

ASIS FEATURE

CYBER THREATS AND CYBER CRIMES ARE REAL

Many Countries are now experiencing the global effects of the Russia Ukraine conflict with inflation, rising food and energy prices and disrupted supply chains. In my opinion, this may also trigger an increase in cyber-attacks globally. According to the ASIS International, Protection of Assets publication (Information Security, Cyber Crime: A National Challenge, page 78) this type of crime is costing citizens and businesses a great deal of money and the stakes are high.

20 Ways To Avoid
Cybercrime
From Anywhere

My Polygraph Journey: Lessons Learnt

"I too was at first skeptical of the polygraph claims but having been trained by one of the world's foremost experts, Cleve Backster, in Forensic Psychophysiology and having administered almost 10,000 tests over the last 23 years, I can honestly say that although it is not infallible, it is as high as 95% accurate in detecting lies once in the hands of a competent polygrapher."



Background Investigations

BI's may give a general overview or maybe thorough about the candidate. The reputation, culture, workplace security, and bottom line of a company is vital for success



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May 2022

Vol 1 Issue 3



WIS MONTHLY CONNECT

A community of women, promoting excellence and leadership in the security management profession

Inside this Issue

We celebrate all the WIS Mothers



Sunday May 8th



THINGS TO KNOW/IN THE NEWS

Nichelle Duncan PSP, CPP, PCI

The first female Triple Crown Certificant in the Jamaica Chapter was also recognized as the Chapter member of the Quarter Jan-Mar 2022



BOOK RECOMMENDATION BEGIN BOLDLY by Christine Hunter Arscott.

A book on How Women Can Reimagine Risk, Embrace Uncertainty, and Launch a Brilliant career



HAPPY BIRTHDAY - MAY

May every single one of your wishes come true, that you celebrate with those you love and who love you.
#makeawish

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The Informer (Chapter Newsletter) – request for articles to be published in future newsletters are appreciated. Please send your articles to ojsmiley@gmail.com



I welcome your feedback and suggestions to improve this monthly WIS mailout.
E: Shannacshirley@gmail.com

From The Chairman's Desk:

Background Investigations

Chairman, Carlos Pipher, CPP, PCI, PSP



From The Chairman's Desk



“

Heightened social connectivity have forced employers to consider new risks to their reputations

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Technology, social media, and other forces have rapidly changed almost every aspect of how we conduct business, including how employers investigate and hire job candidates. Both advances and heightened social connectivity have forced employers to consider new risks to their reputations, compelling them to closely scrutinize criminal records, employment history, and the possibility of being sued by clients or employees as a direct result of a bad hiring decision. Background investigations (BI) have therefore become an increasingly integral part of the hiring process.

The content of BI's can vary from business to business, but there are some standard elements that should always be included, a candidate's criminal record, employment history, and educational background. In some cases, researching the financial history and comments from references will be necessary particularly for businesses and fiduciary positions that have more to lose because of a bad hiring decision.

The following are compelling reasons why a BI is necessary to aid hiring.

- It helps to ensure that candidates do not have a criminal record
- Ensures that candidates are legally permissible to work in the country of the offer
- It ensures that candidates are who they say they are
- Serves as a deterrent against lawsuits
- Verifies professional and educational qualifications
- It shows if a candidate is financially responsible
- It will ensure the appropriateness of a candidate for selection
- Provide reassurances to customers and colleagues
- Reference checks give personal insight about a candidate

BI's may give a general overview or maybe thorough about the candidate. The reputation, culture, workplace security, and bottom line of a company is vital for success. Best practice dictates that a BI will help to know if a potential candidate is fit for your corporate structure.

“ **The content of BI's can vary from business to business, but there are some standard elements that should always be included...**

”

Background Investigations

In some cases, researching the financial history and comments from references will be necessary particularly for businesses and fiduciary positions that have more to lose because of a bad hiring decision.

WHAT CAN BE REVEALED IN A BACKGROUND INVESTIGATION?



MISREPRESENTATIONS & FALSIFICATIONS

Falsification or misrepresentation of degree information, employment history or military service.



FINANCIAL ISSUES

Financial troubles including history of unpaid taxes, bankruptcies and foreclosures



NON-DISCLOSURES

Undisclosed corporate affiliations, government scrutiny or a history of failed business ventures



ACCUSATIONS

Accusations in recent or historical lawsuits such as harassment, fraud or abuse of power



PAST CRIMINAL HISTORY

Past criminal history including felony charges, misdemeanors, warrants and DUI/DWI charges



LITIGIOUSNESS

History of litigiousness, regulatory issues, contract disputes and multiple divorce filings



INAPPROPRIATE COMMENTS

Historical or deleted comments on social media or online forums, as well as old news media

9 COMMON RED FLAGS ON BACKGROUND CHECKS



- 1 **MULTIPLE PERIODS OF UNEMPLOYMENT**
- 2 **MULTIPLE SHORT-LIVED JOBS**
- 3 **INCONSISTENCY IN EXPERIENCE OR EDUCATION**
- 4 **MISSING RELEVANT PAST JOBS**
- 5 **CRIMINAL RECORD**
- 6 **JOB-RELEVANT CONVICTIONS**
- 7 **POOR CREDIT HISTORY**
- 8 **REFUSING A CHECK**
- 9 **BAD REFERENCES**



Cyber Threats And Cyber Crimes Are Real

Lt. Col. Oswald J. Smiley, CPP
Newsletter Editor

“Many Countries are now experiencing the global effects of the Russia-Ukraine conflict with inflation.”

An article published in May 2022 by the Jamaica Gleaner stated that several bank customers lost J\$18 million in a cyber-fraud attack. The bank's Manager for Special Investigations and Fraud Prevention Unit confirmed the development with the Gleaner. The activity was done through what is known as smishing and phishing attacks. Phishing is known to be a cyber-fraud in which scammers try to trick persons into clicking a link that was emailed. Smishing is like phishing except that it is sent as a text message. Another Gleaner article dated May 5, 2019 said that “Jamaica's banks experience nearly two cyberattacks per week on average, and in one extreme month, hackers made off with J\$10 million, according to the latest official data.

The average losses, however, amount to just over \$4 million per month. “For those affected it is a significant loss and we are working with law enforcement because protecting customers' privacy is critical,” said David Noel, president of the Jamaica Bankers Association and President and CEO of Scotia Group Jamaica. The Bank of Jamaica also sees it as a rising problem for the banks

themselves and is considering new rules to manage the risk. Between January and September of 2018, there were 62 counts of internet banking fraud in Jamaica, totalling \$38.2 million in losses – or \$4.2 million per month on average – according to the newly released 2018 Financial Stability Report, which was published by the Bank of Jamaica.

Many Countries are now experiencing the global effects of the Russia Ukraine conflict with inflation, rising food and energy prices and disrupted supply chains. In my opinion, this may also trigger an increase in cyber-attacks globally. According to the ASIS International, Protection of Assets publication (Information Security, Cyber Crime: A National Challenge, page 78) this type of crime is costing citizens and businesses a great deal of money and the stakes are high.

Although the above information creates a dim picture there are certain steps and actions, we can take to help protect ourselves from cyber-attacks and cyber threats:

20 Ways To Avoid Cybercrime From Anywhere



AT HOME

- ▶ Have separate devices for work and personal use.
- ▶ Connect to Ethernet (wired) or a least WPA2 (Wi-Fi Protected Access 2) for a secure wireless connection.
- ▶ Use a VPN (Virtual Private Network) whenever possible to access employer system/data.
- ▶ Keep router and modem firmware up-to-date.
- ▶ Secure IOT devices (smart speakers, appliances, etc.) Use strong, unique passwords whenever possible.



TRAVELLING

- ▶ Do not use public Wi-Fi when accessing confidential information, use a personal hotspot instead.
- ▶ Keep devices secure and accounted for at all times.
- ▶ Disable automatic Bluetooth pairing.
- ▶ Do not allow your devices to auto-join unfamiliar Wi-Fi networks.
- ▶ Do not use borrowed chargers or public charging stations.



PHYSICAL SECURITY REMINDERS

- ▶ Never use unknown USB devices.
- ▶ Always lock your workstation.
- ▶ Keep confidential information secure – use privacy screens and headphones if necessary.
- ▶ Implement a clean desk policy by removing business documents, notes, etc.
- ▶ Do not allow unauthorized individuals to tailgate.



CLOUD SECURITY REMINDERS

- ▶ Enable multi-factor authentication (MFA) that requires a separate device when possible.
- ▶ Practice good password hygiene.
- ▶ Never save passwords in your browser.
- ▶ Keep work-related communication on systems approved by your organization.
- ▶ Check privacy/location/security settings on apps and restrict any unnecessary access.



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Your 2022 ASIS Membership?**

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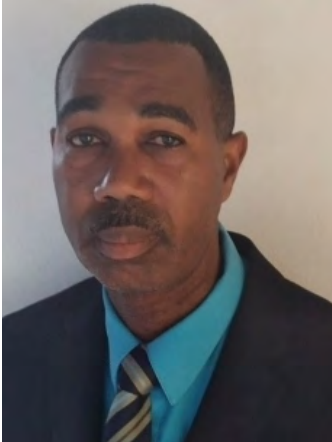
Business Continuity Management

"Getting You Back on Track"

Selbourne Webb, CPP, PCI, PSP, Certification Chairperson



Business Continuity Management



“The overall objective of business continuity is to use a variety of strategies in order to resume critical functions of an organization as soon as possible.”

According to the ASIS International Business Continuity Management Guideline, business continuity management (BCM) is: A proactive set of planning, preparedness, and related activities that are intended to restore an organization's critical business functions to predetermined levels enabling the organization to operate despite serious disruptive events and recover to an operational state expeditiously. (ASIS BCM 2021).

The overall objective of business continuity is to use a variety of strategies in order to resume critical functions of an organization as soon as possible, basically BCM is really established to manage emergencies and crises. It may even involve moving to a new location in order to continue to function at a pre-event status. The strategy used will be highly dependent on the type of organization, nature of business and the event itself that has occurred or is unfolding.

Based on the importance and complexity of creating a business continuity plan a team approach is recommended. Planning goals should consider first and foremost saving of lives and measures to prevent injuries, asset protection (tangible and intangible) and restoration of critical systems and processes among other things. Then plan must be

well documented and effectively communicated to each stakeholder. In order to validate the plan there should be some form of testing and exercise carried out periodically, this can take several formats ranging from a table top exercise to a full scale simulation. Lessons learnt from these exercises should be used to strengthen the BMC program. Let us briefly now examine the basic differences between a crisis and an emergency and the approach taken to deal with both. Crisis and emergency are two words that typically refer to crucial, unstable or dangerous situations. A crisis can be simply defined as a decisive and unstable situation whereas an emergency is a situation that poses an immediate risk to life and property.

Crisis. This refers to negative changes that take place in the security, political and economic landscape, crises are always unexpected and cause an uncertainty. They also cause threats or obstructions to important goals. Crisis management is strategic and aims to protect core assets of the organization. It is important that all departments participate in the crisis response. Bear in mind that the goal is to keep the organization operational while recovery is taking place.

Emergency. An emergency is a situation that poses a serious and immediate risk to health, life or property. It is defined as “an unforeseen combination of circumstances or the resulting state that calls for immediate action”. Emergency can refer to natural disasters, major accidents or medical emergencies. The approach to emergency management usually involves four elements: mitigation, preparedness, response and recovery. It is essential that as security and safety professionals we are prepared and ready at all times to play our part in responding to the various disruptive events whether a crisis or an emergency. Having a Business Continuity Management (BCM) plan which is well suited to fit the context and culture of the organization and one that supports the overall mission of the organization will do well to get you back on track.

BUSINESS
CONTINUITY
PLAN

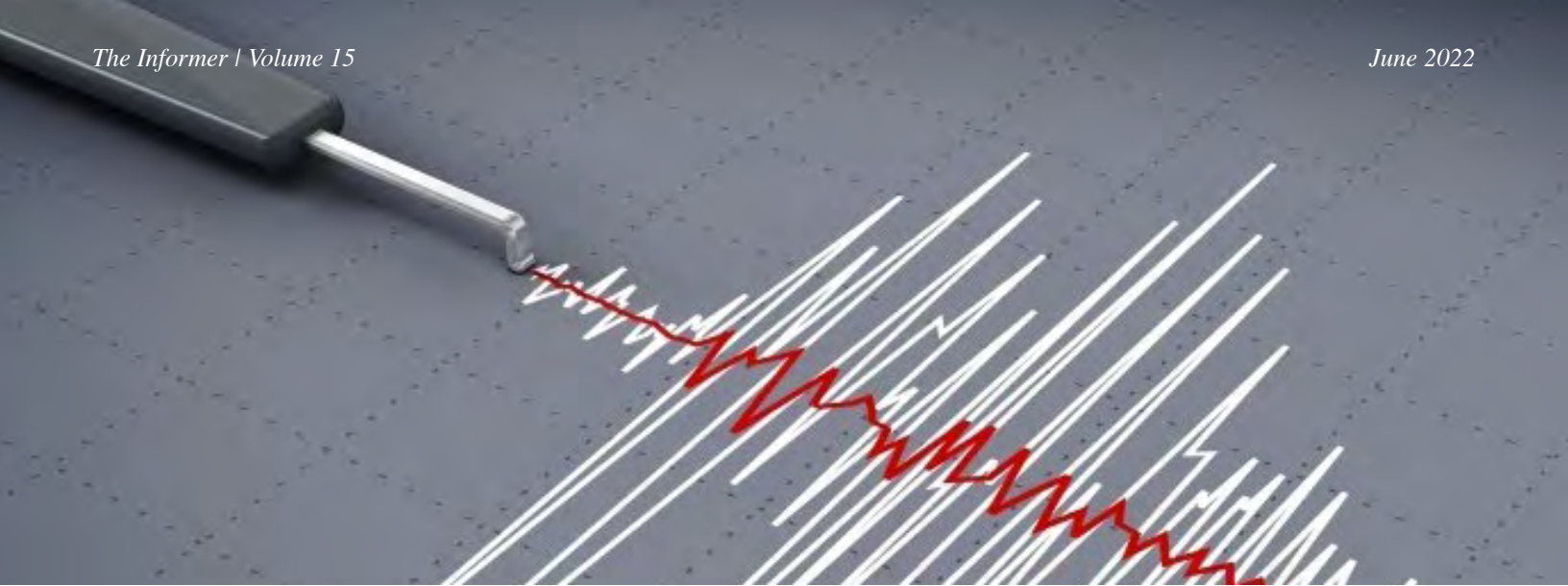


Photo courtesy of ukliedetortest.co.uk Jun 30, 22.



My Polygraph Journey: Lessons Learnt

Capt. (Retd) Basil Bewry, CPP, PCI, PSP
Treasurer and Program Chairperson

“*I can honestly say that although it is not infallible, it is as high as 95% accurate in detecting lies once in the hands of a competent polygrapher.*”

Many of you, no doubt, have heard that the polygraph is unable to detect lies, that truthful members of socially stigmatized groups are at risk of producing false positives, that psychopaths and sociopaths will produce false negatives and that there are various countermeasures one can use to beat the test. A former Chairman of the Police Federation even suggested that polygraph tests conducted on black people were unreliable because of our ancestral links to slavery. The truth be told, if the afore-mentioned was the case, I would have been out of business long ago. I too was at first skeptical of the polygraph claims but having been trained by one of the world's foremost experts, Cleve Backster, in Forensic Psychophysiology and having administered almost 10,000 tests over the last 23 years, I can honestly say that although it is not infallible, it is as high as 95% accurate in detecting lies once in the hands of a competent polygrapher using a proven and tested technique. In short, the polygraph is as good as the examiner.

What however is not in dispute, is that the polygraph instrument is built for purpose, as it records the relative changes in an examinee's blood pressure, heart-beat, respiration and perspiration. The underlying assumption is that certain types of questions on the polygraph test will trigger the body's flight fight response to a perceived threat or danger. This I might add, is aptly described in Proverbs 28

verse 1, “The wicked flee when no one pursueth; but the righteous are as bold as a lion”.

During this psychophysiological reaction, certain hormones like adrenalin and cortisol are released into the blood stream, speeding the heart rate, slowing digestion, shunting blood flow to major muscle groups and giving the body a burst of energy and strength. Whereas there is a distinct difference between general nervousness and fear, where there is however room for error, is during the preparation of the actual test and the interpretation of the chart data. Although the polygraph test results are not at present admissible in Jamaican courts, however, the confessions that are often obtained through its use are considered admissible. This is particularly useful when many of the persons who fail give incriminating testimony. With over 430 companies having used my services I am uniquely placed to report that our fellow countrymen and women are both our greatest asset and worst liability, as employee theft accounts for more than 90% of my case load and represents a significant threat to good governance.

I can also attest that the typical company loses 5% of its revenue each year to internal theft, that 75% of all employees have stolen from their employer at least once and that ½ of those are repeat offenders, that employees over 60 years old

steal on average 28 times more in value than those under 25, that owners and executives account for 19% of all fraud but steal 4 times more in value than middle managers, that middle managers account for 36% of all frauds and steal 2 times more in value than the rank and file workers who account for 42% of all frauds, that $\frac{3}{4}$ of all frauds are committed by male employees and that losses suffered by men are 4 times higher than females, that fraudulent schemes last on average 1½ years before being detected and that 40% are discovered through tips and 20% by chance, that 58% of victim organizations fail to recover any of their losses with only 14% making full recovery and that 33% of all business bankruptcies are caused by employee theft. In light of these sobering statistics, which are not mine but that of the Association of Certified Fraud Examiners, it is my firm position that the polygraph can play an important role in the management of ordinary contractual relations and in the optimal operation of one's business. In cases of theft and other acts of dishonesty, employers often have to determine who is guilty or innocent without the benefit of a formal criminal investigation and prosecution or are required to make a judgment call as to who is fit and proper. In such circumstances, provided an examinee is willing to give their written consent, a polygraph can be administered for pre-employment screening and a wide range of investigative

“ Although the polygraph test results are not at present admissible in Jamaican courts, however, the confessions that are often obtained through its use are considered admissible. ”

purposes. My only caveat is that no adverse decision ought to be taken based wholly and solely on a polygraph test result.


What 23 years of providing polygraph services has taught me is that no two cases are ever the same, that one should disabuse oneself of any prejudices, listen keenly to what is said during the pre-test interview, let the facts speak for themselves and do not rush to judgement. Although my polygraph journey has been exhilarating, however, the weighty responsibility that is placed on one's shoulders has had a most humbling effect and kept me grounded. I am also reminded of Robert Hughes' quote, "The greater the artist, the greater the doubt. Perfect confidence is granted to the less talented as a consolation prize." For the doubting Thomases out there, please feel free to contact me at either forenpoly@gmail.com or 876-383-2754 and I will arrange an actual test to be done.



ASIS Jamaica Chairman, Carlos Pipher, CPP, PCI, PSP (R) presents a CPP lapel pin to Tania Rhoden, CPP, PSP.



ASIS Jamaica Chairman Carlos Pipher, CPP, PCI, PSP (R) presents a CPP lapel pin to WIS Liaison Shanna Shirley, CPP, PSP.



Congratulations


Selbourne Webb
CPP, PSP, PCI

The Executive and Members of ASIS
International Jamaica Chapter
proudly congratulates

Selbourne Webb
CPP, PSP, PCI

For his recent
Triple Crown Success.

Selbourne was successful in his
PCI exam on
Monday June 27, 2022
and in so doing became
Jamaica's 12th Triple Certificant.



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Aug 4, 2022: 4 Tips to Drive Organizational Resilience.

Aug 11, 2022: How to prepare a road map for your future ACS.

Opened: How to Implement a Travel Risk Management Program at Your Organization.

Opened: Protecting Houses of Worship: Evolving Threats in an Ever-Changing Landscape.

Opened: Turnstiles 101 - Designing and Implementing a Pedestrian Entrance Control System.

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