

# LIS SOLUTIONS SECURITY MONTHLY NEWSLETTER

MAY 2025

## MENTAL HEALTH MONTH

May is recognized as Mental Health Awareness Month, a designation that began in 1949 to promote awareness and support overall wellness. While mental health conditions typically do not disqualify individuals from employment, employers are prohibited from discriminating against individuals based on their mental health status, as protected under the Americans with Disabilities Act (ADA). However, it is encouraged and strongly recommended to remain alert for behavioral signs that may indicate an individual's mental health could pose a risk to themselves or others. If such signs are observed, they should be reported immediately to Security at: [security@lissol.com](mailto:security@lissol.com) and HR at: [hr@lissol.com](mailto:hr@lissol.com).

### Mental Health Indicators

Recognizing the signs of mental illness isn't always straightforward. In today's fast-paced society—defined by high workloads, instant gratification, and constant expectations—we often overlook the importance of self-reflection and caring for our own mental health. Many people struggle to express their emotions or seek support, which makes it even more crucial for individuals in the workplace to be observant of their colleagues' behavior and well-being.

While every mental health condition has its own unique symptoms, there are common warning signs in both adults and adolescents that may indicate a concern. These signs are not always definitive but should prompt further attention if observed. They may include, but are not limited to:

- ▶ Excessive worry or fear
- ▶ Persistent sadness or low mood
- ▶ Confused thinking or difficulty concentrating and learning
- ▶ Extreme mood changes, including euphoria or uncontrollable "highs"
- ▶ Prolonged irritability or anger
- ▶ Social withdrawal or avoiding friends and activities
- ▶ Trouble understanding or relating to others
- ▶ Significant changes in sleep patterns or persistent fatigue
- ▶ Noticeable changes in appetite or eating habits
- ▶ Changes in sex drive
- ▶ Difficulty distinguishing reality (e.g., delusions or hallucinations)
- ▶ Lack of awareness about one's own behavioral or emotional changes (anosognosia)
- ▶ Substance misuse (alcohol or drugs)
- ▶ Unexplained physical complaints (e.g., headaches, stomachaches, general aches and pains)
- ▶ Suicidal thoughts
- ▶ Inability to manage daily responsibilities or stress
- ▶ Obsessive concern with body image or intense fear of weight gain



Being aware of these signs can help foster a safer, more supportive work environment. Early identification and compassionate intervention can make a significant difference in someone's life.

## Mental Health and your Security Clearance

If you are in process of, or have a current eligibility determination security clearance, it is important to know that per DCSA: "Seeking mental health services does not affect one's ability to gain or hold clearance eligibility. Adjudicators regard seeking necessary mental health treatment as a positive step in the security clearance process." It is encouraged and recommended that individuals are forthcoming and transparent when it comes to an individual's mental health state. The purpose of reporting mental health is to protect and prevent the individual from becoming an Insider Threat who intends to cause harm to oneself, to others, their employers, and their nation.

## Insider Threat Indicators: A Very Costly and Damaging Problem

Insider Threat incidents within the Department of Defense (DoD) are not just related to espionage, the unauthorized distribution of classified information to foreign governments or other individuals, or the prevalence of extremist ideology and behaviors. The traditional norm or mindset of an Insider Threat just steals classified information, or other sensitive information is no longer the case. There continues to be an increase within the DoD of financial fraud, contracting fraud, bribery, kickbacks, and theft of DoD physical assets. While some adversaries may display behavioral indicators of concern, some may not. Other individuals are apparently motivated by human greed, the need for more money, or the opportunity to live a lifestyle of luxury at the expense of the DoD.

## Federal Personnel Vetting Guidelines

Per the Federal Personnel Vetting Guidelines: "The Federal personnel vetting program encompasses vetting for suitability, fitness, national security (eligibility for or continued access to classified information or to hold a sensitive position), and issuing a Federal identity credential." Determining trust in people is not solely based on the presence or absence of behaviors or indicators of risk. However, it considers the characteristics of a trusted person of good conduct,

integrity, sound judgement, loyalty and reliability-to ensure a vetted workforce can protect people, property, information, and the mission as appropriate under the adjudicative guidelines that are applicable to the relevant to personnel vetting. A trust determination is informed by complete and relevant information related to the individual's behaviors and perceived vulnerabilities so that they result in a balanced and comprehensive assessment of both positive and negative information.

## Resources and References:

**Please take the time to review these resources and references to become more aware regarding mental health:**

- Workplace Toxicity and Insider Threat Programs: <https://www.cdse.edu/Training/Security-Training-Videos/Insider-Threat-Training-Videos/Workplace-Toxicity-and-Insider-Threat-Programs/>
- Applied Research on Mental Health Conditions & Security: <https://cdse.acms.com/pi5a6c2clyut/>
- Personnel Vetting Timely Topics - Mental Health and National Security Eligibility: <https://cdse.acms.com/p53szlj6l7xz>
- Mental Health and Security Clearances: [https://www.cdse.edu/Portals/124/Documents/webinars/DCSA-OnePager\\_MentalHealth\\_SecurityClearances-Apr2024.pdf](https://www.cdse.edu/Portals/124/Documents/webinars/DCSA-OnePager_MentalHealth_SecurityClearances-Apr2024.pdf)

## References:

- Unclassified federal personnel vetting guidelines I. ... (n.d.). [https://www.dni.gov/files/NCSC/documents/Regulations/Federal\\_Personnel\\_Vetting\\_Guidelines\\_10FEB2022-15Jul22.pdf](https://www.dni.gov/files/NCSC/documents/Regulations/Federal_Personnel_Vetting_Guidelines_10FEB2022-15Jul22.pdf)
- Warning signs and symptoms. NAMI. (2024, November 18). <https://www.nami.org/about-mental-illness/warning-signs-and-symptoms/>
- Mental Health Awareness Month. SAMHSA. (n.d.). <https://www.samhsa.gov/about/digital-toolkits/mental-health-awareness-month>