

Continuous Vetting Short

Introduction:

Welcome to Continuous Vetting Awareness! This short addresses the policies and purpose of Continuous Vetting, and the role it plays in maintaining a trusted workforce. It will also help you understand what to expect when you are in Continuous Vetting.

Take a moment to review the course learning objective.

Given the instructional material, the learner will be able to recognize and understand Continuous Vetting policies, parameters, and tools, and how the Federal Government maintains trust in the civilian, contractor, and military workforce.

We open as Lisa, a security professional, is greeting William, a new employee who has just received his clearance.

Lisa: Hi, William! Thanks for coming by, I'm sure you were relieved to hear that your investigation was adjudicated favorably!

William: Thanks Lisa, glad to be here, I'm eager to put my security eligibility to use!

Lisa: I'm glad to hear that! Well, as your security professional, I need to review some things with you before you get started. Now that you're a covered individual, having been granted eligibility for access to classified information, you are now in Continuous Vetting, or CV.

William: Oh, what does it mean to be in CV?

Lisa: In order to best answer what Continuous Vetting is, let me first describe Trusted Workforce 2.0, which is the whole of government approach to reform the personnel vetting process and establish a single vetting system for the U S Government. It aims to better support missions by reducing the time required to bring new hires onboard, enabling mobility of the Federal workforce, and improving insight into workforce behaviors.

That last item – improving insight, is where CV comes in. CV is one of the 5 personnel vetting scenarios under trusted workforce 2.0, and covered individuals – currently defined as those who are eligible to access classified information or who are in a sensitive position, are placed into CV after their initial favorable determination is made like yours just was.

This promotes timely detection of behaviors of concern and potential or perceived vulnerabilities, allowing us to assist the individual before more serious concerns arise.

William: Behaviors of concern?

Lisa: Yes, for example, behaviors that fall into the categories covered on the Personnel Vetting Questionnaire, and which could lead to development of, or indicate, a security concern.

CV enables agencies to identify those behaviors in near real time and to get individuals the help they need before small problems potentially escalate to larger ones.

William: Do I have to sign something to be in CV?

Lisa: You already did. Covered individuals authorize their enrollment in the CV program by signing and certifying the Personnel Vetting Questionnaire, or SF-86, during initial vetting.

William: What policies govern CV?

Lisa: Great question, several policies govern CV. First, Individuals who hold a sensitive position or are determined to be eligible to access classified information are subject to Continuous Evaluation, or CE, under standards established in **Executive Order 12968**, as amended, *Access to Classified Information* as signed by President Clinton in 1995.

And President Obama signed **Executive Order 13467**, as amended, *Reforming Processes Related to Suitability for Government Employment, Fitness for Contractor Employees, and Eligibility for Access to Classified National Security Information*, which 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.

These executive orders established the framework for CV, and gave authority to the Director of National Intelligence, or DNI, as Security Executive Agent.

William: Are there other policies?

Lisa: Of course! The DNI, acting as Security Executive Agent, 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 CE as an element of the Personnel Security Program and their continuing security and counterintelligence reporting obligations during initial and annual security awareness training.

Continuous Evaluation has matured into Continuous Vetting, and now replaces traditional time-based periodic reinvestigations.



William: But Lisa, what is CV's ultimate purpose?

Lisa: Under the CV process, trusted individuals, like yourself, undergo continuous review to ensure the government and public's confidence that the individual will continue to protect people, property, information, and the mission.

William: Makes sense, how does CV work?

Lisa: CV leverages a risk-managed approach of public and government database checks, agency specific information, and event and time driven investigative activity to reduce risk.

William: What types of information are collected?

Lisa: Sources of information are composed of seven data categories to include terrorism, foreign travel, suspicious financial activity, criminal activity, credit, public records, and eligibility.

Concerning behavior or conduct pertaining to the seven categories are identified by automated records checks of commercial and government databases, personnel records for military and civilian employees, security, law enforcement, and intelligence databases, medical records, special programs, and supervisors.

William: Lisa, how is all of this information handled? What about my privacy?

Lisa: Information that the CV process acquires is the same category of information that is reviewed during your national security background investigation and follows the same privacy protections.

William: Will I see or experience anything while I am in CV as a covered individual?

Lisa: CV employs credit checks that are categorized as "soft inquiries" and do not adversely affect your credit. CV does include the review of Publicly Available Information such as marriage records.

You will also be requested to complete questionnaires on a periodic basis, to gather updated information.

William: OK, so what happens if something is discovered about me in CV?

Lisa: Information gathered is forwarded to the sponsoring agency for analysis of adjudicative relevance and assesses whether the alert is valid and meets certain threshold criteria for further investigation. If adverse or previously unreported information is identified through this process, CV alerts our sponsoring department or agency to analyze the potentially adverse information to determine if additional adjudicative actions are required.

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.

William: What are my responsibilities while in CV?

Lisa: You must be aware of and follow the DNI requirements for self-reporting any potential security concerns found in Security Executive Agent Directive, or SEAD 3, *Reporting Requirements for Personnel with Access to Classified Information or Who Hold a Sensitive Position*.

You should also avoid any personal behavior that would render you ineligible to access classified information or be assigned to a sensitive position.

I'll send you a job aid that can help you understand how to maintain your national security eligibility.

Narrator: For industry, you will also follow Industrial Security Letter 2021-02, which provides guidance to contractors and covered individuals on the submission of adverse information and the reporting requirements of SEAD 3.

William: Is everyone that works for the U.S. Government enrolled in CV or just the individuals that work in national security positions?

Lisa: The Trusted Workforce 2.0 personnel vetting reforms are occurring in phases. Eventually, all government employees will be enrolled in the CV Program regardless of whether or not they work in a national security position and have eligibility to access classified information.

William: This is a lot to remember. Do you have any tools or resources I can use to learn more or refer back to?

Lisa: Absolutely! The "Reporting Requirements at a Glance" short and Job Aid can help you remember your reporting requirements. I'll include links to both in my follow up email.

Want to do a little pop quiz to see what you remember?

William: I'm always up for a challenge, let's go!

Lisa: OK, question 1---

Knowledge Check #1

Continuous Vetting promotes timely detection of behaviors of concern and potential or perceived vulnerabilities, which allows us to assist the individual before more serious concerns arise.

Select the correct answer.

☐ True

☐ False

Lisa: Try this one.

Knowledge Check #2

Information collected about a person who is in CV is available to the public.

Select the correct answer.

☐ True

☐ False

Lisa: Let's try one more question.

Knowledge Check #3

True or False, Someone who is in Continuous Vetting has self-reporting obligations under SEAD 3.

Select the correct answer.

☐ True

☐ False

Knowledge Check #1 Answer Key

Continuous Vetting promotes timely detection of behaviors of concern and potential or perceived vulnerabilities, which allows us to assist the individual before more serious concerns arise.

Select the correct answer.

☒ True

☐ False

Lisa: Try this one.

Knowledge Check #2 Answer Key

Information collected about a person who is in CV is available to the public.

Select the correct answer.

☐ True

☒ False

Lisa: Let's try one more question.

Knowledge Check #3 Answer Key

True or False, Someone who is in Continuous Vetting has self-reporting obligations under SEAD 3.

Select the correct answer.

☒ True

☐ False

Conclusion

Lisa: William, as a closing reminder, Continuous Vetting's vision is to modernize the government's approach to investigations used in the personnel vetting process.

William: Thanks Lisa, I appreciate your time and this information.

Narrator: To access more information on this Continuous Vetting Awareness short, please visit the Course Resources.

Congratulations!

You have completed the Continuous Vetting Awareness Short.

Point of Contact

dcsa.cdsetraining@mail.mil