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Date: 08/07/2002**Category:** 13 - Conduct; Accountability and Discipline**OPR:** OGC**Title:** AR 13-1 (U) STANDARDS OF CONDUCT**CL BY:** (b)(3) **CL REASON:** , **DECL ON:** , **DRV FROM:****SUMMARY:** 7 August 2002 (0700)

AR 13-1 is added to the regulatory system to set out the standards of conduct applicable to all Agency employees; and the regulation is placed under a new regulatory series entitled, Conduct, Accountability, and Discipline. Certain information formerly contained in [] has been incorporated into this new regulation.

(b)(3)

[] is hereby rescinded.

(b)(3)

Because this regulation is new, boldfaced text has not been used.

This regulation was written by the Office of General Counsel, 76152 (secure).

1. STANDARDS OF CONDUCT

SYNOPSIS. This regulation sets out the basic rules of conduct applicable to staff personnel, contract personnel who have staff-like access to Agency installations or information, and military and civilian personnel detailed to the Agency (“employees” for purposes of these Standards). The appendix to this regulation, “Agency Regulations and Notices Establishing Standards of Conduct and Discipline and the Processes by which These Standards Are Administered,” summarizes the specific regulations that describe employee standards of conduct and the procedures for the imposition of discipline.

- a. **AUTHORITY.** The CIA Act of 1949, as amended, the National Security Act of 1947, Executive Order 12333, and all other applicable laws and regulations.
- b. **GENERAL.** Agency employees are entrusted with supporting the mission of CIA and the responsibilities of the DCI in furtherance of the national security interests of the United States. Each employee, therefore, is endowed with a public trust. This trust carries with it the individual responsibility to maintain a standard of conduct that reflects credit on the United States and that is consistent with the Agency’s mission.
- c. **STANDARDS**

- (1) Employees shall comply with legal requirements established by:
 - (a) The United States Constitution;
 - (b) Federal statutes and Congressional resolutions;
 - (c) Executive Orders and other Presidential directives;
 - (d) Regulations of U.S. Government agencies that apply to the CIA;
 - (e) Applicable state statutes; and (b)(3)
 - (f) Agency regulations (See for the specific regulations that related to employee standards of conduct and procedures for the imposition of discipline. Employees are encouraged to consult the Agency Regulatory Repository for the full-text of Agency regulations.).
 - (2) Employees shall comply with the standards of ethical conduct that apply to all employees of the Executive Branch. (See AR 13-2)
 - (3) Employees, such as physicians, engineers, and attorneys, whose conduct or performance is also subject to professional standards of conduct governing their profession, shall comply with those standards.
 - (4) Employees also are expected to perform their duties in a professional and satisfactory manner. An employee who is responsible for a significant failure to act in accordance with the level of professionalism and diligence reasonably to be expected or who evidences a pattern of conduct that demonstrates a failure to carry out the functions of his position has not lived up to this standard. Actions that would constitute such a failure include insubordination, harassing or discriminatory conduct, or neglect of duty.
 - (5) Employees are expected to adhere to Agency policies and regulations on harassment and employment discrimination and to comply with the provisions of federal equal employment opportunity (EEO) laws and regulations. (See AR 9-1, AR 9-2, AR 9-3, and AR 9-4)
- d. MANAGER RESPONSIBILITIES.** Managers ultimately are responsible for the actions or inactions of their subordinates and should institute reasonable measures to ensure compliance with Agency standards of conduct.
- e. CONSEQUENCES.** Failure to comply with these standards of conduct violates the public trust and endangers the accomplishment of the Agency's mission. Employees who violate the standards are subject to disciplinary action in accordance with AR 13-3.

/s/

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Director of Central Intelligence