



ASIO Code of Conduct

A staff member must:

- When acting in connection with ASIO employment, comply with all applicable Australian laws and operate within the Organisation's policies and procedures.
- When acting in connection with ASIO employment, act decisively to help mitigate threats to security.
- When acting in connection with ASIO employment, ensure that information and advice is passed quickly to relevant action areas, internally and externally.
- At all times use official information, equipment and facilities in a proper and reasonable manner.
- When acting in connection with ASIO employment, act without patronage, favouritism and prejudice.
- At all times ensure no improper advantage – personally or to others – from official duties, status, powers or authority.
- Disclose and take reasonable steps to avoid real or apparent conflicts of interest, (whether financial or otherwise) in connection with your employment.
- At all times act with due regard to the political impartiality of the Director-General of Security and the integrity of ASIO.
- At all times behave in a way that upholds: the ASIO Values; and the integrity and good reputation of the Organisation.
- Comply with any lawful and reasonable direction given by someone in the Organisation who has authority to give the direction.
- When acting in connection with ASIO employment treat others with courtesy and respect and without harassment.

ASIO Values

Excellence

- We produce high quality, relevant, timely advice based on the best available evidence.
- We display strong leadership and professionalism.
- We improve through innovation and learning.

Integrity

- We are ethical and work without bias within the law.
- We maintain confidentiality and the security of our work.

Respect

- We show respect in our dealings with others.

Cooperation

- We build a common sense of purpose and mutual support.
- We communicate appropriately in all our relationships.
- We foster and maintain productive partnerships.

Accountability

- We are responsible for what we do and for our outcomes.
- We are accountable to the Australian community through the Government and the Parliament.