

SPA Australia – Citizenship and Nationality

SPA Australia provides knowledge-based solutions in support of important national security objectives for the Commonwealth of Australia. Our work on defence contracts requires us to comply with security requirements of the Australian government and the defence export control laws of Australia and the United States (Export Control Laws), including requirements of the US government's International Traffic in Arms Regulations (ITAR) and Export Administration Regulations (EAR).

In order to comply with these requirements and prevent unauthorised access to material controlled by Export Control Laws (Controlled Material), SPA Australia has been granted an Exemption from certain sections of the equal opportunity legislation in the Australian Capital Territory (ACT) to allow it to engage in conduct which may otherwise contravene certain provisions of that legislation.

This conduct may include taking into account an applicant or employee's citizenship, previous citizenships, race or nationality, or substantive contacts where such contacts are affiliated with proscribed countries, when determining if that applicant or employee will be offered a role or allocated work that involves access to Controlled Material.

If an applicant or employee is offered or is filling a role that requires access to Controlled Material, then they may be adversely affected by ITAR and/or EAR controls if they are not an Australian citizen, if they hold dual nationality and/or citizenship, or if they are not of Australian national origin. These adverse effects could mean that they are unable to join or remain on a project or, in extreme cases, receive an offer of employment or remain employed by SPA Australia. Any necessary applications for specific authorisations for a person to access Controlled Material would be made by SPA in specific, appropriate cases.

You can apply for Australian citizenship through the Australian Government's Department of Immigration and Citizenship. Details are available on their website at: http://www.citizenship.gov.au/applying/how_to_apply.

Australia, as well as each State and Territory of Australia, has laws regarding discrimination. For more information on your rights under the Federal anti-discrimination laws, please visit the Australian Human Rights Commission's website: <https://humanrights.gov.au/>. For more information on the ACT's anti-discrimination laws, please visit the ACT Human Rights Commission's website at: <https://hrc.act.gov.au/>.