



Australian Government
Department of Defence

JOINT DIRECTIVE 32/2014

**JOINT DIRECTIVE
BY
CHIEF OF DEFENCE FORCE
AND
SECRETARY, DEPARTMENT OF DEFENCE**

**ASSOCIATION WITH UNLAWFUL OR INAPPROPRIATE GROUPS BY DEFENCE
PERSONNEL**

PURPOSE

1. This Directive details the Defence position on the association of Defence personnel with groups or organisations who engage in unlawful or inappropriate activity such as those that advocate supremacist ideology, extremist views, or criminal activity. This includes individuals or groups that attempt to create illegal discrimination on any basis or who advocate the use of force, violence, or criminal activity.

SCOPE OF DIRECTION

2. This Direction is intended to be read by Defence personnel together with any other Commonwealth or Defence Guidance on appropriate conduct of Commonwealth personnel and does not exclude any other Commonwealth Policy, guidance or directions that may apply to general or particular conduct or activity by individuals.

3. Unlawful or inappropriate activity for the purposes of this Directive includes any criminal activity, or supremacist or extremist activity.

4. *Defence personnel* for the purposes of this Directive means any member of the Australian Defence Force or an Australian Public Service employee of the Department.

RESPONSIBILITIES OF DEFENCE PERSONNEL

5. The association by Defence personnel with groups or organisations that do not align with Defence's required values and ethical standards, and/or who engage in unlawful activities, poses significant reputational and security risk for Defence.

6. Defence personnel should at all times consider if their personal association with a group or organisation could conflict with or adversely impact on their duties and responsibilities to Defence and the Commonwealth and/or undermine their ongoing suitability to hold a security clearance. If so, this should be considered a declarable association by the member and must be reported to his or her supervisor or Commanding Officer.

7. Defence personnel must not associate with, join or remain a member of groups or organisations who engage in unlawful activity or engage, promote or espouse behaviours that are inconsistent with Defence Values.

8. Defence personnel must also comply with Defence policies regarding public comment, disclosure of information and expected behaviours. For example, Defence personnel must not advocate or engage in unlawful conduct, or inappropriate behaviours such as advocating supremacist material which is offensive or belittling to other groups.

9. With regards to security risks associated with such activities, all Defence personnel must ensure that their personal work practices and conduct do not contravene the policies contained in the Defence Security Manual and applicable local security standing orders.

10. Defence personnel and managers who are unclear if there is an actual, perceived or potential conflict of interest or declarable association, must discuss the concern with their supervisor or Commanding officer.

THE RESPONSIBILITIES OF MANAGERS/CHAIN-OF-COMMAND

11. Managers at all levels must remain alert for signs of association by their staff with groups that may damage the reputation of Defence, pose a security risk or involve potential criminal or disciplinary offences. Early detection and intervention can reduce the risk to Defence and can protect Defence personnel. Indicators that a Defence member is associating with a group of concern could include possession or display of literature associated with such groups, related ideology, doctrine, emblems, or changes in behaviour.

12. If actual or potential connections to a group of concern are identified they should be reported in accordance with the requirements of DI (G) ADMIN 45-2, *The Reporting and Management of Notifiable Incidents*. Early reporting can minimise the impact on the member and Defence.

COMPLIANCE WITH MANDATORY REQUIREMENTS

13. All Defence personnel must comply with the mandatory requirements of this Directive. A mandatory requirement of this Directive is identified through the use of the word *must*.

14. The mandatory requirements of this Directive constitute a general order to Defence members for the purposes of the *Defence Force Discipline Act 1982* (DFDA). Non-compliance with any mandatory requirement may result in disciplinary action being taken in accordance with the DFDA.

15. The mandatory requirements of this Directive have effect also as a direction to Defence APS employees by the Secretary for the purpose of subsection 13(5) of the *Public Service Act 1999* (subsection 13(5) forms part of the APS code of conduct). Accordingly, non-compliance by Defence APS employees with any mandatory requirement may be referred for investigation and possible sanction in accordance with the *Public Service Act 1999*.



Dennis Richardson
Secretary
Department of Defence

9 Sep 2014



M.D. BINSKIN, AC
Air Chief Marshal
Chief of the Defence Force

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