

LIS SOLUTIONS SECURITY MONTHLY NEWSLETTER

NOVEMBER 2023



PERSONNEL VETTING

Background investigations on individuals are crucial for various reasons, especially in roles involving public trust. When onboarding individuals for positions in finance, human resources, recruiting, operations, business development, and security, organizations must establish a foundation of trust. This extends not only within the workplace but also beyond, making it imperative to ensure that individuals are reliable and ethical.

Importance of Personnel Vetting

Personnel vetting plays a pivotal role in organizational integrity. Trust is a cornerstone in positions dealing with sensitive matters, and vetting procedures are indispensable for maintaining this trust. It is essential to verify an individual's background thoroughly to gain insights into their character, allowing us to make ethical judgments about their suitability for the position. Vetting also assesses if the individual will make the appropriate ethical decisions within their role.

Ongoing Monitoring and Ethical Decisions

Even after hiring, continuous monitoring and vetting are necessary to evaluate an individual's trustworthiness. Life circumstances can change, and unexpected situations may arise, requiring a reevaluation to assess the ethical implications. By staying vigilant, we can adapt to evolving situations and ensure that our workforce maintains the highest standards of integrity.

Reporting Adversarial or Derogatory Information

In the event of any adversarial or derogatory information surfacing, it is the individual's sole responsibility to report this information to the security professionals at: security@lissol.com or itsupport@lissol.com and to their Facility Security Officer (FSO) immediately.

Open communication and immediate reporting are fundamental in upholding the trust we place in our employees and maintaining the integrity of our organization.



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Reporting Requirements:

To ensure the protection of classified information or sensitive/proprietary information here at LIS Solutions, individuals are prohibited by law from disclosure of certain information and are required to report the following:

- ▶ Performing personal unofficial foreign travel outside the United States.
- ▶ An unwillingness to comply with rules and regulations or to cooperate with security requirements.
- ▶ Unexplained affluence or excessive indebtedness. Bankruptcy or over 120 days delinquent on any debt.
- ▶ Alcohol abuse.
- ▶ Illegal use or misuse of drugs or drug activity.
- ▶ Apparent or suspected mental health issues where there is a reason to believe it may impact the employee's ability to protect information specifically prohibited by law from disclosure.
- ▶ All criminal conduct and arrests.
- ▶ Any activity that raises doubts as to whether an employee's continued national security eligibility is clearly consistent with the interests of national security.

- ▶ Misuse of U.S. Government property or information systems.
- ▶ Application for and receipt of foreign citizenship.
- ▶ Application for, possession, or use of a foreign passport or identity card for travel.
- ▶ Attempted elicitation, exploitation, blackmail, coercion, or enticement to obtain classified information or other information specifically prohibited by law from disclosure regardless of means.

Background investigations and personnel vetting are essential tools that enable us to build and maintain a trustworthy workforce. By understanding the significance of these processes and fostering a culture of transparency, we can ensure the ethical foundation of our organization remains strong.

At your convenience, please read: Wagner, E. (2023, October 4). OPM announces expansion of "continuous vetting" security clearance process for current feds. Government Executive. Retrieved from <https://www.govexec.com/management/2023/10/opm-announces-expansion-continuous-vetting-security-clearance-process-current-feds/390933/>

