

Mission Assurance for Senior Leaders: Insider Threat

Deter and detect the insider threat in your organization.

Identifying the Threat

An insider threat is *any* person with *authorized* access to any United States Government resource, such as personnel, facilities, information, equipment, networks, or systems, who *wittingly or unwittingly* causes harm to national security.

The **unwitting** insider threat can be just as harmful as the malicious one.

Why insiders evade notice:

- Insiders already have access so traditional access controls won't stop them
- Insiders can operate over a long period of time causing incremental damage
- Employees do not report potential threat indicators due to lack of training or reluctance to turn in co-workers

Protecting Against the Insider Threat

Work with your **security personnel** to counter the insider threat in your organization.

Counter the insider threat by:

- Deterring people from becoming insider threats
- Detecting when insiders might be at malicious work
- Mitigating, or controlling, the harm they can do

Monitor security practices and be involved with procedures, such as:

- Safeguarding classified information
- Ensuring appropriate markings are applied

Foster culture of awareness and reporting by ensuring employee knowledge of:

- Potential insider threat indicators
- Reporting procedures

Minimize the insider threat's reach:

- Balancing information sharing with strict enforcement of need-to-know
- Sharing information only to achieve mission objectives
- Ensuring need to know and appropriate clearances

Insider Threat Program

As a senior leader, you play a vital role in establishing how your organization will go about gathering, integrating, analyzing, and responding to potential insider threat information.

Ensure your agency creates a formal Insider Threat Program as mandated by:

- Executive Order 13587
- Presidential Memorandum *Minimum Standards for Executive Branch Insider Threat Programs*

The *Minimum Standards* require each agency head to designate a senior official to:

- Manage and oversee the program
- Coordinate agency functions
 - Counterintelligence
 - Security
 - Inspector General
 - Law enforcement
 - General Counsel
 - Information Assurance
 - Human Resources
- Ensure agency capability is in place

Other senior leader responsibilities for an insider threat program:

- Provide resource recommendations
- Submit the implementation plan and annual report
- Ensure proper handling and use of records
- Consult with legal authorities
 - Office of the General Counsel
 - Civil liberty officials
 - Privacy officials
- Establish guidelines for record retention
- Facilitate oversight reviews to ensure policy compliance

Know the threat. Protect the mission.