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Issues and concerns pertaining to the status of homosexual employees and corresponding employment practices within EAITC have increased in profile over the last year. Moreover, such factors as increased media coverage and court challenges have heightened the Canadian public's awareness of homosexual demands and concerns. Attention paid to these issues and concerns has prompted the Department to undertake a review of existing internal policies and practices and their applicability to homosexual employees.

2. To this end, please find attached a revised draft of the background paper on the Department's past and current employment practices with respect to its homosexual employees. We have attempted to synthesize and integrate the helpful feedback we received in a thoughtful and consistent manner.

3. This paper provides a general overview of past and current departmental practices and is in no way intended to be prescriptive in nature. Please feel free to contact me should you feel that the following modifications are unclear, or misrepresent the intended meaning of said input.



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