

PRIVACY IMPACT ASSESSMENT (PIA)

PRESCRIBING AUTHORITY: DoD Instruction 5400.16, "DoD Privacy Impact Assessment (PIA) Guidance". Complete this form for Department of Defense (DoD) information systems or electronic collections of information (referred to as an "electronic collection" for the purpose of this form) that collect, maintain, use, and/or disseminate personally identifiable information (PII) about members of the public, Federal employees, contractors, or foreign nationals employed at U.S. military facilities internationally. In the case where no PII is collected, the PIA will serve as a conclusive determination that privacy requirements do not apply to system.

1. DOD INFORMATION SYSTEM/ELECTRONIC COLLECTION NAME:

DefenseReady - Enterprise Business Application Suite (EBAS)

2. DOD COMPONENT NAME:

Department of Defense Inspector General

3. PIA APPROVAL DATE:

06/22/2026

Mission Support Team

SECTION 1: PII DESCRIPTION SUMMARY (FOR PUBLIC RELEASE)

a. The PII is: (Check one. Note: Federal contractors, military family members, and foreign nationals are included in general public.)

- | | |
|---|--|
| <input type="checkbox"/> From members of the general public | <input type="checkbox"/> From Federal employees |
| <input checked="" type="checkbox"/> from both members of the general public and Federal employees | <input type="checkbox"/> Not Collected (if checked proceed to Section 4) |

b. The PII is in a: (Check one.)

- | | |
|--|--|
| <input type="checkbox"/> New DoD Information System | <input type="checkbox"/> New Electronic Collection |
| <input type="checkbox"/> Existing DoD Information System | <input checked="" type="checkbox"/> Existing Electronic Collection |
| <input type="checkbox"/> Significantly Modified DoD Information System | |

c. Describe the purpose of this DoD information system or electronic collection and describe the types of personal information about individuals collected in the system.

DefenseReady (DR) allows the DoD OIG personnel to organize, manage, and track personnel billets, training, security clearance data, personnel readiness data, and performance management. DR makes that data available in a web interface to DoD OIG personnel without them having to access the Defense Civilian Personnel Data System (DCPDS) and Fourth Estate Manpower Tracking System (FMTS). Data is synchronized and/or manually entered into DR from DCPDS and FMTS.

Records in DR may contain the following PII: full name; Social Security Number (SSN); other ID number, such as the DoD ID or the Electronic Data Interchange Personal Identifier (EDIPI); medical information; citizenship; legal status; sex, race and ethnicity; birth date; place of birth; personal home and cellular telephone number; personal email address; mailing and home address; security clearance; disability information; employment information; military records; emergency contact; and education information.

d. Why is the PII collected and/or what is the intended use of the PII? (e.g., verification, identification, authentication, data matching, mission-related use, administrative use)

DR collects PII for mission-related and administrative use in managing personnel. PII collected or synchronized is used to verify and authenticate an employee's workplace and readiness data. The process of PII collection, its purpose, and the intended use of the PII, for the information that is synchronized and/or manually entered from DCPDS and FMTS, is addressed in the PIAs for those systems.

e. Do individuals have the opportunity to object to the collection of their PII? Yes No

(1) If "Yes," describe the method by which individuals can object to the collection of PII.

(2) If "No," state the reason why individuals cannot object to the collection of PII.

Individuals can object to their PII collection in the relevant sections of DR through completion of a DD Form 2946, Telework Agreement; Office of Personnel Management (OPM) Standard Form 182, Authorization, Agreement, and Certification of Training; and IG Form 1400.25-3, Individual Development Plan. These forms each contain a Privacy Act Statement. The process to object to collection of PII for data that is collected in DCPDS and FMTS is addressed in the hosted system's PIA.

f. Do individuals have the opportunity to consent to the specific uses of their PII? Yes No

(1) If "Yes," describe the method by which individuals can give or withhold their consent.

(2) If "No," state the reason why individuals cannot give or withhold their consent.

There are portions of DR that provide the individual with the opportunity to consent to the uses of their PII through the individual's completion of the DD Form 2946, OPM SF-182, and IG Form 1400.25-3. Considerations for the individual's consent to specific uses of their PII, for data that is synchronized and/or manually entered from DCPDS and FMTS, is addressed in the hosted system's PIA.

g. When an individual is asked to provide PII, a Privacy Act Statement (PAS) and/or a Privacy Advisory must be provided. (Check as appropriate and provide the actual wording.)

- Privacy Act Statement Privacy Advisory Not Applicable

DR collects PII directly from an individual through DD Form 2946, OPM SF-182, and IG Form 1400.25-3, where a PAS is listed at the point of collection. DR maintains synchronized PII data for mission-related and administrative use in managing personnel billets and readiness; therefore, the following Privacy Advisory applies upon logging into the system:

Records maintained in DefenseReady are covered by the Privacy Act of 1974. Please consult the applicable system of record notice for additional information: OPM/GOVT-1, General Personnel Records; DoD-0002, Personnel Vetting Records System; DoD-0005, Defense Training Records; DoD-0012, Defense Accountability and Assessment Records; or DHRA-23, Defense Civilian Human Resource Management System.

AUTHORITIES: 5 U.S.C. 4, Inspectors General; 5 U.S.C. 41, Government Employees Training Act; 5 U.S.C. 75, National Security; 5 U.S.C. 99, Department of Defense Personnel Authorities; 10 U.S.C. 136, Under Secretary of Defense for Personnel and Readiness; Executive Order 9397, Numbering System for Federal Accounts Relating to Individual Persons, as amended; and DoD Instruction 1400.25, DoD Civilian Personnel Management: Volume 410, Training, Education, and Professional Development; Volume 731, Suitability and Fitness Adjudication for Civilian Employees; and Volume 1100, Civilian Human Resources Management Information Technology Portfolio.

PURPOSES: To allow DoD OIG personnel the capability to organize and manage personnel billets and readiness data.

ROUTINE USES: Please consult the appropriate system of record notice.

DISCLOSURE: Voluntary. However, failure to provide or update information may affect the employee's readiness.

h. With whom will the PII be shared through data/system exchange, both within your DoD Component and outside your Component? (Check all that apply)

- | | | |
|---|----------|---|
| <input checked="" type="checkbox"/> Within the DoD Component | Specify. | DoD OIG employees and contractors with an established need-to-know that require access for mission requirements. |
| <input checked="" type="checkbox"/> Other DoD Components (i.e. Army, Navy, Air Force) | Specify. | Sharing is consistent with 5 U.S.C. 552a(b), Conditions of Disclosure, and the routine uses listed in the applicable SORN. |
| <input checked="" type="checkbox"/> Other Federal Agencies (i.e. Veteran's Affairs, Energy, State) | Specify. | Sharing is consistent with 5 U.S.C. 552a(b), Conditions of Disclosure, and the routine uses listed in the applicable SORN. |
| <input checked="" type="checkbox"/> State and Local Agencies | Specify. | Sharing is consistent with 5 U.S.C. 552a(b), Conditions of Disclosure, and the routine uses listed in the applicable SORN. |
| <input checked="" type="checkbox"/> Contractor (Name of contractor and describe the language in the contract that safeguards PII. Include whether FAR privacy clauses, i.e., 52.224-1, Privacy Act Notification, 52.224-2, Privacy Act, and FAR 39.105 are included in the contract.) | Specify. | Contractor Enterprise Technology Solutions, Inc. FAR clauses 52.224-1, Privacy Act Notification, -2, Privacy Act and -3, Privacy Act Training apply. However, FAR 52.224-1 and -2 are not included. |
| <input checked="" type="checkbox"/> Other (e.g., commercial providers, colleges). | Specify. | Sharing is consistent with 5 U.S.C. 552a(b), Conditions of Disclosure, and the routine uses listed in the applicable SORN. |

i. Source of the PII collected is: (Check all that apply and list all information systems if applicable)

- | | |
|--|---|
| <input checked="" type="checkbox"/> Individuals | <input checked="" type="checkbox"/> Databases |
| <input checked="" type="checkbox"/> Existing DoD Information Systems | <input type="checkbox"/> Commercial Systems |
| <input type="checkbox"/> Other Federal Information Systems | |

DCPDS and FMTS.

j. How will the information be collected? (Check all that apply and list all Official Form Numbers if applicable)

- | | |
|---|---|
| <input type="checkbox"/> E-mail | <input checked="" type="checkbox"/> Official Form (Enter Form Number(s) in the box below) |
| <input type="checkbox"/> In-Person Contact | <input type="checkbox"/> Paper |
| <input type="checkbox"/> Fax | <input type="checkbox"/> Telephone Interview |
| <input checked="" type="checkbox"/> Information Sharing - System to System | <input type="checkbox"/> Website/E-Form |
| <input type="checkbox"/> Other (If Other, enter the information in the box below) | |

Information is collected directly from the individual through DD Form 2946, OPM SF-182, and IG Form 1400.25-3.

k. Does this DoD Information system or electronic collection require a Privacy Act System of Records Notice (SORN)?

A Privacy Act SORN is required if the information system or electronic collection contains information about U.S. citizens or lawful permanent U.S. residents that is retrieved by name or other unique identifier. PIA and Privacy Act SORN information must be consistent.

Yes No

If "Yes," enter SORN System Identifier

SORN Identifier, not the Federal Register (FR) Citation. Consult the DoD Component Privacy Office for additional information or <http://dpcl.d.defense.gov/Privacy/SORNs/>
or

If a SORN has not yet been published in the Federal Register, enter date of submission for approval to Defense Privacy, Civil Liberties, and Transparency Division (DPCLTD). Consult the DoD Component Privacy Office for this date.

If "No," explain why the SORN is not required in accordance with DoD Regulation 5400.11-R: Department of Defense Privacy Program.

l. What is the National Archives and Records Administration (NARA) approved, pending or general records schedule (GRS) disposition authority for the system or for the records maintained in the system?

(1) NARA Job Number or General Records Schedule Authority.

(2) If pending, provide the date the SF-115 was submitted to NARA.

(3) Retention Instructions.

Do not delete or transfer until DoD OIG receives NARA-approved disposition authority.

m. What is the authority to collect information? A Federal law or Executive Order must authorize the collection and maintenance of a system of records. For PII not collected or maintained in a system of records, the collection or maintenance of the PII must be necessary to discharge the requirements of a statute or Executive Order.

- (1) If this system has a Privacy Act SORN, the authorities in this PIA and the existing Privacy Act SORN should be similar.
- (2) If a SORN does not apply, cite the authority for this DoD information system or electronic collection to collect, use, maintain and/or disseminate PII. (If multiple authorities are cited, provide all that apply).
 - (a) Cite the specific provisions of the statute and/or EO that authorizes the operation of the system and the collection of PII.
 - (b) If direct statutory authority or an Executive Order does not exist, indirect statutory authority may be cited if the authority requires the operation or administration of a program, the execution of which will require the collection and maintenance of a system of records.
 - (c) If direct or indirect authority does not exist, DoD Components can use their general statutory grants of authority ("internal housekeeping") as the primary authority. The requirement, directive, or instruction implementing the statute within the DoD Component must be identified.

5 U.S.C. 4, Inspectors General;
5 U.S.C. 41, Government Employees Training Act;
5 U.S.C. 75, National Security;
5 U.S.C. 99, DoD Personnel Authorities;
5 U.S.C. 301, Regulations for the Government of the Department;
10 U.S.C. 113, Secretary of Defense;
10 U.S.C. 136, Under Secretary of Defense for Personnel and Readiness;
Executive Order 9397, Numbering System for Federal Accounts Relating to Individual Persons, as amended; and
DoD Instruction 1400.25, Civilian Personnel Management: Volume 410, Training, Education, and Professional Development; Volume 731, Suitability and Fitness Adjudication for Civilian Employees; and Volume 1100, Civilian Human Resources Management Information Technology Portfolio.

n. Does this DoD information system or electronic collection have an active and approved Office of Management and Budget (OMB) Control Number?

Contact the Component Information Management Control Officer or DoD Clearance Officer for this information. This number indicates OMB approval to collect data from 10 or more members of the public in a 12-month period regardless of form or format.

Yes No Pending

- (1) If "Yes," list all applicable OMB Control Numbers, collection titles, and expiration dates.
- (2) If "No," explain why OMB approval is not required in accordance with DoD Manual 8910.01, Volume 2, "DoD Information Collections Manual: Procedures for DoD Public Information Collections."
- (3) If "Pending," provide the date for the 60 and/or 30 day notice and the Federal Register citation.

An OMB control number is not required as DR does not collect information from 10 or more members of the public in a 12-month period.