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SUBJ/DEPARTMENT OF THE NAVY INSIDER THREAT AWARENESS MONTH//

RMKS/1. September 2025 is the seventh annual observance of National Insider Threat Awareness Month. The Department of the Navy (DON) will participate in this year's observance focusing on leveraging partnerships to enhance the deterrence, detection and mitigation of insider threats that may cause significant damage to national security.

Partnerships contribute to a stronger insider threat defense and are a critical component of the DON insider threat program. In support of countering these threats, I urge commanders and commanding officers to explore and enhance partnerships.

2. Command Partnerships. DON commands can bolster their effectiveness in countering insider threats by developing and strengthening existing partnerships with command security stakeholders including:

a. Fleet and Family Service Centers. Leverage programs and resources which can enhance individual and organization resiliency to mitigate insider risk at your command. These centers include an integrated primary prevention program which promotes protective factors and reduces risk factors among individuals, within relationships and within your organization.

b. Base Police and Security. Ensure installation access controls are coordinated with your command insider threat representative including installation access records, asset token usage and entry and exit inspections.

c. Employee relations and Human Resources (HR). Devise an early warning strategy with your HR department to align organizational resources with a struggling employee so that appropriate mitigation actions may be taken proactively to reduce or eliminate risk. An interdisciplinary "whole person" approach comprised of HR, security and management is best equipped to address insider risk, providing employee assistance where appropriate for troubled individuals.

d. Civilian Employee Assistance Program (CEAP). CEAP plays a crucial role in insider risk mitigation by addressing personal and work-related issues that can contribute to insider threats. Leadership and security stakeholders should consult with their command CEAP to manage and assess problems. CEAP can provide support for stress, mental health, substance abuse and family problems, which can impact an employee's well-being and potentially lead to risky behaviors. By supporting employees' overall wellness, CEAP can reduce the likelihood of them becoming a security risk.

3. Reporting. Early intervention through reporting is crucial. I urge command leadership to educate personnel on signs that may indicate a fellow

Sailor, Marine, civilian or contractor is on the path to becoming an insider threat. In addition to reporting concerning actions to your chain of command, you may make a direct report to the Navy Insider Threat Hub or the Marine Corps Insider Threat Hub. Reports may be made anonymously. Email tips: [insiderthreat.fct@navy.mil](mailto:insiderthreat.fct@navy.mil) (Navy Insider Threat Hub); [insiderthreat@usmc.mil](mailto:insiderthreat@usmc.mil) (Marine Corps Insider Threat Hub).

4. Resources. The DON Secretariat, along with the Navy and Marine Corps, is hosting a variety of in-person events in the National Capital Region as well as virtual symposiums, for the entire Department and its stakeholders, designed to raise awareness across the DON. Insider Threat Program points of contact (POC) and links to additional insider threat education and awareness resources are listed below:

- a. SECNAV Insider Threat Program link:  
<https://www.secnav.navy.mil/itp/Pages/default.aspx>
- b. Navy Insider Threat Program link to events and awareness materials:  
<https://flankspeed.sharepoint-mil.us/sites/NIA/SitePages/US-Navy-Insider-Threat-Program.aspx>
- c. Marine Corps Insider Threat Program link to events and awareness materials:  
<https://www.information.marines.mil/Units/Insider-Threat/events/>
- d. Supplemental training on insider threat education and awareness may be downloaded from the Center for Development of Security Excellence at:  
<https://www.cdse.edu/Training/Toolkits/Insider-Threat-Toolkit/>
- e. DON Insider Threat Awareness Month POCs:
  - (1) DON Secretariat: Franco Neto, Director, Insider Threat, [franco.neto.civ@us.navy.mil](mailto:franco.neto.civ@us.navy.mil), (703) 601-0554.
  - (2) Navy: Andrea Gilliam, Navy Insider Threat Program, NIA N72, [andrea.n.gilliam.ctr@us.navy.mil](mailto:andrea.n.gilliam.ctr@us.navy.mil), (301) 669-2655.
  - (3) Marine Corps: James Dollard; Marine Corps Insider Threat Program, [james.p.dollard@usmc.mil](mailto:james.p.dollard@usmc.mil), (703) 692- 4231.

5. The DON works diligently to prevent witting and unwitting insider threat attacks on our fleet and Nation. Partnerships boost awareness of threats, risk indicators and reporting requirements. If you see something, say something, and do something to protect the DON workforce.

6. Released by the Honorable John C. Phelan, Secretary of the Navy.//

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