

Continuous Evaluation Awareness

Welcome

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Introduction

Welcome to Continuous Evaluation Awareness! This short learning topic addresses policies regarding Continuous Evaluation, or CE, and the role it plays in managing a trusted workforce. If you are an individual who has been granted eligibility for access to classified information or who holds a sensitive position, it is important to be familiar with the Continuous Evaluation investigative process. Take a moment to review the course learning objective.

Learning Objective:

- Given the instructional material, the learner will be able to recognize the purpose of the CE process

Details:

- Estimated 15 minutes for completion
- POC: dcsa.cdsetraining@mail.mil

Our Trusted Workforce

Receiving a favorable national security eligibility determination is but one component of an effective personnel security program; Continuous Evaluation is another.

Every member of our workforce should not only be vigilant to focus on mission success but also to keep their eyes and ears open for issues of possible insider threats. To ensure a trusted workforce and to protect national security, employers must continuously assess employees with favorable national security determinations.

Through proactive intervention and a more frequent investigative cycle, CE, helps to mitigate the risk posed by insiders who potentially represent a threat to national security.

The Role of CE

Traditionally, the Federal government has vetted individuals for trustworthiness with an initial background investigation and subsequent periodic reinvestigations.

CE is an integral part of reform efforts to modernize personnel security practices and increase the timeliness of information reviewed between periodic reinvestigation cycles by providing continuous feedback to support the reinvestigation process.

Individuals who hold a sensitive position or are determined to be eligible to access classified information are subject to Continuous Evaluation under standards established in Executive Order, or (EO) 12968, as amended, Access to Classified Information.

EO 13467, as amended, *Reforming Processes Related to Suitability for Government Employment, Fitness for Contractor Employees, and Eligibility for Access to Classified National Security Information*, defines CE as reviewing the background of an individual who has been determined to be eligible for access to classified information. This review is done during the period of eligibility to determine whether the individual continues to meet the eligibility requirements for access to classified information. For more information, view the Course Resources.

These Executive orders established the framework for CE and gave authority to the Office of the Director of National Intelligence, or ODNI. As Executive Agent, ODNI signed Security Executive Agent Directive 6, or SEAD 6, to establish the policy for the uniform conduct of CE across the Executive Branch.

Under SEAD 6, agencies are required to ensure their employees understand that CE is an element of the Personnel Security Program and each employee's continuing security and counterintelligence, or CI reporting obligations during initial and annual security awareness training.

Purpose

The CE program ensures cost-effective, timely, and efficient protection of national security. Vetting policies and procedures facilitate early detection of potential issues. CE inquiries, originally intended to supplement periods between reinvestigations, have become a fundamental basis for the Continuous Vetting, or CV, model.

CV is the evolution of the Continuous Evaluation concept. When fully compliant, the CV model will replace traditional periodic reinvestigations by reviewing the background of an individual at any time by verifying whether an individual continues to meet the standards necessary to maintain their national security position and national security clearance eligibility.

How CE Works

So, let's discuss how CE works. CE is supported by automated records checks to provide real-time, relevant data to the appropriate officials, improve capability for early detection of adverse information and high-risk behaviors, and mitigate risk to national security.

Once an individual has been determined to be eligible for access to classified information or to hold a sensitive position, CE is active at any time throughout the individual's period of eligibility. CE addresses potential indicators early and gives individuals the opportunity to seek assistance in mitigating issues.

The CE process utilizes business rules and automated records checks to identify relevant adjudicative information to assist in assessing the continued eligibility of an individual at any time during the period of eligibility. The automated records checks include checks of commercial databases, U.S. Government databases, and other information lawfully available to security officials at any time during the period of eligibility.

These records checks supplement existing national security periodic reinvestigation processes, transforming personnel security investigations from periodic snapshots to ongoing reviews that bridge the information gaps within the reinvestigation cycle. Information that the CE process acquires is the same information that is reviewed during national security background investigations and follows the same privacy protections.

If adverse or previously unreported information is identified through this process, CE alerts the sponsoring department or agency to analyze the potentially adverse information to determine if additional adjudicative actions are required. For more information relating to adverse reporting, review the “*Adverse Information Reporting Short*” on cdse.edu.

The authorized adjudicative agency will take no action or follow-up on potentially adverse information. The sponsoring department determines the effect on an individual’s continued eligibility to access classified information.

If information requires further adjudication and a decision is made to deny or revoke eligibility, the individual shall be afforded a review proceeding or due process.

Personnel Subject to CE

Let’s consider how the CE process affects the employee and to whom it may apply. All individuals who are eligible to access classified information or serve in national security positions are subject to CE. This includes federal civilian employees, contractors, and military personnel.

Those subject to CE authorize the U.S. Government to perform Continuous Evaluation checks by signing the Standard Form 86 or equivalent form. There are no additional personnel security or CI reporting requirements as a result of CE.

However, individuals must be aware of and follow the ODNI requirements for self-reporting any potential security concerns found in SEAD 3, *Reporting Requirements for Personnel with Access to Classified Information or Who Hold a Sensitive Position*. Individuals should also avoid any personal behavior that would render them ineligible to access classified information or be assigned to a sensitive position.

Did You Know?

Here are a few facts about the CE process for your review.

- CE employs credit checks that are categorized as “soft inquiries” and do not adversely affect your credit.
- It includes the review of Publicly Available Electronic Information such as marriage records.
- CE does not currently use information from social media platforms such as Facebook.
- The CE process is only one of many ongoing personnel security clearance reforms and insider threat initiatives.

Knowledge Check 1

Lawrence is a DoD employee who holds a sensitive position within his organization. As an individual who is subject to the CE process, should he be aware that CE records checks are taking place?

- Yes, records checks automatically notify you
- No, as long as no derogatory information is identified
- No, records checks never notify you
- Yes, only federal employees are notified

Answer: No, as long as no derogatory information is identified

The answer is No, as long as no derogatory information is identified.

CE utilizes automated records checks that identify potential security concerns. As long as no security concerns for Lawrence are found, he should be unaware when CE occurs. The only exception is that he may be notified that the U.S. Government made a soft inquiry on his credit.

Knowledge Check 2

Jessica is a contractor who works for a Federal Government office with access to classified information. Since she's not an actual Government employee, will the CE process apply to her?

- Yes, she has access to classified information
- Yes, the CE process only applies to contractors
- No, she is not an actual federal employee
- No, employees are not subject to CE

Answer: Yes, she has access to classified information

The answer is Yes, she has access to classified information.

Even though Jessica is a contractor for the Government and not an actual federal employee, she is still subject to the CE process because she has access to classified information.

Course Conclusion

You should now be familiar with the CE personnel security investigative process. It is important to remember that the Federal workforce is trusted to protect people, property, information, and mission.

For more information on Continuous Evaluation or to access SEAD 6, visit the Course Resources. The Course Resources provides a Continuous Evaluation Job Aid for you to save or print.

Congratulations! You have completed Continuous Evaluation Awareness.

Learning Objective: Given the instructional material, the learner will be able to recognize the purpose of the Continuous Evaluation (CE) process