

# MS 611 ELIGIBILITY FOR PEACE CORPS EMPLOYMENT OR VOLUNTEER SERVICE OF APPLICANTS WITH INTELLIGENCE BACKGROUNDS

---

Date: 4/2/84

Office: D/GCLL

Supersedes: MS 201, para II-B. 5, 5/14/73 MS 643, 7/21/75

---

Table of Contents

Attachments

---

## TABLE OF CONTENTS

- 1.0 Policy
- 2.0 Scope
- 3.0 Definitions
- 3.1 Intelligence Activity
- 3.2 Related Work
- 3.3 Employment
- 4.0 Eligibility
- 4.1 Employment by an Intelligence Agency or Division Thereof
  - 4.1.1 Permanent Ineligibility
  - 4.1.2 Ineligibility for a Minimum of 10 Years
  - 4.1.3 Ineligibility for a Period in Excess of 10 Years
- 4.2 Related Work
  - 4.2.1 Family Relations with an Intelligence Background
- 5.0 Criteria
- 6.0 Procedures for Employment Applicants
  - 6.1 Notice
    - 6.1.1 Background Information
    - 6.1.2 Vacancy Announcements
    - 6.1.3 Contractors and Consultants
    - 6.1.4 Request for Additional Information
    - 6.1.5 Failure to Disclose Information
  - 6.2 Screening
  - 6.3 Appeal
    - 6.3.1 Appeal Sustained
- 7.0 Procedures for Volunteer Applicants
  - 7.1 Notice
    - 7.1.1 Background Information
    - 7.1.2 Recruitment Responsibility
    - 7.1.3 Request for Additional Information
    - 7.1.4 Failure to Disclose Information
  - 7.2 Screening
  - 7.3 Appeal
  - 7.4 Appeal Sustainment

## **ATTACHMENTS**

Attachment A Peace Corps Intelligence Background Information (PC 1336 [83])

---

### **1.0 POLICY**

It has been the Peace Corps' longstanding policy to exclude from Peace Corps Volunteer service and Peace Corps employment, under the provisions set forth in para 4 below, any persons who have engaged in intelligence activity or related work or who have been employed by or connected with an intelligence Agency. This policy has been reaffirmed by each successive administration.

The policy is founded on the premise that it is crucial to the Peace Corps in carrying out its mission that there be a complete and total separation of Peace Corps from the intelligence activities of the United States government, both in reality and appearance. Any semblance of a connection between Peace Corps and the intelligence community would seriously compromise the ability of the Peace Corps to develop and maintain the trust and confidence of the people of the host countries. To insure that there is not the slightest basis for the appearance of any connection between Peace Corps and the intelligence community, the policy contains certain permanent bars. Serious doubts about an applicant's connection with intelligence activities are to be resolved in favor of exclusion.

It is also the policy of Peace Corps to obtain agreement from intelligence agencies and other agencies engaged in intelligence activities not to employ former Peace Corps employees or Volunteers for a specified period after their Peace Corps service or employment. Information regarding such agreements may be obtained from the agencies themselves or from the Peace Corps Office of the General Counsel.

### **2.0 SCOPE**

Restrictions imposed pursuant to this policy are uniformly applicable to applicants for positions as Volunteers, Volunteer Leaders, employees, including part time and temporaries, interns, consultants and personal service contractors.

### **3.0 DEFINITIONS**

#### **3.1 Intelligence Activity**

"Intelligence Activity" includes any activities or specialized training involving or related to the clandestine collection of information, or the analysis or dissemination of such information, intended for use by the United States government in formulating or implementing political or military policy in regard to other countries. The term "intelligence activity" includes any involvement in covert actions designed to influence events in foreign countries.

#### **3.2 Related Work**

The term "related work" means any employment by or other connection with an intelligence Agency or with an intelligence activity, if such connection could be the basis for an inference that the individual involved was engaged in an intelligence activity.

### **3.3 Employment**

The terms “employment,” “employee” or “employed” as used herein refer to the existence of a relationship of employer and employee, whether full-time or part-time, permanent or temporary, without regard to the length of time the relationship existed or is proposed to exist, and includes for purposes of this policy individuals performing duties as Volunteers, fellows, interns, consultants and personal service contractors.

## **4.0 ELIGIBILITY**

### **4.1 Employment by an Intelligence Agency or Division Thereof**

#### **4.1.1 Permanent Ineligibility**

Persons currently or formerly employed by the Central Intelligence Agency shall be permanently ineligible for Peace Corps Volunteer service or employment by the Peace Corps.

#### **4.1.2 Ineligibility for a Minimum of 10 Years**

Any person who has been employed by an Agency or division of an Agency, other than the Central Intelligence Agency, a substantial part of whose mission has been determined by the Peace Corps General Counsel to include intelligence activities, shall be ineligible for service as a Volunteer or for employment for a period of 10 years from the last date of employment by such Agency.

#### **4.1.3 Ineligibility for a Period in Excess of 10 Years**

Individuals may be ineligible for service or employment for a period in excess of 10 years where the General Counsel determines that their background or work history with regard to intelligence activities warrants such action.

### **4.2 Related Work**

Applicants for Peace Corps Volunteer service or employment whose background or work history discloses a substantial connection with an intelligence activity or related work other than through employment shall be ineligible to serve as Peace Corps Volunteers or as employees of the Peace Corps for a period of time ordinarily not to exceed 10 years from the date of their last connection with the Agency or activity.

#### **4.2.1 Family Relations with an Intelligence Background**

For purposes of this provision, family relationship to an employee of an intelligence Agency may be considered a disqualifying connection. Determinations in such cases will be made on a case by case basis using the criteria noted in para 5 below. Examples of the type of family relationships which could lead to the exclusion of applicants are individuals whose spouses are or were involved in actual intelligence activities, or members of the immediate family of prominent highly placed officials in the intelligence community who might be the target of harassment or violence overseas as the result of their family connections.

## **5.0 CRITERIA**

In determining whether an individual’s employment under para 4.1.3 or an individual’s connections with intelligence activities or related work under para 4.2 render him or her ineligible for service or employment, or in determining the duration of any ineligibility, the Office of the General Counsel shall consider the following factors as appropriate:

- (i) Nature of the activity or connection.
- (ii) The Agency with which the applicant was connected.
- (iii) Length of time the individual participated in the activity or work.

- (iv) Length of time which has elapsed since the last connection.
- (v) Where the activity or work was performed.
- (vi) Nature of the connection with intelligence activity or related work.
- (vii) Whether or not the activity involved contact with foreign nationals.
- (viii) Whether the connection was known or unknown to the applicant at the time it occurred.
- (ix) Training received, if any.
- (x) Regularity of the contact, and nature of duties, if any.
- (xi) Public knowledge of the activity or connection.
- (xii) Any other information which bears on the connection of an applicant to an intelligence activity or related work.

## **6.0 PROCEDURES FOR EMPLOYMENT APPLICANTS**

### **6.1 Notice**

#### **6.1.1 Background Information**

All applicants for positions as employees, personal service contractors, or experts and consultants will be required to provide sufficient information to permit a determination of their eligibility under this Manual Section prior to their appointment.

#### **6.1.2 Vacancy Announcements**

All vacancy announcements for positions subject to this Manual Section will contain the following notification:

“Peace Corps Manual Section 611 is applicable to this position. This section prohibits the employment of certain persons previously engaged in intelligence activities or connected with intelligence agencies. Applications must be accompanied by a completed PC-1336 form (see Attachment A), or narrative signed statement, indicating whether the applicant has been involved in or has had any connection with intelligence activities or related work and if so the nature and dates of his or her involvement. Failure to meet this requirement will result in the applicant being rated ineligible for consideration.”

#### **6.1.3 Contractors and Consultants**

In the case of contractors or consultants positions subject to this policy, which are not filled through vacancy announcements, the Director of Personnel Management or any individual assigned responsibility for recruiting to fill the position shall inform all applicants of the policy and require that they fill out a PC-1336 form or signed narrative statement indicating whether the applicant has been involved in or has had any connection with any intelligence activity or related work and, if so, the nature and dates of his or her involvement.

Such information must be Provided before the applicant is considered for the vacancy.

#### **6.1.4 Request for Additional Information**

Any applicant whose PC-1336 form or narrative statement does not indicate involvement in or connection with intelligence activities or related work, or employment by an intelligence Agency, but whose background contains an indication that he or she may be otherwise ineligible under this Manual Section will be sent a notification by the Office of Personnel Management of the substance of this policy, and a request for further information. Any further investigation necessary to determine the eligibility of an applicant for

employment under this Manual Section will be performed by Personnel Security of the Office of Management.

### **6.1.5 Failure to Disclose Information**

Failure to disclose information relevant to a determination under this Manual Section may result in disqualification of an applicant or disciplinary action including removal.

## **6.2 Screening**

The Director of Personnel Management or his or her designee is responsible for the initial screening of applications for positions covered by this Manual Section. In cases where the Director of Personnel Management is unable to make a determination on the eligibility of an applicant, the individual's application will be referred to the General Counsel. In addition, in all cases falling within paragraph 4.1.3. the General Counsel will make the final determination as to eligibility. In cases falling within paragraph 4.2., the General Counsel will be responsible for convening a panel composed of the three Associate Directors and the General Counsel, or their designees, to determine whether the applicant is eligible.

## **6.3 Appeal**

The Director of Personnel Management will inform all applicants promptly in writing of any decision disqualifying them and the reasons for that decision. Applicants will also be informed that they have 15 calendar days from the date of receipt of the letter from the Director of Personnel Management to appeal the decision to the Director of the Peace Corps. The decision of the Director of the Peace Corps shall be final.

### **6.3.1 Appeal Sustained**

Individuals who would otherwise have been within the range of selection who have applied for positions filled under Peace Corps' merit promotion plan, and whose appeals are sustained, shall be granted priority consideration equal to that given to repromotion eligibles for the next similar position for which they are qualified.

## **7.0 PROCEDURES FOR VOLUNTEER APPLICANTS**

### **7.1 Notice**

#### **7.1.1 Background Information**

Prior to their selection for Peace Corps assignment, all applicants for Volunteer service will be required to provide sufficient information to permit a determination of their eligibility under this Manual Section.

#### **7.1.2 Recruitment Responsibility**

Peace Corps recruiters will be responsible for explaining the importance of the intelligence policy to all applicants and directing their attention to the appropriate section of the Peace Corps application which pertains to the policy.

#### **7.1.3 Request for Additional Information**

Any applicant whose Peace Corps application does not indicate involvement in or connection with intelligence activities or related work, or a particular intelligence activity or work, but whose background contains an indication that he or she may be ineligible under this Manual Section will be sent a notification by the Office of Placement (ORPS/P) of the substance of this policy and a request for further information. Any further investigation necessary to determine the eligibility of an applicant for Peace Corps service will be performed by Personnel Security of the Office of Management.

#### **7.1.4 Failure to Disclose Information**

Failure to disclose information relevant to a determination under this Manual Section may result in the disinvitation or separation of the individual from the Peace Corps.

#### **7.2 Screening**

ORPS/P is responsible for the initial screening of Peace Corps Volunteer applications. In cases where that office is unable to make a decision regarding the eligibility of an applicant under this Manual Section, the individual's application will be referred to the General Counsel for determination. In addition, in all cases falling within para 4.1.3. and 4.2., General Counsel, after consultation with MRPS/P, will make the final determination whether the applicant is eligible.

#### **7.3 Appeal**

MRPS/P will inform all applicants promptly and in writing of any decision to disqualify them and the reasons for that decision. Applicants will also be informed that they have 15 days from the date of receipt of the letter from MRPS/P to appeal the decision to the Director of the Peace Corps. The decision of the Director of the Peace Corps shall be final.

#### **7.4 Appeal Sustainment**

Individuals who otherwise would have been eligible for selection for a Peace Corps program and whose appeals are sustained, shall be granted priority consideration for the next program for which they are qualified.

#### **8.0 EFFECTIVE DATE**

This Manual Section takes effect on the date of issuance.