



DoD DIRECTIVE 5200.37

DEFENSE HUMAN INTELLIGENCE

Originating Component: Office of the Under Secretary of Defense for Intelligence and Security

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Reissues and Cancels: DoD Directive S-5200.37, “(U) Management and Execution of Defense Human Intelligence (HUMINT),” February 9, 2009, as amended

Approved by: Kathleen H. Hicks, Deputy Secretary of Defense

Purpose: This issuance:

- Establishes policy and assigns responsibilities for Defense Intelligence Enterprise (DIE) human intelligence (HUMINT).
- Renames the Defense HUMINT Manager as the Defense Intelligence Enterprise Manager (DIEM) for HUMINT.
- Eliminates Defense HUMINT military source operations categories and terminology.

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SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY.

This issuance applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff (CJCS) and the Joint Staff, the Combatant Commands (CCMDs), the Office of Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (referred to collectively in this issuance as the “DoD Components”).

1.2. POLICY.

- a. Nothing in this issuance will supersede requirements related to the conduct of counterintelligence and security activities of the DoD.
- b. The DIE HUMINT will provide timely and accurate defense and defense-related foreign intelligence information, support of operational use, and Defense HUMINT activities in response to defense and national requirements.
- c. The Secretary of Defense authorizes the CCMDs, the Military Departments, and the Defense Intelligence Agency (DIA) to conduct Defense HUMINT activities.
- d. The direction and control of Defense HUMINT activities are inherently governmental functions that only U.S. Government civilian employees or military personnel will perform. Contractor personnel may perform Defense HUMINT activities only when appropriately authorized by the Secretary of Defense in accordance with DoD Directive (DoDD) 3115.09.
- e. Defense HUMINT forces or capabilities will be apportioned, allocated, and assigned to support the national defense strategy and collection requirements of supported DoD Components and Intelligence Community (IC) elements.
- f. Personnel will be authorized to conduct Defense HUMINT activities only if they are:
 - (1) Trained and certified in accordance with DoD Instruction (DoDI) 3305.15 and standards established by the DIEM for HUMINT.
 - (2) Assigned, attached to, detailed, allocated to, or employed by a DoD organization with a HUMINT mission.
- g. Defense HUMINT and related intelligence activities and other human-derived information gathering activities (e.g., in support of information operations (IO)) will be coordinated and deconflicted with the joint force counterintelligence and HUMINT staff element (J2X) or the equivalent intelligence staff of the CCMD in accordance with DoDDs S-3325.09 and 3600.01; DoDI S-5200.42; and, as applicable, Intelligence Community Directives (ICDs) 304, 310, and 311, and the July 20, 2005 Department of Defense/Central Intelligence Agency Memorandum of Agreement.

h. Defense HUMINT activities that raise a significant risk will be conducted only with Defense HUMINT executor (DHE) approval and Under Secretary of Defense for Intelligence and Security (USD(I&S)) concurrence. The DHE may not delegate this approval authority.

i. Defense HUMINT activities that require sensitive support, or the concealment of true identity or organizational affiliation with assertions of false information, must be approved in accordance with DoDDs S-5205.61 and S-5210.36, as applicable.

SECTION 2: RESPONSIBILITIES

2.1. USD(I&S).

The USD(I&S):

- a. Establishes policy, provides direction, and oversees the DIE HUMINT.
- b. Reviews and makes the determination whether to concur with Defense HUMINT operational proposals posing significant risk.
- c. Establishes criteria and procedures for assessing significant risk.
- d. Participates on IC HUMINT committee boards and represents Defense HUMINT and other related matters at policy forums.
- e. Utilizes the DIE HUMINT governance process to resolve concerns raised by the Defense HUMINT Enterprise, as appropriate.
- f. In coordination with the Director of National Intelligence, monitors, advocates, and identifies priorities for DIE HUMINT resource needs in support of defense and national Planning, Programming, Budgeting, and Execution processes.

2.2. DIRECTOR, DIA.

Under the authority, direction, and control of the USD(I&S), the Director, DIA:

- a. Designates a senior intelligence official to serve as the DHE for DIA HUMINT activities.
- b. Conducts Defense HUMINT activities in response to defense and national requirements.
- c. Provides HUMINT support to the Combatant Commanders (CCDRs) in accordance with DoDD 3000.06.
- d. In coordination with the DHEs, as the General Defense Intelligence Program Manager, manages and develops the consolidated Defense HUMINT Program within the General Defense Intelligence Program portion of the National Intelligence Program in accordance with ICDs 104 and 204 and other Director of National Intelligence guidance.
- e. As the assigned DIEM for HUMINT:
 - (1) Plans, programs, and budgets for resources to execute the Director, DIA's role in managing Defense HUMINT Enterprise functions.
 - (2) In coordination with the DHEs, implements standards and procedures for the conduct of Defense HUMINT activities to include tradecraft, training, reporting, and coordination, consistent with applicable law and DoD policy.

- (3) Manages a HUMINT governance structure in accordance with DoDD 5105.21.
- (4) Represents DIE HUMINT issues, capabilities, and requirements to the IC and IC-level HUMINT committee boards in collaboration with the DHEs.
- (5) Coordinates with the DHEs on all HUMINT training for foreign partners.
- (6) In accordance with ICD 204, and in coordination with the DHEs, synchronizes HUMINT activities across the DoD to satisfy national requirements.
- (7) In coordination with DHEs, advises the USD(I&S) on priority, distribution, and adequacy of Military Intelligence Program HUMINT resources and recommends changes, when appropriate, in accordance with DoDD 5205.12.
- (8) Support the CCDRs through the Joint Staff Intelligence Directorate by assisting in the development and recommendation of globally optimized sourcing solutions for Defense HUMINT forces and personnel capabilities as a part of the global force management (GFM) process by coordinating with Military Departments to develop sourcing solutions for CCMD-requested HUMINT capabilities.
- (9) Performs services of common concern for DIE management and efficiency.
- (10) Establishes, maintains, and ensures DIE access to a single, secure, and automated source administration information technology architecture to manage DoD and interagency de-confliction and coordination for all DoD human sources.
- (11) In coordination with the Secretaries of the Military Departments and the CCDRs, develops, reviews, and updates HUMINT resource requirements to ensure that Defense HUMINT forces are properly apportioned, allocated, and assigned within GFM to support CCMD requirements.
- (12) Oversees the coordination and deconfliction of Defense HUMINT and related intelligence activities, and other human-derived information gathering activities (e.g., in support of IO), and takes appropriate action to remedy issues that cannot be resolved at lower levels.

2.3. UNDER SECRETARY OF DEFENSE FOR POLICY.

The Under Secretary of Defense for Policy reviews and determines whether to concur with Defense HUMINT operational proposals posing significant risk.

2.4. GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE.

The General Counsel of the Department of Defense provides legal review of all HUMINT activities requiring USD(I&S) concurrence and other matters, as appropriate.

2.5. SECRETARIES OF THE MILITARY DEPARTMENTS.

The Secretaries of the Military Departments:

a. For each IC element component under their respective supervision and control, designate the Service IC element's senior intelligence official as the DHE.

b. Provide HUMINT capabilities to support Military Department and CCMD requirements as directed by the Secretary of Defense.

c. Conduct Defense HUMINT activities in response to their respective organize, train, and equip responsibilities and on national requirements when tasked by the Secretary of Defense.

d. Provide the DIEM for HUMINT with the support and data required to execute DIEM for HUMINT's responsibilities.

e. In coordination with the DIEM for HUMINT, the CJCS, and the CCDRs, develop, review, and update HUMINT resource requirements to ensure that Defense HUMINT forces are properly apportioned, allocated, and assigned within GFM to support CCMD requirements.

2.6. CJCS.

The CJCS:

a. Designates the Director, Joint Staff Intelligence Directorate, as the senior HUMINT official for the Joint Staff and maintains a Joint Staff J2X.

b. In coordination with the Secretaries of the Military Departments, the DIEM for HUMINT, and the CCDRs, develops, reviews, and updates HUMINT resource requirements to ensure that Defense HUMINT forces are properly apportioned, allocated, and assigned within GFM to support CCMD requirements.

2.7. CCDRS.

The CCDRs:

a. Designate, in writing, the senior intelligence official within their respective CCMD as the DHE.

b. Conduct Defense HUMINT activities in response to CCMD requirements and, if authorized by the Secretary of Defense, those requirements that may constitute a national requirement.

c. Coordinate and deconflict Defense HUMINT activities and other human-derived information gathering activities (e.g., in support of IO) within their command and area of responsibility through the J2X, or the equivalent intelligence staff, in accordance with DoDDs S-

3325.09 and 3600.01; DoDI S-5200.42; and, as applicable, ICDs 304, 310, and 311 and the July 20, 2005 Department of Defense/Central Intelligence Agency Memorandum of Agreement.

d. In conjunction with the CJCS, coordinate with the Secretaries of the Military Departments and the DIEM for HUMINT to develop, review, and update HUMINT resource requirements to ensure Defense HUMINT forces are properly apportioned, allocated, and assigned within GFM to support CCMD requirements.

e. Provide the DIEM for HUMINT with the support and data required to execute DIEM for HUMINT's assigned responsibilities.

SECTION 3: ADDITIONAL RESPONSIBILITIES

3.1. DHE.

The DHE:

- a. Is the senior intelligence official for a DoD Component with the mission to conduct Defense HUMINT activities, as defined in Paragraph 1.2.c.
- b. Approves, executes, and supports Defense HUMINT activities conducted by organizations operating under their authority.
- c. Develops and maintains HUMINT policy; doctrine; tactics, techniques, and procedures; and force structure for their DoD Component.
- d. Reviews, determines level of risk and, if appropriate, approves coordinated Defense HUMINT activities proposed by organizations operating under their authority using guidelines established by the USD(I&S) in DoDI S-5200.42. This responsibility may be further delegated, except where Defense HUMINT operational proposals carry significant risk.
- e. Coordinates with DIEM for HUMINT for appropriate reviews, and obtains USD(I&S) concurrence before approving a proposed Defense HUMINT activity posing a significant risk.
- f. Coordinates and deconflicts Defense HUMINT activities and other human-derived information gathering activities (e.g., in support of IO) with other DHEs and the Office of the USD(I&S) in accordance with applicable policies and interagency and interdepartmental agreements, including DoDDs S-3325.09 and 3600.01; DoDI S-5200.42; and, as applicable, ICDs 304, 310, and 311 and the July 20, 2005 Department of Defense/Central Intelligence Agency Memorandum of Agreement.
- g. Requires that personnel conducting Defense HUMINT activities under the DHE's operational control are trained and certified in accordance with standards established by the DIEM for HUMINT.
- h. Assists the DIEM for HUMINT with the development, joint certification, and participation in the validation of HUMINT training.
- i. Requires their DoD Component registers and updates the status of all HUMINT sources, to include intelligence interrogation sources, in the defense source registration system of record.
- j. Provides the DIEM for HUMINT visibility on the HUMINT portion of the Military Intelligence Program and the National Intelligence Program before submission to the Office of the USD(I&S).
- k. Informs the USD(I&S) and the DIEM for HUMINT of Defense HUMINT-related data in the Planning, Programming, Budgeting, and Execution process.

l. Uses analysis, quantitative, and qualitative data, source validation, collection requirements, and collection management tools to evaluate the performance of Defense HUMINT activities conducted by organizations that are assigned or attached to their DoD Component.

m. Establishes HUMINT collection priorities. In collaboration with their sub-components, directs HUMINT collection through the issuance of operational directives, collection emphasis messages, and other related tasking mechanisms.

3.2. JOINT STAFF J2X.

The Joint Staff J2X:

a. Coordinates and communicates Defense HUMINT issues on behalf of the Joint Staff with OSD, the CCMDs, and the combat support agencies.

b. Assists the DIEM for HUMINT in developing Defense HUMINT force sourcing solutions, ensuring that Defense HUMINT is apportioned, allocated, and assigned within GFM to support CCDR capability requirements.

c. Develops and modifies joint HUMINT doctrine in coordination with the DIEM for HUMINT and DHEs.

d. Assists the DIEM for HUMINT in developing joint HUMINT training and provides HUMINT subject-matter expertise to facilitate the joint certification and national validation of HUMINT courses.

e. Provides HUMINT subject-matter expertise to execute periodic CCMD HUMINT program assessments.

f. Reviews requests for forces and requests for support to validate requests are consistent with capability requirements of the mission to be performed.

g. Represents CCMD HUMINT requirements, tasking, resourcing, and issues with policy, guidance, and oversight to IC-level HUMINT committee boards.

GLOSSARY

G.1. ACRONYMS.

ACRONYM	MEANING
CCDR	Combatant Commander
CCMD	Combatant Command
CJCS	Chairman of the Joint Chiefs of Staff
DHE	Defense human intelligence executor
DIA	Defense Intelligence Agency
DIE	Defense Intelligence Enterprise
DIEM	Defense Intelligence Enterprise Manager
DoDD	DoD directive
DoDI	DoD instruction
GFM	global force management
HUMINT	human intelligence
IC	Intelligence Community
ICD	Intelligence Community directive
IO	information operations
J2X	joint force counterintelligence and HUMINT staff element
USD(I&S)	Under Secretary of Defense for Intelligence and Security

G.2. DEFINITIONS.

Unless otherwise noted, these terms and their definitions are for the purpose of this issuance.

TERM	DEFINITION
Defense HUMINT activities	<p>Foreign intelligence collection activities conducted by trained and certified HUMINT personnel who are assigned, attached to, detailed, or employed by an organization with a Defense HUMINT mission. Defense HUMINT activities include but are not limited to:</p> <ul style="list-style-type: none">Directly observing and reporting information to fulfill intelligence requirements.Collecting information through elicitation or debriefing from human sources using overt or clandestine methods to fulfill intelligence requirements.Intelligence interrogation and detainee debriefing activities conducted in accordance with DoDD 3115.09.Using human sources and overt or clandestine methods to enable HUMINT collection, other DoD intelligence activities, cyber operations, and military operations.
Defense HUMINT Enterprise	<p>The collective of DoD organizations authorized to conduct Defense HUMINT activities.</p>
Defense HUMINT forces	<p>An aggregation of trained and certified military and civilian HUMINT personnel, equipment, and necessary support, or combination thereof, provided by the Secretaries of the Military Departments for CCDRs and Service-retained and other HUMINT forces within the Military Service conducting Defense HUMINT activities.</p>
DHE	<p>The military or civilian intelligence officer designated by the respective DoD Component head with the mission to conduct Defense HUMINT activities as the senior intelligence official authorized to conduct Defense HUMINT activities.</p>
DIE	<p>Defined as “Defense Intelligence Enterprise” in DoDD 5143.01.</p>
GFM	<p>Defined in the February 6, 2023 Secretary of Defense Memorandum, or its successor.</p>

TERM	DEFINITION
HUMINT	A category of intelligence derived from information collected and provided by human sources by trained and certified HUMINT collectors holding the mission and authority to collect such information using approved HUMINT collection methodology and Defense HUMINT authorities.
IC Element	Defined in Executive Order 12333.
IO	Defined in DoDD 3600.01.
inherently governmental function	A function that is so intimately related to the public interest as to require performance by Federal Government employees.
national defense strategy	The Secretary of Defense’s approach to implement the President’s national security strategy.
operational use	Defined in DoDD S-3325.09.
services of common concern	Defined in DoDD 5105.21.
significant risk	The identification, assessment, and control of risk associated with a specific Defense HUMINT mission, activity, collector, or source that, if compromised, could lead to international censure or have adverse effects on U.S. foreign policy, national or economic security, DoD activities, or military operations. Such activities may include, but are not limited to, those involving notorious or prominent persons; risk of potential violations of U.S. law or a U.S. obligation pursuant to international law; or provision of highly sensitive technical information or export-controlled information or technology to an adversary (or potential adversary). Significant risk mitigation is adjudicated by the Secretary of Defense-delegated responsibility to the Office of the USD(I&S). See DoDI S-5200.42 for further guidance.
source	A person, thing, or activity from which information or services are obtained. See DoDI S-5200.42 for further guidance.

TERM	DEFINITION
source administration information technology architecture	A single, secure, automated information technology architecture with the appropriate security protocols to handle and maintain classified information used to perform DoD and interagency de-confliction of operational intelligence activities, provide sources for intelligence collection activities, and reflect coordination for all DoD human sources.
tradecraft	Defined in DoDD S-3325.09.

REFERENCES

- DoD Directive 3000.06, “Combat Support Agencies (CSAs),” June 27, 2013, as amended
- DoD Directive 3115.09, “DoD Intelligence Interrogations, Detainee Debriefings, and Tactical Questioning,” October 11, 2012, as amended
- DoD Directive S-3325.09, “(U) Oversight, Management, and Execution of Defense Clandestine Source Operations,” January 9, 2013, as amended
- DoD Directive 3600.01, “Information Operations (IO),” May 2, 2013, as amended
- DoD Directive 5105.21, “Defense Intelligence Agency,” January 25, 2023
- DoD Directive 5143.01, “Under Secretary of Defense for Intelligence and Security (USD(I&S)),” October 24, 2014, as amended
- DoD Directive 5205.12, “Military Intelligence Program,” November 27, 2024
- DoD Directive S-5205.61, “(U) DoD Cover and Cover Support Activities,” July 15, 2014, as amended
- DoD Directive S-5210.36, “Provision of DoD Sensitive Support to DoD Components and Other Departments and Agencies of the U.S. Government (U),” November 6, 2008, as amended
- DoD Instruction 3305.15, “DoD Human Intelligence (HUMINT) Training and Certification,” August 13, 2015, as amended
- DoD Instruction S-5200.42, “Defense Human Intelligence (HUMINT) and Related Intelligence Activities (U),” December 8, 2009, as amended
- Executive Order 12333, “United States Intelligence Activities,” December 4, 1981, as amended
- Intelligence Community Directive 104, “National Intelligence Program (NIP) Budget Formulation and Justification, Execution, and Performance Evaluation,” April 30, 2013
- Intelligence Community Directive 204, “National Intelligence Priorities Framework,” January 7, 2021
- Intelligence Community Directive 304, “Human Intelligence,” March 6, 2008, as amended
- Intelligence Community Directive 310, “Coordination of Clandestine Human Source and Human-Enabled Foreign Intelligence Collection and Counterintelligence Activities Outside the United States,” June 27, 2016
- Intelligence Community Directive 311, “Coordination of Clandestine Human Source and Human-Enabled Foreign Intelligence Collection and Counterintelligence Activities Inside the United States,” June 27, 2016
- Memorandum of Agreement Between the Department of Defense and Central Intelligence Agency, “(U) Operational Activities,” July 20, 2005¹
- Secretary of Defense Memorandum, “(U) Fiscal Years 2023-2025 Global Force Management Implementation Guidance,” February 6, 2023¹

¹ This reference is classified and available to authorized users via the Secret Internet Protocol Router Network (SIPRNET) at <https://inteldocs.intelink.sgov.gov>