU TEXTE ANGLAIS. LE TEXTE FRANCAIS SUIV.

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