



Australian Government

Department of Home Affairs

Protective Security Policy Framework



Australian Government Personnel Security Adjudicative Standard

Release 2024

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1. Purpose

The Personnel Security Adjudicative Standard applies to Australian Government Baseline, Negative Vetting 1, Negative Vetting 2, and Positive Vetting security clearances. Positive Vetting security clearances will be progressively replaced by TS-PA security clearances, issued in accordance with the TOP SECRET-Privileged Access (TS-PA) Standard. The Personnel Security Adjudicative Standard does not apply to TS-PA security clearances

The Personnel Security Adjudicative Standard supports Authorised Vetting Agencies in their assessment of a person's suitability to hold a Baseline, Negative Vetting 1, Negative Vetting 2 or Positive Vetting security clearance, by assessing the individual against common risk factor areas. These areas may have a bearing on one or more of a clearance subject's character traits. Authorised Vetting Agencies should use a process of structured professional judgement to achieve an overall decision or decision based on the available information.

The Standard applies to assessments of initial and ongoing suitability to access Australian Government resources.

Requirement 0140 | PER | All entities | 31 October 2024

The Australian Government Security Vetting Agency (AGSVA) or the TOP SECRET-Privileged Access Authority is used to conduct security vetting, or where authorised, the entity conducts security vetting in a manner consistent with the Personnel Security Vetting Process and Australian Government Personnel Security Adjudicative Standard.

Requirement 0154 | PER | AVA | 31 October 2024

The clearance subject's eligibility and suitability to hold a Baseline, Negative Vetting 1, Negative Vetting 2 or Positive Vetting security clearance is assessed by considering their integrity (i.e. the character traits of maturity, trustworthiness, honesty, resilience, tolerance and loyalty) in accordance with the [Personnel Security Adjudicative Standard](#).

Requirement 0172 | PER | AVA | 31 October 2024

The Authorised Vetting Agency reassess a clearance holder's eligibility and suitability to hold a Baseline, Negative vetting 1, Negative Vetting 2 or Positive Vetting security clearance, by considering their integrity in accordance with the Australian Government Personnel Security Adjudicative Standard.

2. Suitability to Hold a Security Clearance

A clearance subject is suitable to hold a Baseline, Negative Vetting 1, Negative Vetting 2 or Positive Vetting security clearance where it is established, to the appropriate degree of satisfaction, that the clearance subject possesses and demonstrates an appropriate level of integrity (soundness of character and moral principle). In the security context, integrity is defined as a range of character traits that a clearance subject possesses (and demonstrates) in order for the government to have confidence in their ability to protect Australian Government resources.

These character traits are:

- **honesty** – truthful and frank and does not have a history of unlawful behaviour
- **trustworthiness** – responsibility and reliability
- **maturity** – capable of honest self-appraisal and able to cope with stress; age is not necessarily a good indicator of maturity
- **tolerance** – an appreciation of the broader perspective even when holding strong personal views, able to remain impartial and flexible (an ability to accept other peoples' life choices and respect cultures can indicate tolerance) and accept differences in people, opinions or situations through respect, understanding and empathy
- **resilience** – ability to adapt well in the face of adversity, trauma, tragedy, threats or significant sources of stress

- **loyalty** – a commitment to Australia and the democratic processes of the Australian Government. Loyalty is not confined to the nation but also includes the objectives, ethos and values of the working environment (strong political views incompatible with the Australian democratic system of government may put a person's loyalty in doubt).

Reference to a number of risk factor areas of the clearance subject's life, including personal relationships, employment history, behaviour and financial habits, contributes to an assessment of a clearance subject's integrity. The assessment of a clearance subject needs to establish confidence that they possess a sound and stable character and that they are not unduly vulnerable to influence or coercion.

Each clearance subject is assessed on their own merits, and the final determination of their suitability rests with the authorised vetting agency delegate. Any doubt concerning the clearance subject's suitability must be resolved in favour of the national interest.

3. Determining Suitability

The determination of whether an individual is suitable to hold a security clearance, consistent with the national interest, is based on careful consideration of the whole person in the context of the following risk factor areas:

- external loyalties, influences and associations
- personal relationships and conduct
- financial considerations
- alcohol and drug use
- criminal history and conduct
- security attitudes and violations, and
- emotional and mental health issues.

These factor areas may have a bearing on one or more of a clearance subject's character traits.

4. Adverse Information

Based on a whole-of-person assessment, adverse information concerning a single criterion may not be sufficient for an unfavourable determination, however the clearance subject may be found unsuitable to hold the requested level of security clearance if available information reflects a current or recurring pattern of:

- questionable judgement
- dishonesty
- intolerance/inflexibility
- immaturity
- untrustworthiness
- irresponsibility
- vulnerability to influence or coercion, or
- emotionally unstable behaviour.

Reliable and significant adverse information may lead the security clearance delegate to deny or revoke the security clearance. When evaluating the relevance of any conduct, the vetting analyst and security clearance delegate should consider the:

- nature, extent and seriousness of the conduct

- circumstances surrounding the conduct, including the degree of willing or knowledgeable participation
- frequency and currency of the conduct
- clearance subject's age and maturity at the time of the conduct
- presence or absence of rehabilitation and other pertinent behavioural changes
- motivation for the conduct
- potential for pressure, coercion, exploitation or duress
- likelihood of continuation or recurrence.

Authorised Vetting Agencies must share relevant information of security concern about security clearance holders with sponsoring entities. Adverse information about a clearance subject may not be sufficient for an unfavourable determination but may be relevant to a sponsoring entity's assessment of personnel security risk.

For security cleared personnel, sponsoring entities are responsible for assessing how information relates to the entity's security risk and a person's suitability for employment by the entity. This is particularly relevant where there are entity-specific employment requirements, such as a zero-tolerance drug and alcohol policy.

Authorised Vetting Agencies are responsible for assessing how information relates to an individual's suitability to hold a clearance. The PSPF mandates that entities share all information of security concern. The assessment of whether information is of security concern can only be made by the entity assessing that concern. Therefore, all information pertaining to personnel is shared between sponsoring entities and Authorised Vetting Agencies so that they can determine whether it is relevant.

Having effective procedures to document and share adverse information with sponsoring entities is important, including procedures to identify mitigation activities that sponsoring entities could undertake to manage risks in relation to the clearance subject's ongoing suitability.

5. Concerns about Existing Clearance Holders

When information of security concern becomes known about a clearance subject who currently has access to Australian Government resources, and before determining whether to revoke or downgrade an existing clearance, the vetting analyst and the delegate considers whether the person:

- voluntarily reported the information
- responded to questions truthfully and completely
- sought assistance and followed professional guidance, where appropriate
- resolved or appears likely to favourably resolve the security concern
- has demonstrated positive changes in behaviour and employment.

If after evaluating material of security concern the delegate decides that the material is not serious enough to warrant a determination to revoke or downgrade the security clearance, Authorised Vetting Agency should notify the clearance subject and their sponsoring entity that future incidents of a similar nature may result in revocation of the security clearance. This information is recorded in the clearance subject's personal security file.

6. Risk Factor Areas

There are seven risk factor areas:

- external loyalties, influences and associations
- personal relationships and conduct
- financial considerations

- alcohol and drug use
- criminal history and conduct
- security attitudes and violations, and
- emotional and mental health issues.

6.1. External loyalties, influences and associations

6.1.1. Concerns

- All people working on behalf of Australian Government must have a primary and overriding commitment to the democratic process and a respect for the processes by which the elected government functions. If a clearance subject expresses political or personal views incompatible with Australia's constitutional, democratic system of government, doubts arise about whether they are loyal to the Australian Government. Conflict of views or conscientious objections could arise in some cases. However, the issue is whether a clearance subject recognises their responsibilities to their employing entity, the elected government and the public interest.
- When a clearance subject acts in ways that indicate a preference for a foreign country over Australia, then they may be prone to act in ways that are harmful to the national interest of Australia.
- Involvement in certain types of outside employment or activities is of security concern if it poses a conflict with a clearance subject's security responsibilities and could create an increased risk of unauthorised disclosure of security classified information.
- A security risk may exist when a clearance subject or their immediate family (including cohabitants and other persons to whom they may be bound by affection, influence or obligation) are not Australian citizens or may be subject to duress. These situations could potentially introduce foreign influence that could result in the compromise of security classified information. Contacts with citizens of other countries or financial interests in other countries are relevant to security determinations if they make the clearance subject potentially vulnerable to coercion, exploitation or pressure.

6.1.2. Conditions that could raise a security concern and may be disqualifying

Conditions that could raise a security concern and may be disqualifying include:

- Involvement in, support of, training to commit or advocacy of any act of:
 - espionage
 - foreign interference
 - sabotage
 - urging violence
 - terrorism
 - treason
 - politically motivated violence
 - communal violence
 - attacks on Australia's defence system, or
 - serious threats to Australia's territorial or border integrity.

- Association or sympathy with persons who are attempting to commit, or who are committing, any of these above acts.
- Association or sympathy with persons or organisations that advocate, threaten, or use force or violence, or use any other illegal or unconstitutional means, in an effort to:
 - overthrow or influence the Australian Government or any state or local government
 - prevent federal, state or local government personnel from performing official duties
 - gain retribution for perceived wrongs caused by the federal, state, or local government, or
 - prevent others from exercising their rights under the Constitution or laws of Australia or of any state or territory.
- Contact with a family member, business or professional associate, friend or other person who is a citizen of, or resident in, a foreign country, where that contact creates an unacceptably heightened risk of foreign exploitation, inducement, manipulation, pressure or coercion.
- Connections to a foreign person, group, government or country that creates potential conflict of interest between the clearance subject's obligation to protect Australian Government resources and their desire to help a foreign person, group or country by providing that information.
- Sharing living quarters with a person or persons, regardless of citizenship status, if that relationship creates a heightened risk of foreign or criminal inducement, manipulation, pressure or coercion.
- A substantial business, financial or property interest in a foreign country, or in any foreign-owned or foreign-operated business that could put the clearance subject at heightened risk of foreign influence or exploitation.
- Failure to report, when required, an association with a foreign national.
- Unauthorised association with a suspected or known agent, associate or employee of a foreign intelligence service.
- Indications that representatives or nationals from a foreign country are acting to increase the vulnerability of the clearance subject to possible future exploitation, inducement, manipulation, pressure or coercion.
- Conduct, especially while travelling outside Australia, which may make the clearance subject vulnerable to exploitation, pressure or coercion by a foreign person, group or government.
- Exercise of any right, privilege or obligation of foreign citizenship after becoming an Australian citizen. This includes but is not limited to:
 - possession of a current foreign passport
 - military service or a willingness to bear arms for a foreign country
 - accepting educational, medical, retirement, social welfare or other such benefits from a foreign country
 - residence in a foreign country to meet citizenship requirements
 - using foreign citizenship to protect financial or business interests in another country
 - seeking or holding political office in a foreign country, or
 - voting in a foreign election.
- Action to acquire or obtain recognition of a foreign citizenship by an Australian citizen.
- Performing or attempting to perform duties or act to serve the interests of a foreign person, group, organisation or government in conflict with Australia's national interest.
- Any statement or action that shows allegiance to a country other than Australia, for example, declaration of intent to renounce Australian citizenship or the renunciation of Australian citizenship.

- Any employment or service, whether compensated or voluntary, with:
 - the government of a foreign country
 - any foreign national, organisation or other entity
 - a representative of any foreign interest
 - any foreign, domestic, or international organisation, including media or a person engaged in analysis, discussion or publication of material on intelligence, defence, foreign affairs, protected technology or protective security, or
 - failure to report or fully disclose an outside activity when this is required.
- Ongoing voluntary association with individuals or groups of an extremist nature, for example, those who espouse beliefs incompatible with a liberal democracy.

6.1.3. Conditions that could mitigate security concerns

Conditions that could mitigate security concerns include:

- The clearance subject was unaware of the unlawful aims of an individual or organisation and severed ties upon learning of these.
- The clearance subject's involvement was only with the lawful or humanitarian aspects of an organisation.
- Involvement in activities of concern occurred for only a short period of time and was attributable to curiosity or academic interest.
- The involvement or association with the activities of concern occurred under such unusual circumstances, or so much time has elapsed, that it is unlikely to recur and does not cast doubt on the clearance subject's current reliability, trustworthiness or loyalty.
- The nature of the relationships with foreign persons, the country in which these persons are located or the positions or activities of those persons in that country are such that it is unlikely the clearance subject will be placed in a position of having to choose between the interests of a foreign individual, group, organisation or government and Australia's national interest.
- There is no conflict of interest, either because the clearance subject's sense of loyalty or obligation to the foreign person, group, government or country is so minimal, or the clearance subject has such deep and longstanding relationships and loyalties in Australia that they can be expected to resolve any conflict of interest in favour of Australia's national interest.
- Contact or communication with foreign citizens is casual and infrequent and there is little likelihood that it could create a risk for foreign influence or exploitation.
- The foreign contacts and activities are on Australian Government business or are approved by the Chief Security Officer or delegate.
- The clearance subject has promptly complied with requirements to report contacts, requests or threats from people, groups or organisations from a foreign country.
- The value or routine nature of the foreign business, financial or property interests is such that they are unlikely to result in a conflict and could not be used to influence, manipulate or pressure the clearance subject.
- Where reasons for possession or acquisition of multiple citizenship are not a security concern, including:
 - multiple citizenship when based solely on a parent's citizenship or birth in a foreign country
 - marriage, or
 - convenience of travel.

- The clearance subject has expressed a willingness to renounce other citizenships.
- Exercise of the rights, privileges or obligations of foreign citizenship occurred before the clearance subject became an Australian citizen or when the clearance subject was a minor.
- The use of a foreign passport is approved by the Chief Security Officer or delegate.
- The foreign passport has been destroyed, surrendered or invalidated.
- The vote in a foreign election was encouraged by the Australian Government.

6.2. Personal relationships and conduct

6.2.1. Concerns

Conduct involving questionable judgement, dishonesty or unwillingness to comply with rules and regulations can raise questions about the clearance subject's reliability, trustworthiness and ability to protect Australian Government resources.

Of special interest is any failure to provide truthful and candid answers during the security clearance process or a failure to cooperate with the security clearance process. Either of the following will normally result in denial or revocation of a security clearance, or administrative termination of further processing for a security clearance assessment:

- refusal or failure without reasonable cause to undergo or cooperate with the security clearance process, including meeting with a vetting analyst for a security interview, completing security and consent forms and cooperation with supplementary evaluations and periodic reviews
- refusal to provide full, frank and truthful answers to relevant questions of vetting analysts, or other official representatives in connection with a personnel security determination.

Sexual behaviour that involves a criminal offence indicates a personality or emotional disorder and reflects a gross lack of judgement and discretion. This may put the clearance subject in a position of undue influence or coercion, exploitation or duress that can raise questions about the clearance subject's reliability, trustworthiness and maturity. Sexual orientation is not relevant to these considerations.

6.2.2. Conditions that could raise a security concern and may be disqualifying

Conditions that could raise a security concern and may be disqualifying include:

- Deliberate omission, concealment or falsification of relevant facts from a personnel security questionnaire, personal history statement or similar form used to determine security clearance suitability, or providing misleading information to vetting analysts or other officers involved in the clearance process.
- Credible adverse information in several adjudicative issue areas that is not sufficient for an adverse determination under any other single guideline, but when considered in total, supports a whole-of-person assessment of questionable judgement, untrustworthiness, unreliability, lack of candour, unwillingness to comply with rules and regulations or other characteristics indicating that the person may not properly safeguard official information.
- Credible adverse information that is not explicitly covered under any other guideline and may not be sufficient by itself for an adverse determination, but, when combined with all available information, supports a whole-of-person assessment of questionable loyalty, trustworthiness, honesty, maturity, tolerance or vulnerability to coercion or influence. This includes consideration of:
 - untrustworthy or unreliable behaviour including breaches of client confidentiality, release of proprietary information, unauthorised release of sensitive corporate or other official government information

- disruptive, violent or inappropriate behaviour in the workplace
- a pattern of dishonesty or rule violations, or
- evidence of significant misuse of government or other employer's time or resources.
- Sexual behaviour of a criminal nature, whether or not the clearance subject has been prosecuted.
- A pattern of compulsive, self-destructive or high-risk sexual behaviour that the person is unable to stop or that may be symptomatic of a personality disorder.
- Sexual behaviour that causes the clearance subject to be vulnerable to coercion, exploitation or duress.
- Personal conduct, or concealment of information about conduct, that creates a vulnerability to exploitation, manipulation or duress, such as:
 - engaging in activities which, if known, may affect the person's personal, professional or community standing
 - while in another country, engaging in any activity that is illegal in that country or that is legal in that country but illegal in Australia and may serve as a basis for exploitation or pressure by the foreign security or intelligence service or other group.
- Violation of a written or recorded commitment made by the clearance subject to the employer as a condition of employment.
- Association with persons involved in criminal activity.

6.2.3. Conditions that could mitigate security concerns

Conditions that could mitigate security concerns include:

- The behaviour occurred prior to or during adolescence and there is no evidence of subsequent conduct of a similar nature.
- The behaviour no longer serves as a basis for coercion, exploitation or influence.
- The clearance subject made prompt, good faith efforts to correct the omission, concealment or falsification before being confronted with the facts.
- The refusal or failure to cooperate, omission or concealment was caused by or associated with improper or inadequate advice of government officers or legal counsel. Upon being made aware of the requirement to cooperate or provide the information, the clearance subject cooperated fully and truthfully.
- The behaviour or offence is so minor, or so much time has passed, or the behaviour is so infrequent, or it happened under such unique circumstances that it is unlikely to recur and does not cast doubt on the clearance subject's current reliability, trustworthiness or good judgement.
- The clearance subject has acknowledged the behaviour and obtained counselling to change the behaviour or has taken other positive steps to alleviate the stressors, circumstances, or factors that caused untrustworthy, unreliable or other inappropriate behaviour. There is evidence that this treatment has been effective and such behaviour is unlikely to recur.
- The clearance subject has taken positive steps to reduce or eliminate vulnerability to exploitation, manipulation or duress.
- The information was unsubstantiated or from a source of questionable reliability.
- Association with persons involved in criminal activity has ceased or occurs under circumstances that do not cast doubt upon the clearance subject's reliability, trustworthiness, judgement or willingness to comply with rules and regulations.

6.3. Financial Considerations

6.3.1. Concerns

Failure or inability to live within one's means, satisfy debts or meet financial obligations may indicate poor self-control, lack of judgement or unwillingness to abide by rules and regulations. This may raise questions about a clearance subject's honesty, trustworthiness, maturity and vulnerability to coercion or influence.

A clearance subject who is financially overextended may be at a heightened risk of engaging in illegal acts including espionage to generate funds. This risk is further heightened if the financial difficulties have arisen from compulsive behaviour, for example gambling.

Unwillingness to pay debts where means are available may indicate untrustworthiness or lack of conscience regarding obligations.

Affluence that cannot be explained by known sources of income is a concern as it may indicate proceeds from financially profitable criminal acts.

6.3.2. Conditions that could raise a security concern and may be disqualifying

Conditions that could raise a security concern and may be disqualifying include:

- Inability or unwillingness to satisfy debts.
- Indebtedness caused by frivolous or irresponsible spending and the absence of any evidence of willingness or intent to pay the debt or establish a realistic plan to pay the debt.
- A history of not meeting financial obligations.
- Deceptive or illegal financial practices such as embezzlement, theft, fraud, tax evasion or other intentional breaches of trust.
- Consistent spending beyond one's means, which may be indicated by excessive indebtedness, significant negative cash flow, high debt-to-income ratio or other financial analysis.
- Financial problems that are linked to drug abuse, alcoholism, gambling addiction or other matters indicating compulsive behaviour or emotional or psychological instability that may have implications for the clearance subject's maturity, trustworthiness and vulnerability to coercion or influence (refer to factor areas alcohol and drug usage, and emotional and mental health issues).
- Repeated failure to meet Australian taxation requirements.
- Unexplained affluence, as shown by a lifestyle or standard of living, increase in net worth, or money transfers that cannot be explained by the subject's known legal sources of income.
- Compulsive or addictive gambling as indicated by an unsuccessful attempt to stop gambling, 'chasing losses' (ie increasing the bets or returning another day in an effort to get even), concealment of gambling losses, borrowing money to fund gambling or pay gambling debts, family conflict or other problems caused by gambling.

6.3.3. Conditions that could mitigate security concerns

Conditions that could mitigate security concerns include:

- The behaviour happened so long ago, was so infrequent, or occurred under such circumstances that it is unlikely to recur and does not cast doubt on the clearance subject's current reliability, trustworthiness or good judgement.

- The conditions that resulted in the financial problem were largely beyond the person's control (eg loss of employment, a business downturn, unexpected medical emergency or a death, divorce or separation) and the clearance subject acted responsibly.
- The person has received or is receiving counselling for the problem or there are clear indications that the problem is being resolved or is under control.
- The clearance subject initiated good faith efforts to repay overdue creditors or otherwise resolve debts.
- The clearance subject has a reasonable basis to dispute the legitimacy of the debt and provides evidence of actions to resolve the issue.
- The affluence resulted from a legal source of income.

6.4. Alcohol and drug use

6.4.1. Concerns

- Excessive alcohol consumption often leads to questionable judgement or the failure to control impulses and can raise questions about a clearance subject's reliability, trustworthiness and ability to maintain discretion.
- Drugs are mood and behaviour altering substances. They include drugs, materials and other chemical compounds identified and listed in Schedule 4 of the [Customs \(Prohibited Imports\) Regulations 1956](#) and inhalants and other similar substances.
- Drug abuse is the use of an illegal drug, or use of a legal drug in a manner that deviates from approved medical direction.
- Use of illegal drugs or misuse of prescription drugs can raise questions about a clearance subject's trustworthiness and honesty because it may impair judgement and a person's ability or willingness to comply with laws, rules and regulations is questioned. Use of illegal drugs or misuse of prescription drugs may make the clearance subject vulnerable to coercion or influence.

6.4.2. Conditions that could raise a security concern and may be disqualifying

Conditions that could raise a security concern and may be disqualifying include:

- Alcohol-related incidents away from work, such as driving while under the influence, fighting, child or spouse abuse, disturbing the peace or other incidents of concern, regardless of whether the clearance subject has been diagnosed as an alcohol abuser or is alcohol dependent.
- Alcohol-related incidents at work, such as reporting for duty in an intoxicated or impaired condition, or excessive drinking while at work.
- Habitual or binge consumption of alcohol to the point of impaired judgement.
- Diagnosis by a duly qualified medical professional (e.g. physician, clinical psychologist, or psychiatrist) of alcohol or drug abuse or dependence.
- Identification of alcohol or drug abuse or dependence by an accredited clinical social worker who is a staff member of a recognised alcohol or drug treatment program.
- Relapse after diagnosis of alcohol or drug abuse or dependence and completion of an alcohol or drug rehabilitation program.
- Criminal charges relating to alcohol or drug abuse or possession.
- Failure to follow court orders regarding alcohol or drug education, evaluation, treatment or abstinence.
- Any drug abuse.

- Testing positive for illegal drug use.
- Illegal drug possession, including cultivation, processing, manufacture, purchase, sale or distribution or possession of drug paraphernalia.
- Expressed intent to continue illegal drug use, or failure to clearly and convincingly commit to discontinue drug use.

6.4.3. Conditions that could mitigate security concerns

Conditions that could mitigate security concerns include:

- So much time has passed, or the behaviour was so infrequent, or it happened under such unusual circumstances that it is unlikely to recur or does not cast doubt on the clearance subject's current reliability, trustworthiness or good judgement.
- The clearance subject is participating in an alcohol counselling or treatment program, has no history of previous treatment and relapse and is making satisfactory progress:
 - The clearance subject has acknowledged their alcohol dependence or abuse and has successfully completed inpatient or outpatient alcohol counselling or rehabilitation along with any required aftercare.
 - The clearance subject has demonstrated a clear and established pattern of modified consumption or abstinence in accordance with treatment recommendations and adherence to a program, such as Alcoholics Anonymous or a similar organisation.
 - The clearance subject has received a favourable prognosis by a duly qualified medical professional or an accredited clinical social worker who is a staff member of a recognised alcohol treatment program.
- A demonstrated intent not to abuse any drugs in the future, such as:
 - disassociation from drug using associates and contacts
 - changing or avoiding the environment where drugs were used
 - an appropriate period of abstinence, or
 - a signed statement of intent with automatic review for cause of clearance for any violation.
- Abuse of prescription drugs was after a severe or prolonged illness during which these drugs were prescribed and the abuse has since ended.
- Satisfactory completion of a prescribed drug treatment program, including but not limited to, rehabilitation and aftercare requirements, without recurrence of abuse, and a favourable prognosis by a duly qualified medical professional or an accredited clinical social worker who is a staff member of a recognised drug treatment program.

6.5. Criminal history and conduct

6.5.1. Concerns

Criminal activity creates doubt about a person's judgement, reliability, trustworthiness, maturity and honesty. It calls into question a person's ability or willingness to comply with laws, rules and regulations.

6.5.2. Conditions that could raise a security concern and may be disqualifying

Conditions that could raise a security concern and may be disqualifying include:

- A criminal offence, or multiple lesser offences, or a conviction in an Australian or foreign court, including a military court-martial, for a crime.
- Discharge or dismissal from the Australian Defence Force or police force under adverse conditions.
- Credible allegation or admission of criminal conduct, regardless of whether the person was formally charged, formally prosecuted or convicted.
- The clearance subject is currently on parole or probation.
- Violation of parole or probation, or failure to complete a court-mandated rehabilitation program.
- Voluntary association with criminals.

6.5.3. Conditions that could mitigate security concerns

Conditions that could mitigate security concerns include:

- So much time has elapsed since the criminal behaviour happened, or it happened under such unusual circumstances that it is unlikely to recur and does not cast doubt on the clearance subject's reliability, honesty, trustworthiness or good judgement.
- The person was pressured or coerced into committing the act and those pressures are no longer present in the person's life.
- Persuasive evidence that the person did not commit the offence or the conviction for the offence was subsequently overturned.
- There is evidence of successful rehabilitation, including the passage of time without recurrence of criminal activity, evidence of remorse or restitution, job training or higher education, good employment record or constructive community involvement.

6.6. Security Violations

6.6.1. Concerns

- Deliberate or negligent failure to comply with procedures, rules and regulations for protecting sensitive or security classified information, including on ICT systems, raises doubt about a clearance subject's trustworthiness, judgement, reliability or willingness and ability to safeguard such information, and is a serious security concern.
- ICT systems include computer hardware, software, firmware and data used for the communication, transmission, processing, manipulation, storage or protection of security classified information.

6.6.2. Conditions that could raise a security concern and may be disqualifying

Conditions that could raise a security concern and may be disqualifying include:

- The unauthorised:
 - viewing
 - disclosing
 - collecting
 - storing
 - handling
 - destroying
 - manipulating, or
 - modifying

of sensitive or security classified information.

- Deliberate disregard of entity procedures or guidelines for the handling, use and storage of sensitive or security classified information.
- Copying sensitive or security classified information in a manner designed to conceal or remove classification or other document control markings.
- Viewing or downloading information from a secure system beyond the clearance subject's need to know.
- Any failure to comply with rules for the protection of sensitive or security classified information.
- Negligence or lax security habits that persist despite counselling by management.
- Failure to comply with rules or regulations that result in damage to national security, regardless of whether it was deliberate or negligent.
- Illegal or unauthorised:
 - entry into any ICT system
 - modification
 - destruction
 - manipulation, or
 - denial of access

to information, software, firmware or hardware in an ICT system.

- Use of any ICT system to gain unauthorised access to another system or to a compartmented area within the same system.
- Downloading, storing or transmitting security classified information on or to any unauthorised software, hardware or ICT system.
- Unauthorised use of a government or other ICT system.
- Introduction, removal or duplication of hardware, firmware, software or media to or from any ICT system without authorisation, when prohibited by rules, procedures, guidelines or regulations.
- Any misuse of ICT, whether deliberate or negligent, that results in damage to national security.
- Misuse of both government and private information and ICT systems are of concern.

6.6.3. Conditions that could mitigate security concerns

Conditions that could mitigate security concerns include:

- So much time has elapsed since the behaviour, or it has happened so infrequently or under such unusual circumstances, that it is unlikely to recur and does not cast doubt on the clearance subject's current reliability, honesty, trustworthiness or good judgement.
- The clearance subject responded favourably to counselling or remedial security training and now demonstrates a positive attitude towards the discharge of security responsibilities.
- The security violations were due to improper or inadequate training.
- The misuse was minor and done only in the interest of a bona fide emergency or operational imperative when no other timely alternative was readily available.
- The conduct was unintentional or inadvertent and was followed by a prompt, good faith effort to correct the situation and notify a supervisor.

6.7. Emotional and Mental Health Issues

6.7.1. Concerns

Certain emotional, mental and personality conditions can impair judgement, reliability or trustworthiness. A formal diagnosis of a disorder is not required for there to be a concern under this guideline.

A duly qualified mental health professional (e.g. clinical psychologist or psychiatrist) employed by or acceptable to and approved by the entity, must be consulted when evaluating potentially disqualifying and mitigating information under this guideline.

No negative inference concerning the standards in these guidelines may be raised solely based on seeking mental health counselling.

6.7.2. Conditions that could raise a security concern and may be disqualifying

Conditions that could raise a security concern and may be disqualifying include:

- Behaviour that casts doubt on a clearance subject's judgement, reliability or trustworthiness that is not covered under any other guideline, including emotionally unstable, irresponsible, dysfunctional, violent, paranoid or bizarre behaviour.
- An opinion by a duly qualified mental health professional that the clearance subject has a condition not covered under any other guideline that may impair judgement, reliability or trustworthiness.
- The clearance subject has failed to follow treatment advice related to a diagnosed emotional, mental or personality condition, for example failure to take prescribed medication.

6.7.3. Conditions that could mitigate security concerns

Conditions that could mitigate security concerns include:

- The identified condition is readily controllable with treatment and the clearance subject has demonstrated ongoing and consistent compliance with the treatment plan.
- The clearance subject has voluntarily entered a counselling or treatment program for a condition that is amenable to treatment and the clearance subject is currently receiving counselling or treatment with a favourable prognosis by a duly qualified mental health professional.
- Recent opinion by a duly qualified mental health professional employed by or acceptable to and approved by the entity seeking the clearance that a clearance subject's previous condition is under control or in remission and has a low probability of recurrence or exacerbation.
- The past emotional instability was a temporary condition (eg one caused by death, illness, or marital break-up), the situation has been resolved, and the clearance subject no longer shows indications of emotional instability.
- There is no indication of a current problem.