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OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE
PRINCIPAL DEPUTY DIRECTOR OF NATIONAL INTELLIGENCE
WASHINGTON, DC 20511

ES 2015-00652

MEMORANDUM FOR: Distribution

SUBJECT: Reciprocity of No FEAR Act Mandatory Training

Currently, individuals assigned outside of their parent (employing) Intelligence Community (IC) element are required to complete No FEAR Act training in compliance with both their host and parent IC element's training requirements. The core content of this training is nearly identical, and therefore, individuals are required to complete duplicative training.

To address this concern, the IC Chief Human Capital Office and the IC Equal Employment Opportunity and Diversity (IC EEOD) Office have partnered with the IC EEOD Council to set minimal content standards for No FEAR Act training (based on the law) and to have each IC element certify compliance with these standards as a basis for granting reciprocity. Currently, the following IC elements have certified their compliance with the standards:

Central Intelligence Agency
Defense Intelligence Agency
National Geospatial-Intelligence Agency
National Reconnaissance Office
National Security Agency
United States Marine Corps
United States Air Force
United States Army
Department of the Treasury, Office of Intelligence and Analysis
Department of Energy, Office of Intelligence and Counterintelligence
Department of the Navy, Naval Intelligence Activity
Drug Enforcement Administration, Office of National Security Intelligence
Office of the Director of National Intelligence

Consequently, when individuals from one of these IC elements take No FEAR Act training at their parent or host IC element, they will be credited as having completed No FEAR Act training by reciprocity. Individuals will be responsible for providing evidence of No FEAR Act training completion to both IC elements' training offices.



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14 October 2015
Date

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Under Secretary of Defense for Intelligence
Under Secretary, Intelligence and Analysis, Department of Homeland Security
Director, Central Intelligence Agency
Assistant Secretary, Bureau of Intelligence and Research, Department of State
Assistant Secretary, Intelligence and Analysis, Department of Treasury
Director, National Security Agency
Director, National Reconnaissance Office
Director, Defense Intelligence Agency
Director, National Geospatial-Intelligence Agency
Director, Office of Intelligence and Counterintelligence, Department of Energy
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