




Introduction




Notes box for audio information and other announcements




Use **Full Screen** (upper right corner) to maximize view of the presentation. Click **Full Screen** again to switch back. You will need to be out of Full Screen view to respond to poll questions.


2



Q&A box for entering questions to the presenters



File share box to download resources for today's presentation



3

Example of a Poll Question CDSE

Poll 4 Close

Prepare

Have you ever used DCO before?

<input type="checkbox"/> I have never used it	0%	(0)
<input type="checkbox"/> I have only listened in on a webinar or meeting	0%	(0)
<input type="checkbox"/> I have used the chat or Q&A pods	0%	(0)
<input type="checkbox"/> I have been a presenter	0%	(0)
<input type="checkbox"/> I have hosted a DCO meeting	0%	(0)

Broadcast Results

4

Today's Host CDSE



- Ms. Kimberly Knobel is the Personnel Security Curriculum Manager in the CDSE Training Division
 - ✓ Responsible for management, content and development of all CDSE personnel security related training courses and products
 - ✓ Served over 27 years in the Defense Security Service
 - ✓ Held positions as a Case Analyst, Special Agent, Instructor, and Operations Manager

5


Center for Development of Security Excellence

CDSE

Learn. Perform. Protect.




Basic Adjudications Overview


 **What is Adjudication?** **CDSE**

The evaluation of reliable and relevant information to determine—

- Eligibility to access classified information or perform sensitive duties
- Suitability or fitness to perform work for, or on behalf of the government
- Eligibility to access DoD facilities or information systems

 What is Adjudication?


7

 **Agenda** **CDSE**

Three Main Types of Adjudications

National Security	Suitability or Fitness	Homeland Security Presidential Directive 12 (HSPD -12)
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8

 **Poll Question 1** **CDSE**

Poll Question 1


9



 **National Security Adjudications** 

National Security Adjudications protect national security by ensuring that individuals with access to classified information or assignment to sensitive duties are loyal, trustworthy, and reliable.










10

 **Adjudication Guidelines** 



-  Guideline A: Allegiance to the United States
-  Guideline B: Foreign Influence
-  Guideline C: Foreign Preference
-  Guideline D: Sexual Behavior
-  Guideline E: Personal Conduct
-  Guideline F: Financial Considerations
-  Guideline G: Alcohol Consumption

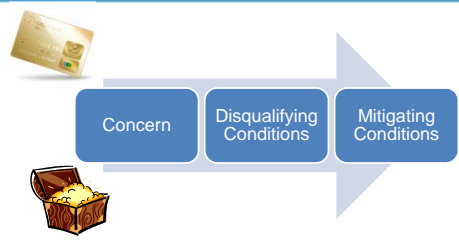
11

 **Adjudication Guidelines** 

-  Guideline H: Drug Involvement
-  Guideline I: Psychological Conditions
-  Guideline J: Criminal Conduct
-  Guideline K: Handling Protected Information
-  Guideline L: Outside Activities
-  Guideline M: Use of Information Technology Systems



12

 **Financial Considerations Example** 





Concern Disqualifying Conditions Mitigating Conditions

13

 **Poll Question 2** 

Poll Question 2


14


 **Suitability Adjudications** 

Suitability refers to identifiable character traits and conduct that make an individual appropriate for employment or continued employment in the Federal government.

Distinct from the assessment of an individual's job qualifications.


15

 **Suitability Adjudications** **CDSE**

 **Suitability Adjudications apply to individuals in covered positions**

- Competitive service positions
- Career appointments in the Senior Executive Service
- Excepted service positions that can be non-competitively converted to competitive service

16

 **Suitability Adjudications** **CDSE**


To be considered suitable for employment in the Federal competitive service, individuals must meet certain criteria established by the Office of Personnel Management, or OPM.


- 5 CFR 731 establishes suitability criteria and procedures for suitability review, investigations, determinations, and actions for covered positions
- New DoDI, 1400.25, Volume 731 – August 2012

Suitability determinations are made using OPM adjudicative and issue assessment criteria which outlines:


- 8 Suitability Factors
- 7 Additional Considerations

17

 **Poll Question 3** **CDSE**




18

 **Suitability Adjudications** **CDSE**

Suitability Factors

- Misconduct or Negligence in Employment
- Criminal or Dishonest Conduct
- Material, Intentional False Statement or Deception or Fraud in Examination or Appointment
- Refusal to Furnish Testimony as Required by 5 CFR 731, Section 5.4


19

 **Suitability Adjudications** **CDSE**

Suitability Factors (Continued)

- Alcohol Abuse
- Illegal Use of Narcotics, Drugs, or Other Controlled Substances, Without Evidence of Substantial Rehabilitation
- Knowing and Willful Engagement in Acts or Activities Designed to Overthrow the U.S. Government by Force
- Any Statutory or Regulatory Bar that Prevents the Lawful Employment of the Person Involved in the Position in Question


20

 **Suitability Adjudications** **CDSE**

Additional Considerations

- Nature of the position for which the person is applying or in which the person is employed
- Nature and seriousness of the condition
- Circumstances surrounding the conduct
- Recency of the conduct


21

 **Suitability Adjudications** **CDSE**

Additional Considerations (continued)

- Age of the person at the time of the conduct
- Contributing societal conditions
- Absence or presence of rehabilitation or efforts towards rehabilitation

22


 **Fitness Adjudications** **CDSE**

Fitness determinations apply to excepted service employees (not subject to suitability) or contractors

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Fitness refers to the level of character and conduct determined necessary for an individual to perform, work for, or on behalf of a Federal agency as an employee or as a contractor employee



23

 **Fitness Adjudications** **CDSE**


Fitness Adjudications

- Fall outside the requirements of OPM's suitability program, and not subject to OPM criteria for suitability
- In DoD, left to the discretion of individual agencies and components, which are strongly advised to follow the suitability criteria in their fitness determinations



24


 **HSPD-12 CAC Adjudications** 

Homeland Security Presidential Directive 12 (HSPD-12) Adjudications determine who may be issued credentials for physical access to DoD-controlled facilities or logical access to DoD information systems.



25



 **Purpose of HSPD-12 Adjudications** 



Ensure that all personnel who are issued Common Access Cards (CACs):

- Are not known or suspected terrorists
- Do not provide an avenue for terrorism
- Do not pose an unacceptable risk to:
 - Employees, contractors, vendors, or visitors
 - DoD's physical assets
 - Personal property
 - Records (classified, privileged, proprietary, financial, medical)

26

 **Poll Question 4** 

Poll Question 4

27

 **Credentialing Standards** **CDSE**

HSPD-12 CAC credentialing adjudications have the least stringent requirements.

6 Basic Credentialing Standards

7 Supplemental Credentialing Standards

28

 **HSPD-12 Adjudications** **CDSE**

Basic Credentialing Standards

- Terrorism (Domestic or International)
- Problems with Identity Verification
- Fraudulent Identity information
- Unauthorized Access Concerns
- Unlawful or Inappropriate Use of Identity Credentials
- Unlawful, Unauthorized, or Inappropriate Use, Modification, Corruption, or Destruction of Federally-Controlled Information Systems


29

 **HSPD-12 Adjudications** **CDSE**

Supplemental Credentialing Standards


- Misconduct or Negligence in Employment
- Criminal or Dishonest Conduct
- Material, Intentional False Statement or Fraud
- Alcohol Abuse
- Drug Use
- Statutory or Regulatory Bar
- Treasonous Acts or Activities

30

 **Resources** **CDSE**


- DoD Instruction 1400.25, Volume 731
<http://www.dtic.mil/whs/directives/corres/pdf/140025v731.pdf>
- Suitability Employee and Supervisor Guides
 - http://www.dss.mil/documents/cdse/suit_guide_for_employees.pdf
 - http://www.dss.mil/documents/cdse/suit_guide_for_supervisors.pdf


31

 **Resources** **CDSE**



- CDSE 13 Adjudicative Guidelines Shorts
<http://www.dss.mil/cdse/shorts/personnel-security.html>
- DoD Directive-Type Memorandum (DTM 08-003) Next Generation Common Access Card Implementation Guidance
<http://www.cac.mil/docs/DTM-08-003.pdf>
- Homeland Security Presidential Directive 12
<http://www.cac.mil/docs/HSPD-12.pdf>
- OPM Memorandum: Final Credentialing Standards for Issuing PIV Cards under HSPD-12
http://www.opm.gov/investigate/resources/final_credentiaing_standards.pdf

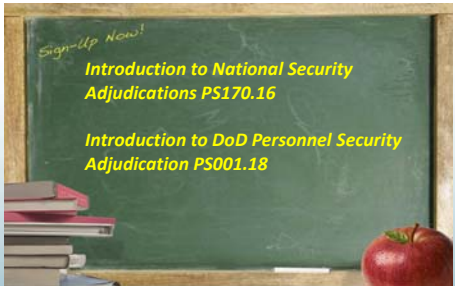
32

 **Questions** **CDSE**



33

 **eLearning Courses** 






For more CDSE course information, visit the CDSE Course and Products Catalog:
<http://www.dss.mil/cdse/catalog/index.html>

 **Courses in Development** 



33

 **Poll Question 5** 



36
