



## **OFFICE OF THE CHIEF SECURITY OFFICER SECURITY OPERATIONS & PROGRAMS DEPARTMENT**

**JFK Security Bulletin #2016-03**

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**To All Employees:**

### **THE INSIDER THREAT**

One of the growing threats to Port Authority facilities, employees, and the public we serve is the potential for actions taken by an insider, commonly known as the "Insider Threat." An insider(s) is one or more individuals having access and/or insider knowledge that may allow them to exploit potential vulnerabilities of the Port Authority's facilities or circumvent our security with the intent to cause harm. Insiders can include contractors, service vendors, consultants and others doing business with the Port Authority, who may have access and/or knowledge that otherwise they would not have, but for their relationship with the Port Authority.

The majority of individuals who work in or around the Port Authority are low risk and pose no security threat. However, we must remember that some insiders may have ill intent. Often, those who seek to threaten our collective workplace security may seek out others for potential insider support. Individuals with knowledge of the Port Authority's facilities are especially attractive targets as they have current knowledge of security protocols and procedures and/or the locations of critical infrastructure. Any information that is provided to these insiders may be consequential, as they may belong to or subscribe to the philosophy of larger terrorist or criminal organizations. As a result, this will certainly increase their likelihood of success.

#### ***Why is Vigilance Important?***

Insider threats are real and pose significant risk to everyone's life and well-being. They can take days, months, or even years to plot an attack. They can involve one or more individuals, and can have the potential to impact the lives of countless numbers of people.

#### ***How can you Identify Potential Insider Threats?***

There are key personal motivators and behavioral indicators that can identify potential insider threats at our facilities. These personal motivators include things such as:

- Change in attitude, morale, or work ethic
- Divided loyalties
- Blackmail
- Ideological or self-identity shifts
- Adventure/thrill seeking behavior
- Feelings of anger or revenge
- Greed/financial need

# THE PORT AUTHORITY OF NY & NJ

There are also behavioral indicators that may be signs that an individual could be a threat in the workplace:

- Disregard for security policies
- Increased or enthusiastic interest in specific facility security measures
- Working unusual hours without authorization
- Accessing locations/areas where they have no business need or authorization
- Conducting unauthorized searches or “assessments”

## *What are the Potential Consequences of Not Reporting?*

Not reporting when one or more of the behaviors above are observed could lead to catastrophic events, including but not limited to:

- Workplace violence or terrorist attacks
- Loss of property, financial assets, and sensitive protected information
- Delays, obstacles and work stoppages
- Reduced ability to serve the public
- Damage to the Port Authority’s reputation

As Employees, YOU are the *Eyes*, *Ears* and *Voice* of your facility and/or workplace – What you observe and report can save lives!

## *How do I Report?*

If you identify the signs of a potential insider threat, immediately report the incidents or behaviors to your local PAPD Command or the **Port Authority Police Department Tips Line at 1-800-828-7273**. When reporting what you observed, be as descriptive as possible and include who you saw, what you observed, where – the location it occurred, when – the date and time and why you believe the behavior or activity is suspicious.

As always, we thank you for your attention and your dedication to maintaining a safe and secure work environment.