



## *He was like a loaded gun!*

Insider Threat Programs examine concerning behaviors with a multidisciplinary team to deter, detect, and mitigate risks associated with insiders. This proactive strategy often identifies and resolves issues before an insider potentially becomes a threat to themselves or to protected resources, such as personnel, information, and property. Insider Threat Programs can only address these behaviors if they are reported. Many of us feel conflicted about reporting when we notice concerning behavior and worry we'll cause problems "over

nothing." However, it's essential that all concerning behavior be reported. If it's nothing, no action will be taken. In cases of increased risk, Insider Threat Programs have an opportunity to intervene prior to a negative event. The goal is to get the person help before the situation gets out of control.

### **The following events are based on a true story. Read and consider—what if this wasn't reported?**

Local police received a tip about a man displaying concerning behavior. The tip did not indicate any criminal acts, but the police learned the man held a security clearance and shared the information with the "Agency." The Agency's Insider Threat Program (ITP) looked into the matter and followed up with Subject's supervisor who disclosed Subject seemed "off" for a few weeks. Despite this, the supervisor did not report the matter or take any action.

The ITP also followed up with Subject's friend who had filed the initial tip. The friend stated he too had noticed something "off" but wasn't sure what to do about it. Later, Subject asked the friend to hold his guns. When Subject delivered the guns to the friend, they were fully loaded. Subject only offered a vague explanation for why he wanted the guns held and, a few weeks later, asked for them to be returned. The friend sensed something was really wrong, refused to return the guns, and contacted the police.

The ITP worked with Subject to identify the source of the problem and obtain appropriate help. The ITP leveraged the Agency's Human Resources and Employee Assistance Program to provide support to the Subject. With medical intervention the Subject's behavior improved and he returned to work.

### **What were the Potential Insider Risk Indicators?**

- Altered mental health behavior
- Unusual personal interactions
- Potential harm to self or others
- Potential misuse of weapons

### **What was the outcome?**

- Agency HR representative (ITP Team member) discussed the concerning behavior with Subject. Subject claimed his new wife was a spy who was sent to assassinate him.
- Further discussion led to an admission by Subject that he had recently increased his prescribed medication without supervision of his doctor.
- Subject was referred to the Employee Assistance Program where he was encouraged to check with his physician.
- The physician adjusted Subject's medications and he returned to work with no further incident.
- The ITP stayed engaged with HR and EAP to evaluate and mitigate potential risks associated with Subject.

### **What was the impact?**

- High risk behavior by Subject was avoided
- Potential for negative workplace event was reduced
- Subject maintained his job and the Agency retained a valued employee