



## Personnel Vetting Process (Transcription)

### Webcast Episode 3 – Adjudication Stage

NARRATOR VOICE: “Welcome back to The Personnel Vetting Process Webcast Series. This three-part series explores the process a newly hired Federal civilian, military member, or contractor will experience as part of the personnel vetting process. You are about to view part three, the adjudication stage. If you haven’t already, we recommend listening to parts one and two, the pre-investigation stage and the investigation stage prior to beginning part three.”

HOST: Welcome to the w-CDSE Personnel Vetting radio hour where we take your calls and answer all your PV related questions! I’m your host, Robert LaHart. We are so glad to have you listening tonight as we have much to discuss about Trusted Workforce 2.0. For a sneak peek at our Trusted Workforce 2.0 resources check out CDSE.edu. But before we dive into that my producer is telling me our favorite caller Dwight is on the line. You may recall Dwight. He has called in previously to speak with us about his experience onboarding with the government as he is seeking his initial security eligibility. First he completed the SF86 and had his electronic fingerprints taken. When we last spoke he was beginning the investigation stage, lets open the phone line and see how he’s making out so far..

HOST: Dwight are you there?

[CALLER] Yes I’m here. It’s nice to talk to you again. I figured you have been such a wealth of knowledge with the PV Process I may as well call again to ask some more questions!

HOST: Of course! That’s what we’re here for at radio station W-CDSE. How is the investigation going?

[CALLER] It’s going great! I met with my DCSA investigator about a week ago. The interview took a little under an hour. I provided some names and number of acquaintances and some of them have already been contacted. I haven’t heard anything else from the investigator, so I assume I’m just waiting for my adjudication now.

HOST: That’s a fair assumption. In the future, as part of personnel vetting reform efforts, individuals will have better access to personnel vetting information like their investigation status and date of adjudication. For now, the security professional at your agency would be able to assist you. What questions do you have about the adjudication stage of the personnel vetting process?



[CALLER] What exactly is an adjudication? What happens during this stage?

HOST: In short, an adjudication is an examination of a sufficient period of a person's life to determine whether or not that person is an acceptable security risk. During this process an adjudicator is going to review your completed background investigation. They are going to compare the facts of your investigation against a policy issued by the Director of National Intelligence known as SEAD 4 The National Security Adjudicative Guidelines. The guidelines outline 13 character, health, allegiance, and behavior concerns.

SEAD 4 also guides the adjudicator on assessing whether or not any issues are enough to disqualify the candidate from holding a national security eligibility or whether or not the Subject has positive traits or behaviors to mitigate any concerns.

HOST: Every adjudication is unique to the person that is investigated, so even if two different people have experienced the same type of issue, like a DUI, it's entirely possible that one can be granted eligibility and one denied. That's because adjudicators use what is known as the Whole-Person-Concept and the 9 adjudicative factors. The whole-person-concept involves looking at the person's past and present, all the positive and all the negative. It's really taking into account the totality of the individual and not just focusing on one specific thing they may have done.

[CALLER] Sounds like making an adjudication is a complex process. Will their review of my investigation be fair?

HOST: It is a complex process. Adjudicators are careful to remain free from all bias when reviewing an investigation. They treat Subject's with fairness, dignity, and respect by adhering to legal and ethical requirements. Adjudicators will not engage in unlawful discrimination or take action that is contrary to applicable policy when making a trust determination. As adjudicators make trust determinations, they also ensure compliance with whistleblower protection statutes that prohibit retaliation against individuals who make protected disclosures. Additionally, adjudicators will offer to recuse themselves from adjudicating cases where there may be an actual or perceived conflict of interest..

[CALLER] How long will it take and is someone going to notify me when it's complete?

HOST: Just like with the investigation stage, it's going to vary from person to person. No two people live the same exact lives and have the same exact experiences, so the duration of each adjudication is going to vary from person to person as well.

As far as being notified at the conclusion, no, not by the adjudicator. When your adjudication is complete, the adjudicator is going to notate your eligibility status in the system of record that your security professional has access to. They will be able to tell

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when your status is updated. As we mentioned in your first call to the station, your security professional is your main point of contact throughout this whole vetting process.

[CALLER] My friend told me that he got his security eligibility, and he had a few financial issues and past marijuana use.

HOST: Well, that's entirely possible. In fact, financial issues are the most common type of issue that adjudicators come across. There's a common misconception that adjudicators are checking credit scores and how many accounts a Subject might have open. In reality, the adjudicator is primarily concerned about accounts that are considered to be delinquent. Generally, the way an individual becomes cleared despite financial issues is to act responsibly and pay off the accounts or make and adhere to a repayment plan. As far as marijuana use is concerned. We've seen a lot of states move to legalize marijuana and as a result, the DOD has made some changes to policy as it relates to past marijuana use and adjudications. The most recent memorandum issued by OUSDI states that prior recreational marijuana remains relevant however it is not solely a basis for an unfavorable determination. In other words, it's going to depend on the circumstances of the use like recency and frequency but prior use before getting security eligibility is not automatically disqualifying. One thing to keep in mind however is that all marijuana use is fully banned while having a security eligibility. So, if you do get your eligibility do not use any marijuana even if it's legal in your state.

Dwight, my producer is telling me we have to go to commercial; we'll be right back!

PITCH NARRATOR: Money and other Financial matters never rest!

FEMALE NARRATOR: You mean things like late notices, bankruptcies and inheritances?

PITCH NARRATOR: Yes! But with all the confusion and complexity it's easy to forget to report these financial considerations.

FEMALE NARRATOR: It's very easy slip through the cracks.

PITCH NARRATOR: At CDSE.edu there are training resources like posters, shorts and videos to prepare you and your team for their financial reporting responsibilities.

FEMALE NARRATOR: Really? On CDSE.edu?

PITCH NARRATOR: Yep. Just type the phrase "Financial Considerations" in the search bar, or just browse the Personnel Vetting tab and you'll find everything you need.

FEMALE NARRATOR: Great, thank you!

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[CALLER] So what happens if the adjudicator denies my security eligibility. Is that the end? I just have to start looking for a new job?

HOST: Not necessarily. Luckily, individuals who seek national security eligibility are afforded what is known as Security Review Proceedings. This was previously known as Due Process. If it comes to that, your security professional will be able to assist with the security review proceedings. Essentially the adjudicator is going to outline one or more concerns with your case and tell you specifically what issues they have with granting you national security eligibility and even tell you what type of information or documentation you can provide that will help them rule in your favor.

[CALLER] That makes me feel better. So, if the adjudicator does decide favorably for my eligibility, either on the first pass or through the Security Review Proceedings. Then what?

HOST: Then you will have successfully completed the Initial vetting stage, and you'll be considered a trusted insider! You will be enrolled into a monitoring program called Continuous Vetting or CV.

CV is a process that uses automated records checks of various public and government databases to ensure that you are continuing to meet all the eligibility requirements. For example, at different intervals, the system will check your criminal history, financial profile, foreign travel history, and more. CV helps agencies receive information from the workforce expeditiously, which allows agencies to intervene early and provide help to individuals who need it. Also, you are required to self-report any issues that could impact your eligibility. Your security professional is going to brief you on reporting requirements when you get started at your new agency. You can check out the CV at a Glance Short and accompanying job aid on [CDSE.edu](http://CDSE.edu) for more information.

[CALLER] Final question. So, when I receive my national security eligibility does that mean that I'm cleared to access to classified information?

HOST: Not exactly. The adjudicator does not have permission to grant you access to classified information. Only the holder, or owner, of the classified information can decide whether or not you can gain access to that information.

[CALLER] I cannot thank you enough for answering all my questions over the past few weeks. This has been very helpful.

HOST: No problem Dwight! It's been great speaking with you and please give us a call in the future if you have any more questions. In the meantime, don't forget [CDSE.edu](http://CDSE.edu) has a lot of information about personnel vetting that may also be helpful. Have a good night!



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NARRATOR: This concludes episode three of the three-episode Webcast series, The Personnel Vetting Process. Please tune in for future webcast episodes exploring other current and relevant Personnel Vetting topics.

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