



**THIS
MONTH'S
FOCUS**

**NATIONAL INSIDER
THREAT AWARENESS MONTH**

DID YOU KNOW?

Insider Threat Programs employ holistic and multidisciplinary responses when managing insiders who are at risk, while maintaining their privacy and civil liberties.

 CDSE – Center for Development of Security Excellence

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CDSE Pulse

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DCSA Leadership

William K. Lietzau *Director, DCSA* Daniel Lecce *Deputy Director, DCSA*

Kevin Jones *Assistant Director, Security Training* Erika Ragonese *Deputy Assistant Director, Security Training*

CDSE Leadership

Heather Mardaga *Director* Glenn Stegall *Deputy Director*

Pulse Staff

Samantha Dambach
Natalie Perkins
*Content Developers/
Managers*

Isaiah Burwell *Content Writer* Marc Pulliam *Content Designer*

DON'T JUST STAND BY; ENGAGE!

In October 2011, the president issued Executive Order (E.O.) 13587, directing federal departments and agencies with access to classified information to establish insider threat detection and prevention programs. Five years ago, the Defense Counterintelligence and Security Agency (DCSA) partnered with the National Counterintelligence and Security Center (NCSC), National Insider Threat Task Force (NITTF), Office of the Under Secretary of Defense for Intelligence and Security (OUSD(I&S)), and insider threat community stakeholders to facilitate the first National Insider Threat Awareness Month (NITAM). Since then, every September, National Insider Threat Awareness Month (NITAM) serves as a reminder and a call to action for organizations and personnel to raise their awareness regarding identifying, mitigating, and reporting insider threats. The theme for this year's NITAM is "Bystander Engagement."

A bystander is someone who witnesses concerning behaviors but may not take action to help mitigate the problem. An engaged bystander is an individual who is aware of concerning behaviors and knows how to act on those concerns. Individuals at risk of becoming insider threats, and those who ultimately cause significant harm, often exhibit concerning behaviors. Timely and appropriate sharing of concerning behaviors is crucial for protecting our workforce.

Understanding bystander engagement will help individuals act earlier and more often when identifying concerning behaviors. Reporting the concerning behaviors of distressed individuals to supervisors and security personnel can help create positive outcomes for the individuals as well as organizations. These themes support Secretary of Defense Lloyd J. Austin's "Taking Care of Our People" initiative that involves

"Every individual who participates in Bystander Engagement strengthens our protection from potential insider threats, and NITAM is an opportunity to bolster those defenses by promoting awareness programs and training opportunities."

– Mirriam-Grace C. MacIntyre, Senior Official Performing the Duties of Director, NCSC





building resilience and readiness as well as ensuring accountable leadership.

Insider incidents impact public and private organizations, causing damage to national security, loss of life, and loss or compromise of classified information. Billions of dollars are lost annually due to trade secret theft, fraud, and sabotage, damage to an organization's reputation, acts of workplace violence, and more. Compromise by insiders have made America less safe by allowing our adversaries to access classified information, change tactics and avoid detection, and learn where we are most vulnerable.

Most insider threats display concerning behaviors or risk indicators prior to engaging in negative events. Insider Threat programs are designed to manage risks associated with malicious or unwitting insiders while protecting privacy and civil liberties. Reporting concerning behaviors and risk indicators allows Insider Threat programs to take proactive measures that can lead to positive outcomes for individuals and mitigate risk for organizations.

There are multiple events scheduled during the month to support NITAM. The DCSA Conference for Insider Threat was held virtually on September 7. The conference covered topics such as counter-insider threat professionalization, organizational resources, toolkits for insider threat mitigation, and more. The Washington Navy Yard (WNY) shootings webinar took place on September 14 and featured a survivor's story on the 10-year anniversary of the tragedy. **The Espionage in the Era of Insider Threat** webinar will take place on September 19. The webinar will cover counterintelligence (CI) threats associated with foreign travel.

The **CDSE NITAM website** was developed in partnership with OUSD(I&S), the DOD Insider Threat Management and Analysis Center (DITMAC), and the Defense Personnel and Security Research Center (PERSEREC). It contains information and materials regarding the history, resources, and FAQs. The site also features a communications plan, links to other NITAM-related materials, and archived materials from past NITAMs. Visit the website to learn more about this year's theme "Bystander Engagement" and to access products to customize for use in your own messaging campaigns.

DOD and cleared industry personnel are key to the success of insider threat programs. Organizations are encouraged to participate in NITAM to support this effort

NITAM IDEAS

Some suggested organizational activities for the month include:

- Developing or distributing awareness materials
- Hosting an Insider Threat Awareness Day
- Letting your personnel know about recommended training and NITAM events

Individuals can participate by:

- Attending webinars
- Taking recommended training
- Watching NITAM videos
- Reading NITAM awareness materials



to educate and raise awareness with their workforces on the importance of bystander engagement.

Most importantly, apply what you learn about bystander engagement during NITAM throughout the year. If you witness concerning behaviors, report it to your supervisor or security office. Be an engaged bystander to do your part to detect and deter insider threats!



DCSA CONFERENCE FOR INSIDER THREAT

The Defense Counterintelligence and Security Agency (DCSA) Conference for Insider Threat in support of National Insider Threat Awareness Month (NITAM) was held September 7. This event provided insider threat practitioners in DOD, federal agencies, private industry, critical infrastructure sectors, and academia a virtual conference to engage with senior leadership on the topic

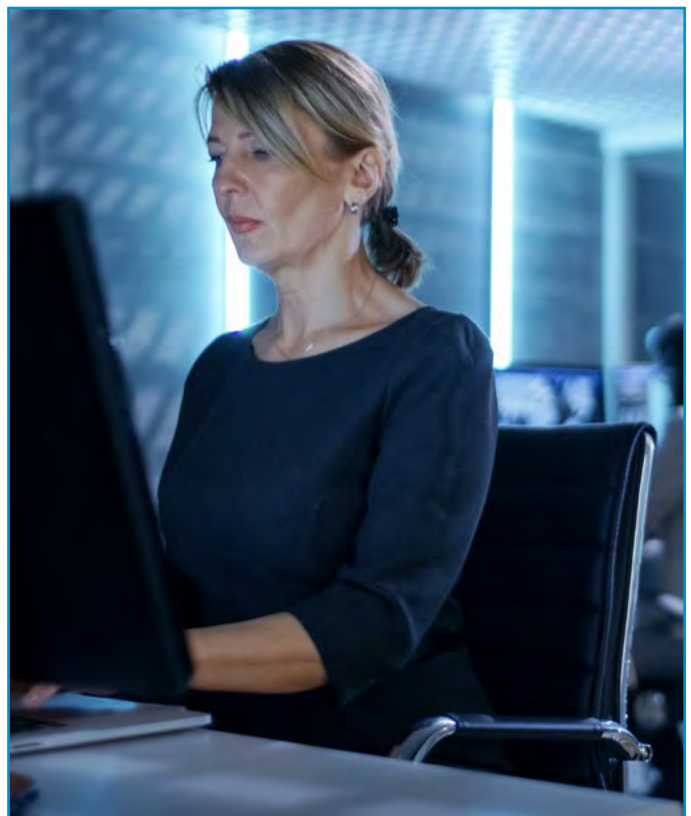
of insider threat. This year's NITAM theme was "Bystander Engagement." The conference included an address from Keynote Speaker Andrew J. Lochli, Assistant Director, Counterintelligence and Insider Threat Directorate (DCSA). The conference also covered such topics as counter-insider threat professionalization, organizational resources, toolkits for insider threat mitigation, and more. If you missed this event or would like to revisit the presentations, there will be an opportunity to view the content online. Once posted, the announcement will be sent to registrants and included in the next Pulse and the CDSE Flash ([sign up for subscriber emails](#)).

INSIDER THREAT EDUCATION COURSE

CDSE has established an Education program of advanced and graduate courses designed specifically to broaden DOD security specialists' knowledge and understanding of the security profession and prepare them for leadership positions and responsibilities. All of the Education courses are tuition-free, offered in a virtual instructor-led environment, and open to U.S. military members and civilian government employees. Each completed course earns 160 Professional Development Units (PDUs) for use towards the maintenance of a Security Professional Education Development (SPeD) Program Certification. The courses also have the American Council on Education (ACE) CREDIT recommendations that may earn transfer credits at participating universities.

CDSE's "Foundations of Insider Threat Management (ED520.10)" course was developed in partnership with the Office of the Under Secretary of Defense for Intelligence and Security and National Insider Threat Task Force. This course is designed to introduce students to the risks posed by trusted insiders, including the psychological motivations, predispositions, and behaviors associated with this group. During the course, students will cover the following material:

- Explore the historical context of insider threat and the counter insider threat mission, to include relevant law, policy, and regulation.
- Apply critical thinking skills to address current issues



such as privacy and civil liberties concerns, cyber insider threat, and active shooter/workplace violence.

- Contextualize issues within their major area of study to identify the role of their discipline in preventing and countering the insider threat.

Watch our [Education Program public service announcement](#) and visit our [website](#) to learn more about the program.



CERTIFIED COUNTER-INSIDER THREAT PROGRAM (CCITP)

For federal insider threat program personnel, the CCITP is still going strong. The Fall 2023 CCITP registration window is open from August 14 to September 30. During the registration window, candidates interested in taking a CCITP assessment must submit an application through the candidate management system (cint-gsx.learningbuilder.com). Applications will only be accepted through September 30.



The Office of the Under Secretary of Defense for Intelligence and Security (OUSD(I&S)) in partnership with the National Insider Threat Task Force (NITTF) created two professional certifications:

- Certified Counter-Insider Threat Professional - Fundamentals (CCITP-F)
- Certified Counter-Insider Threat Professional - Analysis (CCITP-A)

Both certifications have been accredited by the National Commission for Certifying Agencies (NCCA). The NCCA accredits certification programs based on the highest quality standards in professional certification to ensure the programs adhere to modern standards of practice in the certification industry. The C-InT certifications establish workforce credibility, foster professional identity, and promote professional development. Visit the [CCITP Program webpage](#) for more information.



GLOBAL COUNTER INSIDER THREAT PROFESSIONAL (GCITP)

The Office of the Under Secretary of Defense for Intelligence and Security's (OUSD(I&S)) Insider Threat Program is excited to share our collaboration with the Applied Research Laboratory for Intelligence and Security (a University Affiliated Research Center) at the University of Maryland to offer a GCITP Certification Program. The GCITP sets standards and supports professionalization of public and private sector workforces specializing in countering insider threats. The OUSD(I&S) has partnered with the Defense Counterintelligence and Security Agency (DCSA) to initiate this program. The GCITP Certification Program is the first insider threat professional certification program developed for a global audience and made eligible to both government and private sector professionals. This effort aligns with the existing Certified Counter-Insider Threat Professional Program, which is only available to practitioners within the U.S. Government.

This new sister program fulfills a need to develop and establish a workforce professionalization program for insider threat practitioners within critical infrastructure, including the defense industrial base. As a part of the National Industrial Security Program, for which DCSA is the cognizant security agency, the cleared defense industrial base has requirements under 32 CFR Part 117 of the National Industrial Security Program Operating Manual to implement insider threat programs in accordance with NITTF National Insider Threat Policy and Minimum Standards. Professionalizing counter-insider threat practitioners in critical infrastructure sectors supports these aims. More information on the Global Counter Insider Threat Professional Certification Program is available from the University of Maryland at About [GCITP](#).



C-INT SBS SUMMIT

The fourth annual Counter-Insider Threat Social & Behavioral Sciences Summit (C-InT SBS Summit) was held August 29 and 30 at the Cooperative Plaza Conference Center in Arlington, Virginia. The C-InT SBS Summit was made possible by collaboration with the Department of Defense Counter-Insider Threat Program, the National Insider Threat Task Force (NITTF), and the Defense Personnel and Security Research Center's (PERSEREC) Threat Lab. The C-InT SBS Summit provided opportunities to strengthen relationships across the global C-InT Community of Practice and learn ways to integrate research into operations through presentations about research findings and newly developed tools and artifacts. The focus of this no-cost, two-day event was Bystander Engagement and the important roles that bystanders play in our everyday work environments. Presentations and discussions covered various aspects of Bystander Engagement, including focus on individual awareness of concerning behaviors, strategies for acting on those concerns, and appropriate actions. If you missed the summit or want to revisit the presentations, visit [the webpage](#).

SEPTEMBER WEBINARS

CDSE invites you to participate in the following upcoming live webinars:

Espionage in the Era of Insider Threat

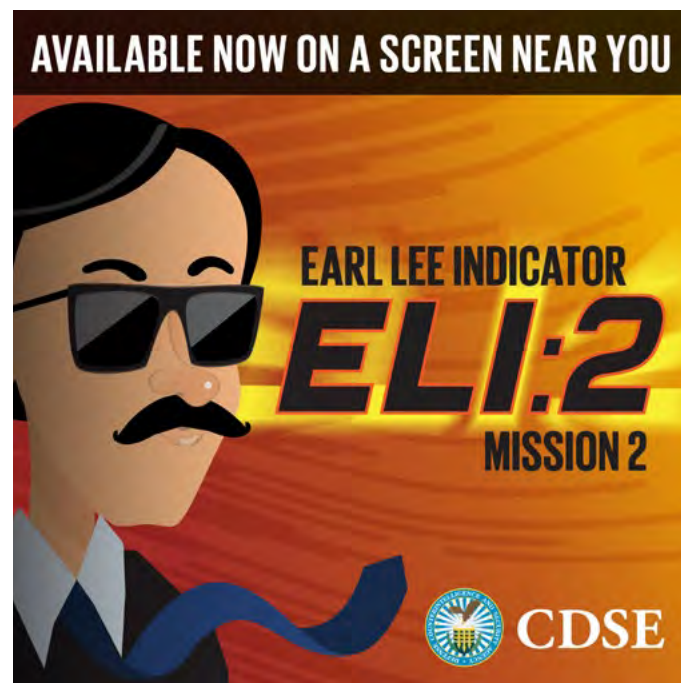
Tuesday, September 19, 2023

12:00 to 1:30 p.m. ET

Visit <https://www.cdse.edu/Training/Webinars-and-Conferences/> to register for this event and join the discussion!

NEW INSIDER THREAT AWARENESS GAME

CDSE recently released a new security awareness game, **The Adventures of Earl Lee Indicator Mission 2**. Join Agent Earl Lee Indicator in the escape-room as he investigates and collects evidence from the likely source of an unauthorized disclosure. This new and exciting security awareness game provides a quick, easy, and unique way to test your knowledge and encourages security awareness at your organization.





FY 2024 UPCOMING COURSES

CDSE released the FY 2024 course schedule in August. Consider signing up for one of CDSE’s instructor-led training (ILT) or virtual instructor-led training (VILT) courses! Training is free and the VILT eliminates travel expenses. Complete CDSE courses to earn Professional Development Units (PDUs) toward maintenance of Security Professional Education Development (SPeD) Program certifications and credentials. Select courses have the American Council on Education (ACE) CREDIT recommendations that may earn transfer credits at participating universities. Classes fill quickly, so get an early start in planning your security training for FY24. Access the [training schedule](#) today to learn more! Below is a list of ILT/VILT courses available from October 2023 to January 2024.

COURSE	DATE	DESCRIPTION
Physical Security and Asset Protection (VILT)	Oct. 16 - Nov. 5, 2023	This course will provide students the ability to identify and utilize regulatory guidance, methodologies, and concepts for protecting DOD assets.
Getting Started Seminar for New Facility Security Officers (VILT)	Jan. 3 - 26, 2024	This course allows new Facility Security Officers (FSOs) and security personnel to learn and apply fundamental National Industrial Security Program (NISP) requirements in a collaborative environment. It also serves as a refresher on industrial security basics for experienced FSOs.
DOD Security Specialist (VILT/ILT)	Nov. 6 - Dec. 23, 2023 Jan. 8 - Feb. 4, 2024 Jan. 9 - 19, 2024	This course provides students a baseline knowledge to perform common DOD security tasks and practices.
Introduction to Special Access Programs (VILT)	Dec. 4 - 12, 2023	This course focuses on the DOD Special Access Program (SAP) fundamentals and is designed to prepare students to become SAP security professionals.
Assessing Risk and Applying Security Controls to NISP Systems (ILT)	Dec. 11 - 15, 2023	This course provides students with guidance on applying policies and standards used throughout the U.S. Government to protect information within computer systems, as delineated by the Risk Management Framework (RMF) process. This course will also provide a comprehensive understanding of contractor requirements under the National Industrial Security Program (NISP).
SAP Mid-Level Security Management (VILT)	Jan. 16 - Feb. 2, 2024	This course offers an in-depth explanation of Special Access Program (SAP) security management.





PROFESSIONAL DEVELOPMENT UNITS FOR SPED PROGRAM

After you have achieved your SPED certification or credential, you are required to successfully complete at least 100 Professional Development Units (PDUs) within the two-year certification maintenance period. This **Fact Sheet** shows the various ways one can acquire PDUs.



WHAT THE STUDENTS ARE SAYING

FOUNDATIONS OF INSIDER THREAT MANAGEMENT (ED520.10):

"[The instructor] is outstanding! He took time out of his day to answer any and all questions I had. He is easy to speak with and he's an invaluable asset to CDSE. I've already recommended several security specialists to take his course!"

"Through the course resources I feel like I gained a greater understanding of information analysis as it pertains to insider threat."

"I believe the course helped me to have a new perspective on insider threat manifestations that I had not previously thought of."

"Yes, this course exceeded my expectations as the class is ending too soon. That's how much I truly enjoyed this class."



CDSE NEWS

CDSE offers an email subscriber news service to get the latest CDSE news, updates, and information. You may be receiving the Pulse through your subscription, but if you were forwarded this newsletter from another source and would like to subscribe to the Pulse or one of our other topics, visit our **news page** and sign up or update your account today.

Insider Threat
Bulletins

Weekly
Flash

Quarterly
Product Update

