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**NATIONAL SECURITY AGENCY/CENTRAL SECURITY
SERVICE**



INSPECTOR GENERAL

REPORT OF INVESTIGATION

15 May 2015

IV-14-0044

Alleged Cheating on the Oversight and Compliance 1203 Test

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Approved for Release by NSA on 10-30-2020, FOIA Case # 85643 (litigation)

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(U) OFFICE OF THE INSPECTOR GENERAL

(U) Chartered by the NSA Director and by statute, the Office of the Inspector General conducts audits, investigations, inspections, and special studies. Its mission is to ensure the integrity, efficiency, and effectiveness of NSA operations, provide intelligence oversight, protect against fraud, waste, and mismanagement of resources by the Agency and its affiliates, and ensure that NSA activities comply with the law. The OIG also serves as an ombudsman, assisting NSA/CSS employees, civilian and military.

(U) AUDITS

(U) The audit function provides independent assessments of programs and organizations. Performance audits evaluate the effectiveness and efficiency of entities and programs and their internal controls. Financial audits determine the accuracy of the Agency's financial statements. All audits are conducted in accordance with standards established by the Comptroller General of the United States.

(U) INVESTIGATIONS

(U) The OIG administers a system for receiving complaints (including anonymous tips) about fraud, waste, and mismanagement. Investigations may be undertaken in response to those complaints, at the request of management, as the result of irregularities that surface during inspections and audits, or at the initiative of the Inspector General.

(U) INTELLIGENCE OVERSIGHT

(U) Intelligence oversight is designed to insure that Agency intelligence functions comply with federal law, executive orders, and DoD and NSA policies. The IO mission is grounded in Executive Order 12333, which establishes broad principles under which IC components must accomplish their missions.

(U) FIELD INSPECTIONS

(U) Inspections are organizational reviews that assess the effectiveness and efficiency of Agency components. The Field Inspections Division also partners with Inspectors General of the Service Cryptologic Elements and other IC entities to jointly inspect consolidated cryptologic facilities.

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I. (U) SUMMARY

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(U//~~FOUO~~) This investigation was conducted in response to a complaint alleging that [redacted] assignees may have violated Agency procedures for taking the Oversight and Compliance (OVSC) 1203, FISA Amendments Act (FAA) Section 702 course test.

(U//~~FOUO~~) In February 2014 a routine review of OVSC1203 testing records for January 2014 was conducted by NSA Signals Intelligence Directorate, Office of Oversight and Compliance (SV). This review identified some [redacted] assignees successfully completed the OVSC1203 final test in an unusually short period of time. In some cases, the final test was successfully completed in less than four minutes. According to SV, it takes an experienced analyst more than an hour, on average, to take and pass the OVSC1203 test. The times observed during this review were significantly less than those normally associated with final test completion and the test had been taken by analysts with no prior experience with FISA material. Concerned that these [redacted] assignees may have cheated or improperly collaborated on the final test, SV referred the records to the OIG on 5 February 2014. The OIG conducted voluntary, sworn testimony with the assignees in order to determine the methodology they used to complete the OVSC1203 final test.

(U//~~FOUO~~) The Assessment Instructions for OVSC1203, Test Security, states: "You are prohibited from disclosing or reproducing any of the contents of this test in any form, or by any means, or for any purpose... Assessments are not to be copied or shared for any purpose."

(U//~~FOUO~~) The National Cryptologic School (NCS) Administrative Instruction 1-01, *ADET Standards of Conduct for Students*, 9 February 2012, Section III, B. Cheating, states: "Cheating is any action in which a student misrepresents another person's work as their own work or is a party to another student's failure to maintain academic integrity. Examples include, but are not limited to: ... 2. Unauthorized collaboration with others."

(U//~~FOUO~~) Based upon the preponderance of the evidence, the OIG concludes that ten [redacted] assignees violated testing procedures for the OVSC1203 test, NCS Administrative Instruction 1-01, ADET Standards of Conduct and may have violated UCMJ arts 92, 107 and 134 when taking the OVSC1203 test.

(U//~~FOUO~~) A copy of this report will be forwarded to the Commander, NSA/CSS Hawaii and the NSA Associate Directorate for Security and Counter Intelligence for information and appropriate action.

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II. (U) BACKGROUND

(U) Introduction

(U//~~FOUO~~) NSA affiliates who require access to Foreign Intelligence Surveillance Act, Section 702 data are required to successfully complete OVSC1203. In addition, this test is given yearly to affiliates to maintain their access to this information. The test is designed by the NCS and SV offices. The test is completed at the individual's workstation, is not monitored, and is given in open-book format.

(U//~~FOUO~~) NSA affiliates who take the OVSC1203 test are given four opportunities to successfully complete the test. Final assessment instructions are given prior to testing. The final assessment instructions state that the test taker is prohibited from disclosing or reproducing any of the contents of the test in any form, or by any means, for any purpose.

(U//~~FOUO~~) On 5 February 2014 the OIG received an allegation that members of [] may have violated Agency testing procedures regarding the OVSC1203 test. According to SV, the OVSC1203 test is difficult for experienced analysts to pass, but a group of junior military assignees within [] all passed while spending only a few minutes on the final test.

(U//~~FOUO~~) While conducting interviews at NSA, three military members presented [] records showing that their testing time was longer than the testing time recorded by SV. Based upon this conflicting information, the three military members were not afforded the opportunity to be interviewed. Upon returning to NSAW, the OIG contacted NSA [] data owners who explained that [] accumulates multiple tests attempts into one aggregate amount of time. Since [] adds multiple tests times, the [] test time would be greater than the SV test time. The SV test time is the amount of time taken to pass a single test. Based upon this clarification, the three military members who were not given an opportunity to be interviewed were re-contacted.

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(U) Applicable Authorities

(U) The following authorities are applicable to this investigation. The details of the following authorities are included in Appendix A.

- OVSC1203 Final Assessment Instructions
- National Cryptologic School Administrative Instruction 1-01
- Uniform Code of Military Justice (UCMJ) Article 92 (10 USC §892), Failure to obey an Order or Regulation
- UCMJ Article 107 (10 USC §907), False Official Statements
- UCMJ Article 134 (10 USC §934), General Article

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III. (U) FINDINGS

(U//~~FOUO~~) *Issue: Did affiliates assigned to [] violate Agency testing procedures when taking the OVSC1203 test?*

(U//~~FOUO~~) **CONCLUSION: Substantiated.** *The preponderance of the evidence supports the conclusion that ten affiliates assigned to [] violated Agency testing procedures while taking the OVSC1203 test, in violation of OVSC1203 Final Assessment Instructions, National Cryptologic School Administrative Instruction 1-01, and possibly UCMJ arts. 92, 107, and 134.*

(U) Documentary Evidence

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(U//~~FOUO~~) **OVSC1203 test records.** OVSC1203 test records identified [] affiliates who successfully completed the OVSC1203 test in less than 31 minutes (Appendix B).

(U//~~FOUO~~) [] **Assessment Time compared to SV Assessment Time.** [] time is the cumulative time the student spent taking all assessments (all attempts whether passed or failed). SV time is the amount of time the student spent in an individual assessment (the one passed).

(U) Testimonial Evidence

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(U//~~FOUO~~) Ms. Lisa Augustyn-Castro, [] Registrar, National Cryptologic School

(U//~~FOUO~~) Ms. Augustyn-Castro was interviewed on 13 March 2014 and provided the following sworn testimony.

(U//~~FOUO~~) Military assignees to NSA are required to adhere to NCS testing policies and NCS Administrative Instruction 1-01 includes unauthorized collaboration as a form of cheating. Anyone who received help from a coworker while taking the OVSC1203 test was in violation of NCS policy.

(U//~~FOUO~~) Ms. Augustyn-Castro said that the OVSC1203 course provides instructions to students prior to the start of the test. The instructions give notice that making copies of any portion of the test is prohibited. Taking screen shots of the OVSC1203 test would violate test rules.

(U//~~FOUO~~) Ms. Augustyn-Castro said that the OVSC1203 test instructions allow students to refer back to the course material while taking the test or, if more help is needed, to seek training from their supervisor, Mission Compliance Officer or Intelligence Oversight Officer, before starting the test.

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(U//FOUO) [REDACTED] GG-13, Branch Chief, [REDACTED]

(U//FOUO) [REDACTED] was interviewed on 13 February 2014 at NSA. The purpose of this interview was to determine if [REDACTED] management was aware that [REDACTED] assignees were collaborating on the OVSC1203 test. [REDACTED] provided the following sworn testimony.

(U//FOUO) [REDACTED] has been a branch chief within [REDACTED] since August 2013. He has been assigned to [REDACTED] since approximately April 2013. [REDACTED] said that there is an open working environment within [REDACTED] and the analysts routinely work together to accomplish mission objectives.

(U//FOUO) [REDACTED] said that he was not aware that some of the members of [REDACTED] had helped each other with the OVSC1203 test. [REDACTED] said that a lot of the members of [REDACTED] were given short notice that they had to pass the OVSC1203 test. [REDACTED] said that he is unaware of the specific rules for taking the OVSC1203 test but that he expected each member to have worked within the bounds of the test guidelines.

(U//FOUO) [REDACTED]

(U//FOUO) [REDACTED] was interviewed on 12 February 2014 at NSA. [REDACTED] was advised of her UCMJ Article 31 rights prior to the interview and she agreed to provide the following voluntary sworn testimony.

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(U//FOUO) [REDACTED] said that she had taken the OVSC1203 test by herself two or three times and failed. [REDACTED] received help from her coworkers during her final attempt of the OVSC1203 test. [REDACTED] had coworkers review her answers before she submitted them during her last attempt at passing this test. [REDACTED] said that there was a group review of her final test answers before she submitted the test as her own work. [REDACTED] recalled receiving help on this test from [REDACTED]

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(U//FOUO) [REDACTED] said that she didn't really read the test instructions for OVSC1203. She had seen other members of [REDACTED] receiving help with the OVSC1203 test and was unaware that getting help with the test answers was not permitted. [REDACTED] said that the help she received was done out in the open and that there was no attempt to hide the fact that she was getting help.

(U//FOUO) [REDACTED]

(U//FOUO) [REDACTED] was interviewed on 13 February 2014 at NSA. [REDACTED] was advised of his UCMJ Article 31 rights prior to the interview and he agreed to provide the following voluntary sworn testimony.

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(U//FOUO) [redacted] said he received help on all of the OVSC1203 final test questions. He did not ask for help with the test, but accepted help from [redacted] when help was offered. [redacted] did not "think twice" about accepting the help that was offered. [redacted] looked at the offer of help as a way to expedite the completion of one more required test.

(U//FOUO) [redacted] said that the first time he looked at the OVSC1203 course he went right to the final test portion. [redacted] thought the study guide was vague and realized that the final exam would be difficult to pass. [redacted] closed the test application and came back to it at a later time. It was during this second look at the OVSC1203 test that [redacted] offered to help him. [redacted] helped him while they were sitting out in the open on the watch floor. [redacted] said that there was nothing secretive in the way he took the test with the help of [redacted] did not think that there was anything wrong with getting help with the test questions on the OVSC1203 test.

(U//FOUO) [redacted]

(U//FOUO) [redacted] was interviewed on 13 February 2014 at NSA. [redacted] was advised of his UCMJ Article 31 rights prior to the interview and he agreed to provide the following voluntary sworn testimony.

(U//FOUO) [redacted] said that he took the OVSC1203 test twice and failed both times. His coworkers were also failing the test, and [redacted] shop is an open floor watch area, so people started working together on the final test in order to pass. Everyone in the office had a deadline to pass the test.

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(U//FOUO) [redacted] said that he used the "Control-F" function to do key word searches to help him find answers for some of the test questions. [redacted] said that he would select what he thought was a key word from a test question, then search for that word in the body of the instruction book to try to find the test question answer. For other test questions he would get help from coworkers. [redacted] could not remember a specific person standing over his shoulder helping him. [redacted] said that he did get help on test questions from whoever happened to be nearby when he was taking the test.

(U//FOUO) [redacted] said that no one was trying to hide the fact that people were getting help with the test questions. The collaboration was out in the open and it did not seem wrong to him that people were helping each other with the test questions.

(U//FOUO) [redacted]

(U//FOUO) [redacted] was interviewed on 13 February 2014 at NSA. [redacted] was advised of her UCMJ Article 31 rights prior to the interview and she agreed to provide the following voluntary sworn testimony.

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(U//FOUO) [redacted] received help with the test answers on the OVSC1203 test from multiple people. [redacted] said her coworkers did not give her the answers but rather "guided" her to the correct answers. [redacted] did not want to identify the coworkers who helped her with her test.

(U//FOUO) [redacted] said that she also helped two or three others in the [redacted] office take the OVSC1203 test. [redacted] "basically" gave some of her coworkers the right answers but she never took the test for them.

(U//FOUO) [redacted] said that she did not realize that it was a problem for her to help her coworkers with the OVSC1203 test. [redacted] did not think providing help on the test as a "big deal" since it was a [redacted] class. [redacted] said she was not directed by anyone to help her coworkers pass the test. [redacted] said that she now realizes what she did was wrong.

(U//FOUO) [redacted]

(U//FOUO) [redacted] was interviewed on 13 February 2014 at NSA. [redacted] was advised of her UCMJ Article 31 rights prior to the interview and she agreed to provide the following voluntary sworn testimony.

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(U//FOUO) [redacted] said she received help to pass the OVSC1203 test. [redacted] said that taking the OVSC1203 test was a "group thing" in the swing and mid shifts and everyone was helping each other with the test. [redacted] began taking the test on her own. Her coworkers saw her taking the test and offered to help her. [redacted] accepted their help because she felt she just had to pass the test. [redacted] said that a lot of people failed the test on the first attempt and people were worried that they would get in trouble if they did not pass the test before the deadline. [redacted] did not want to provide the names of her coworkers who helped her take the test.

(U//FOUO) [redacted] said that she did not think she was doing anything wrong by accepting help from her coworkers with the OVSC1203 test. [redacted] said the OVSC1203 test could be taken openly on the watch floor compared to other tests where she was required to be alone when taking the test.

(U//FOUO) [redacted]

(U//FOUO) [redacted] was interviewed on 13 February 2014 at NSA. [redacted] was advised of his UCMJ Article 31 rights prior to the interview and he agreed to provide the following voluntary sworn testimony.

(U//FOUO) [redacted] asked [redacted] to help him pass the OVSC1203 test. [redacted] said he was very busy and just wanted to get the test completed as soon as possible because his deadline for completing the test was near. [redacted] said that [redacted] helped him with the test by pointing at the right answers for the test questions. [redacted] said that [redacted] did not have an answer key but knew the answers to the test questions.

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(U//FOUO) [] said that it is accepted practice for his coworkers to help each other on tests because everyone is busy with other work. [] said that he knew that getting help was not the right thing to do but the opportunity presented itself and he got help with the test because of the amount of time it would have taken him to complete the test on his own.

(U//FOUO) [] []

(U//FOUO) [] was interviewed on 13 February 2014 at NSA. [] was advised of her UCMJ Article 31 rights prior to the interview and she agreed to provide the following voluntary sworn testimony.

(U//FOUO) [] said she received help to pass the OVSC1203 test. [] told [] that she was about to take the OVSC1203 test and [] came over and helped her with the test questions. [] said that she tried to answer each question to the best of her ability but when she did not know the right answer to a particular question [] guided her to the right answer.

(U//FOUO) [] said that she did not think that she would get into trouble for getting help with the OVSC1203 test. [] was assigned to the swing shift and [] was helping others on her shift. [] said when one person on her shift finished the OVSC1203 test, [] would move on to the next person and give that person help. [] said that her management said passing the OVSC1203 test was a "liberty" item and no one could go home until they had passed the test.

(U//FOUO) [] said that she and other members of her shift were instructed by [] and [] to ask [] for help on the OVSC1203 test. [] thinks that other members of her shift received help with the OVSC1203 test from []

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(U//FOUO) [] []

(U//FOUO) [] was interviewed on 12 February 2014 at NSA. [] was advised of his UCMJ Article 31 rights prior to the interview and he agreed to provide the following voluntary sworn testimony.

(U//FOUO) [] said that he received help while taking the OVSC1203 test. [] said that he made a comment about the difficulty of the OVSC1203 test and that his comment drew the attention of [] who offered to help [] with the test answers. [] accepted [] help. [] said that he would read and try to answer each test question while [] was standing next to him. If he picked the wrong answer [] would tell him to pick another answer until he picked the right answer. [] helped him with each test question. [] said that [] did not have the answers written down but had a better grasp of correct answers because he already passed the test. [] said that he is not sure if [] helped others with the OVSC1203 test.

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(U//FOUO)

(U//FOUO) [redacted] was interviewed on 12 February 2014 at NSA. [redacted] was advised of his UCMJ Article 31 rights prior to the interview and he agreed to provide the following voluntary sworn testimony.

(U//FOUO) [redacted] said that he failed the OVSC1203 practice test the first three times that he took it and then came up with the idea of taking screen shots of the practice tests to use when taking the final test. [redacted] printed screen shots of the three practice tests he had failed and used them along with the open book format when taking the OVSC1203 final exam. [redacted] compared the answers on the practice test screen shots to the questions on the final test. [redacted] said that he did not think it was "completely wrong" to use the screen shots of the practice tests when taking the final test since the test was given in an open book format. [redacted] thought that using the screen shots of the practice tests was within the bounds of an open book test. [redacted] said that he put the screen shots of the practice tests in a burn bag after he finished taking his OVSC1203 final test.

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(U//FOUO)

(U//FOUO) [redacted] met with the OIG on 13 February 2014 at NSA. It was explained to [redacted] that the purpose of the meeting was to obtain his voluntary consent to question him about the methodology he used when taking the OVSC1203 test. [redacted] was told that test records show that he successfully completed the OVSC1203 test in 3 minutes and 5 seconds. [redacted] said that he is required to take so many [redacted] tests that he could not remember the specifics about any one test. [redacted] said that he would not be able to provide accurate sworn testimony about the methodology he used when taking the OVSC1203 test and declined to provide voluntary sworn testimony.

(U//FOUO)

(U//FOUO) [redacted] met with the OIG on 12 February 2014 at NSA. It was explained to [redacted] that the purpose of the meeting was to obtain her voluntary consent to question her about the methodology she used when taking the OVSC1203 test. [redacted] was told that that test records show that she successfully completed the OVSC1203 test in 23 minutes and 6 seconds. [redacted] said that she would like to check her [redacted] test records and would then return back for an interview with the OIG. [redacted] failed to return for her interview with the OIG after going to check her [redacted] records.

(U//FOUO)

(U//FOUO) [redacted] was contacted via video teleconference on 4 April 2014. It was explained to [redacted] that the OIG had received testimony that he had helped a coworker take the OVSC1203 final test. [redacted] was informed that his name and involvement in helping a colleague take the OVSC1203 test would appear in the OIG's investigative report. [redacted] was told that the purpose of this voluntary interview with the OIG was to give

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him the opportunity to explain or refute the information associated to him. [REDACTED] declined to provide voluntary sworn testimony.

(U//FOUO)

(U//FOUO) [REDACTED] was interviewed on 13 February 2014 at NSA/H. [REDACTED] was advised of his rights prior to the interview and he agreed to provide the following voluntary sworn testimony.

(U//FOUO) [REDACTED] said that all of the work on the OVSC1203 test was his. He did not receive any help when taking the final test. He did not use any material outside of what was allowed.

(U//FOUO) [REDACTED] said that the OVSC1203 test is structured incorrectly in that the test allows individuals to go right to the final test instead of being required to read each section. [REDACTED] said that, because he has such a heavy workload, he routinely goes right to the final test section on courses structured like this and he uses the "Control-F" function to look up key words from the test questions to narrow down the right answer for each test question. [REDACTED] said that he would select what he thought was a key word from a test question and then search for that word in the body of the instruction book to find the test question answer. [REDACTED] finds this methodology to be a more efficient use of his time. [REDACTED] thinks it would be better if the OVSC1203 course was structured in such a way that each section required reading instead of allowing the option to go right to the final test and look up key words through the open book format. [REDACTED] said that there must be information in the body of the OVSC1203 course that is important for him to know but he never reads that information because he is not required to do so.

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(U//FOUO)

(U//FOUO) [REDACTED] met with the OIG on 13 February 2014 at NSA/H. It was explained to [REDACTED] that the OIG had received information that he successfully completed the OVSC1203 test in 24 minutes and 30 seconds. The OIG requested an opportunity to discuss this matter with [REDACTED].

(U//FOUO) Prior to the interview, [REDACTED] provided a copy of his [REDACTED] records for OVSC1203. This [REDACTED] record shows that [REDACTED] completed the OVSC1203 test in 3 hours, 6 minutes and 22 seconds with a passing score of 83% on 27 January 2014. Based on this information, the OIG did not ask [REDACTED] to provide voluntary sworn testimony regarding this matter.

(U//FOUO) [REDACTED] was re-contacted regarding his OVSC1203 test time. It was explained to him that [REDACTED] added the total time from his multiple final test attempts. [REDACTED] was asked if he would consent to a voluntary interview to address how he was able to pass the OVSC1203 final test in 24 minutes, 30 seconds. [REDACTED] consented to a voluntary interview and provided the following sworn testimony:

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(U//~~FOUO~~) He was on leave when most of his colleagues had started taking the OVSC1203 test. Due to working in an open environment, it soon became evident that the test was difficult and most everyone was failing. His supervisor, [REDACTED] decided to form small study groups to address the test since the amount of time being spent on the test was eating into operational hours. [REDACTED] stressed the nature of the test questions and how important it was to read each question carefully. The study groups did not use versions of the test questions or any unauthorized material. They used the open book from the test to highlight various sections of the test. [REDACTED] started taking the test after completing the study group. It still took him three times to pass the test. On his final, successful attempt, he recognized some of the questions and was able to quickly answer those questions. He went back to the questions he didn't immediately know the answer too and narrowed the answers down to where he thought he had the correct answer.

(U//~~FOUO~~) [REDACTED] said that he did not receive any help when taking the OVSC1203 final test. He did not assist anyone with taking this test and he did not copy any portion of the test material. He is not aware that anyone was receiving help or giving help to others during this test.

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(U//~~FOUO~~) [REDACTED]

(U//~~FOUO~~) [REDACTED] met with the OIG on 12 February 2014 at NSA/H. It was explained to [REDACTED] that the OIG had received information that she successfully completed the OVSC1203 test in 7 minutes and 36 seconds. The OIG requested an opportunity to discuss this matter with [REDACTED]

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(U//~~FOUO~~) Prior to the interview, [REDACTED] provided a copy of her [REDACTED] records for OVSC1203. This [REDACTED] record shows that [REDACTED] completed the OVSC1203 test in 1 hour, 21 minutes, and 31 seconds with a passing score of 90% on 27 January 2014. Based on this information, the OIG did not ask [REDACTED] to provide voluntary sworn testimony regarding this matter.

(U//~~FOUO~~) [REDACTED] was re-contacted regarding her OVSC1203 test time. It was explained to her that [REDACTED] added the total time from her multiple final test attempts. [REDACTED] was asked if she would consent to a voluntary interview to address how she was able to pass the OVSC1203 final test in 7 minutes, 36 seconds. [REDACTED] declined to participate in this interview.

(U//~~FOUO~~) [REDACTED]

(U//~~FOUO~~) [REDACTED] met with the OIG on 12 February 2014 at NSA/H. It was explained to [REDACTED] that the OIG had received information that he successfully completed the OVSC1203 test in 18 minutes and 1 second. The OIG requested an opportunity to discuss this matter with [REDACTED]

[REDACTED] has since formally changed his name to [REDACTED]. He also has been promoted to the rank of [REDACTED]

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(U//~~FOUO~~) Prior to the interview, [redacted] provided a copy of his [redacted] records for OVSC1203. This [redacted] record shows that [redacted] completed the OVSC1203 test in 2 hours, 30 minutes and 50 seconds with a passing score of 80% on 27 January 2014. Based on this information, the OIG did not ask [redacted] to provide voluntary sworn testimony regarding this matter.

(U//~~FOUO~~) [redacted] was re-contacted regarding his OVSC1203 test time. It was explained to him that [redacted] added the total time from his multiple final test attempts. [redacted] was asked if he would consent to a voluntary interview to address how he was able to pass the OVSC1203 final test in 18 minutes, 1 second. [redacted] declined to participate in this interview.

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(U) Analysis and Conclusions

(U//~~FOUO~~) NCS Administrative Instruction 1-01, ADET Standards of Conduct for Students, Section III, states that:

(U//~~FOUO~~) All civilian, military, contractor, and foreign partner personnel...attending courses offered or sponsored by ADET [Associate Directorate for Education and Training] are expected to maintain the highest levels of integrity and to not engage in any act of personal or academic misconduct in the classroom or virtual learning environment. As a result, committing acts of personal and academic misconduct in the learning environment could result in disciplinary action.

(U) Cheating is any action in which a student misrepresents another person's work as their own work or is a party to another student's failure to maintain academic integrity. Examples include, but are not limited to:

(U) Unauthorized collaboration with others...Unauthorized viewing, removing, or copying any examination materials, or portions thereof.

(U//~~FOUO~~) In sworn testimony, military members assigned to [redacted] admitted to receiving or giving help when taking the OVSC1203 test. Also, one assignee admitted to reproducing portions of the test. Receiving and giving help in a collaborative effort on the OVSC1203 test sections of that test is a violation of NCS policy and OVSC1203 test instructions. The fact that OVSC1203 was given in open-book format through [redacted] does not relieve students from their individual responsibility to maintain academic integrity.

(U//~~FOUO~~) Based upon the information received during sworn testimony, test time records and the collaborative atmosphere of the workplace, we conclude that the following [redacted] assignees violated NCS Administrative Instruction 1-01 and OVSC1203 Final Assessment

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Instructions. It is also possible that these individuals violated UCMJ Articles 92, 107, and 134, but that determination is referred to their military chain of command for review.

(U//FOUO) [redacted] (received help while taking the final test)
 (U//FOUO) [redacted] (received help while taking the final test)
 (U//FOUO) [redacted] (received help while taking the final test)
 (U//FOUO) [redacted] (received and gave help to others while taking the final test)
 (U//FOUO) [redacted] (received help while taking the final test)
 (U//FOUO) [redacted] received help while taking the final test
 (U//FOUO) [redacted] (received help while taking the final test)
 (U//FOUO) [redacted] (received help while taking the final test)
 (U//FOUO) [redacted] (provided help to others during the final test and copied test material)
 (U//FOUO) [redacted] (provided help to a colleague during final test)

(b) (3) - P.L. 86-36
 (b) (6)

(U//FOUO) [redacted]
 [redacted] and [redacted] declined to participate in an OIG interview regarding this matter. However, test records indicate that [redacted] successfully completed the OVSC 1203 test in 7 minutes and 36 seconds, [redacted] successfully completed the test in 18 minutes and 1 second, [redacted] successfully completed the test in 3 minutes and 5 seconds and [redacted] successfully completed the test in 23 minutes and 6 seconds. There is no preponderant evidence to conclude that [redacted] and [redacted] violated OVSC 1203 test procedures. However, the short amount of time taken by [redacted] and [redacted] to pass the test casts a doubt as to whether they followed test procedures.

(b) (3) - P.L. 86-36
 (b) (6)

IV. (U) RESPONSE TO TENTATIVE CONCLUSION

(U//FOUO) Tentative conclusions were sent to [redacted]
 [redacted]
 and [redacted] on 7 January 2015. The OIG received a response from [redacted] that did not impact the results. The OIG did not receive a response to the tentative conclusions from any of the other individuals.

(U//FOUO) The OIG was unable to send its tentative conclusion to [redacted]
 [redacted] is no longer assigned to NSA and no longer has access to NSA communications. [redacted] did not respond to the messages left for him with his current unit at Ft. Bliss, TX.

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V. (U) CONCLUSION

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that ten members of violated Agency testing procedures when taking the OVSC1203 final test. Specifically, their actions were in violation of the National Cryptologic School Administrative Instruction 1-01, *ADET Standards of Conduct for Students*, Final Assessment Instructions for OVSC1203, and may have violated 10 USC §892, 10 USC §907 and 10 USC §934.

(U//~~FOUO~~) A copy of this report will be provided to the Commander, NSAH and the NSA Associate Directorate for Security and Counter Intelligence for information and action deemed appropriate.

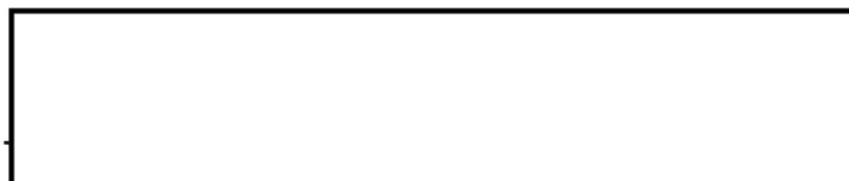
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VI. (U) DISTRIBUTION OF RESULTS

(U//~~FOUO~~) This report of investigation will be provided to the Commander, NSA/CSS Hawaii and the NSA Associate Directorate for Security and Counter Intelligence for information and appropriate action.



Senior Investigator



/Assistant Inspector General
for
Investigations

(b) (3) -P.L. 86-36

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Appendix A

Applicable Authorities

(U//~~FOUO~~) National Cryptologic School Administrative Instruction 1-01, ADET Standards of Conduct for Students, 9 February 2012, Section III (U) Standards:

(U) All civilian, military, contractor, and foreign partner personnel (herein referred to as student(s)) attending courses offered or sponsored by ADET are expected to maintain the highest levels of integrity and to not engage in any act of personal or academic misconduct in the classroom or virtual learning environment. As a result, committing acts of personal and academic misconduct in the learning environment could result in disciplinary action.

(U) Personal and academic integrity are the responsibility of all students. Personal and academic integrity are components of the Personal Leadership and Integrity performance element of every NSA civilian employee's Annual Contribution Evaluation. The Uniform Code of Military Justice, as well as applicable State and/or Federal laws, similarly prohibit military members, including Reserve and National Guard members, from carrying out any actions that compromise academic integrity.

(U) Examples of personal and academic misconduct include, but are not limited to:

B. (U) Cheating

(U) Cheating is any action in which a student misrepresents another person's work as their own work or is a party to another student's failure to maintain academic integrity. Examples include, but are not limited to:

2. Unauthorized collaboration with others

5. Unauthorized viewing, removing, or copying any examination materials, or portions thereof.

(U) OVSC1203 Final Assessment Instructions, Test Security

(U) You are prohibited from disclosing or reproducing any of the contents of this test in any form, or by any means, or for any purpose.

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10 USC §892 – Article 92, Failure to obey order or regulation

Any person subject to this chapter who – (1) violates or fails to obey any lawful general order or regulation; (2) having knowledge of any other lawful order issued by a member of the armed forces, which it is his duty to obey, fails to obey the order; or (3) is derelict in the performance of his duties; shall be punished as a court-martial may direct.

10 USC §907 – Article 107, False official statements

Any person subject to this chapter who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing it to be false, or makes any other false official statement knowing it to be false, shall be punished as a court-martial may direct.

10 USC §934 – Article 134, General Article

Disorders and neglects to the prejudice of good order and discipline in the armed forces, all conduct of a nature to bring discredit upon the armed forces, and crimes and offenses not capital, of which persons subject to this chapter may be guilty, shall be taken cognizance of by a general, special, or summary court-martial, according to the nature and degree of the offense, and shall be punished at the discretion of that court.

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Appendix B

(U) OVSC1203 Test Records

The following is a list of the amount of time it took for [] members to pass the OVSC1203 final test.

[] - 9 minutes, 51 seconds
[] - 5 minutes, 44 seconds
[] - 8 minutes, 2 seconds
[] - 10 minutes, 37 seconds
[] - 5 minutes, 45 seconds
[] - 3 minutes, 26 seconds
[] - 4 minutes, 50 seconds
[] - 3 minutes, 5 seconds
[] - 5 minutes, 9 seconds
[] - 18 minutes, 1 second
[] - 23 minutes, 6 seconds
[] - 24 minutes, 30 seconds
[] - 30 minutes, 9 seconds
[] - 7 minutes, 36 seconds

(b) (3) - P.L. 86-36

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