



## Personnel Vetting Policies

The policies that shaped Personnel Vetting (PV) include: Executive Order, (E.O.) 10450 - Security Requirements for Government Employment, established that all employees are subject to an investigation prior to federal appointment.

E.O. 13467, as amended, designates the Office of the Director National Intelligence, (ODNI) and the Office of Personnel Management (OPM) as the primary entities responsible for policy and oversight of the Federal Government's PV process.

And, E.O.13764, that was established to modernize the executive branch enterprise.



For more instruction on PV, check out the

Intro to HSPD-12 CAC Credentialing or

Intro to Suitability eLearning courses

For more information:  
[www.CDSE.edu](http://www.CDSE.edu)



# Personnel Vetting Overview

This job aid provides an overview of the Personnel Vetting Models



## What is Personnel Vetting?

Personnel Vetting (PV) is the process in which trusted Government personnel evaluate reliable and relevant information from background investigations and other reliable sources to make security related determinations, suitability/fitness determinations, or determinations related to a person's ability to access Government facilities or information systems.

## National Security Adjudication

National Security Adjudication is a PV process which seeks reasonable assurance that persons granted access to classified information, or hold sensitive positions, are loyal, trustworthy, and reliable.

Adjudicators utilize 13 National Security adjudicative guidelines and nine factors found in Security Executive Agent Directive 4 (SEAD-4). They use these guidelines and factors when evaluating information, which may or may not be a security concern, when determining if a candidate is an acceptable or unacceptable security risk.



## Suitability/Fitness Adjudication

The OPM established the Suitability and Fitness adjudications vetting concept and criteria. Suitability refers to identifiable character traits and conduct that indicate a candidate is likely to carry out the duties of a federal job with integrity, efficiency, and effectiveness.

A favorable suitability determination does not mean that an individual is automatically eligible to hold a national security sensitive position, or eligible for access to classified information. Suitability adjudications are not "security determinations."

This PV process examines investigative results in the context of OPM's eight suitability factors and seven additional considerations.

## Homeland Security Presidential Directive (HSPD-12) Adjudication

HSPD-12 adjudications determine who may be issued credentials for physical access to federal-controlled facilities or federal controlled information systems.

Within the DOD this identity credential is known as the Common Access Card (CAC) and is a trusted credential for use across the Federal Government.

The primary purpose of HSPD-12 vetting is to ensure that individuals are not known or suspected terrorists, do not provide an avenue for terrorism, and do not pose an unacceptable risk to employees or DOD assets.

During the review process of the investigation, suitability adjudicators utilize 13 credentialing standards that may be reviewed during the HSPD-12 adjudication process.

