



U.S. Department of Transportation

Privacy Impact Assessment

Federal Aviation Administration (FAA)

Office of Information & Technology Services (AIT)

FAA Microsoft Office 365 (FAA-M365)

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Executive Summary

The Federal Aviation Administration's Microsoft Office 365 (FAA-M365) is a Microsoft cloud-based Software as a Service (SaaS) solution, through which the FAA deploys a suite of communication products. FAA-M365 includes the following Microsoft Office 365 products: Word, Excel, OneNote, Teams, OneDrive, Exchange Online (Outlook), Forms, Power Platform, Bookings, Graph, Dynamics 365, SharePoint Online, Planner, Intune, Add-Ins, Purview Compliance Manager Module, Security Portal, Microsoft Audit, eDiscovery, and Records Management. These products provide communication, collaboration, and standard job tools to FAA employees and contractors while performing their job duties.

This Privacy Impact Assessment (PIA) is being performed because FAA-M365 collects, maintains, and disseminates Personally Identifiable Information (PII) about members of the public who correspond with the FAA via email or whose information is maintained in the various FAA-M365 collaboration tools or repositories. This PIA is being updated to reflect FAA M365's expanded user group, which now includes Federal employees from the Federal Emergency Management Agency (FEMA), as well as updated functionality.

What is a Privacy Impact Assessment?

The Privacy Act of 1974 articulates concepts for how the federal government should treat individuals and their information and imposes duties upon federal agencies regarding the collection, use, dissemination, and maintenance of personally identifiable information (PII). The E-Government Act of 2002, Section 208, establishes the requirement for agencies to conduct privacy impact assessments (PIAs) for electronic information systems and collections. The assessment is a practical method for evaluating privacy in information systems and collections, and documented assurance that privacy issues have been identified and adequately addressed. The PIA is an analysis of how information is handled to, i) ensure handling conforms to applicable legal, regulatory, and policy requirements regarding privacy; ii) determine the risks and effects of collecting, maintaining, and disseminating information in identifiable form in an electronic information system; and iii) examine and evaluate protections and alternative processes for handling information to mitigate potential privacy risks.¹

Conducting a PIA ensures compliance with laws and regulations governing privacy and demonstrates the DOT's commitment to protecting the privacy of any personal information we collect, store, retrieve, use, and share. It is a comprehensive analysis of how the DOT's electronic information systems and collections handle personally identifiable information (PII). The goals accomplished in completing a PIA include:

¹Office of Management and Budget's (OMB) definition of the PIA taken from guidance on implementing the privacy provisions of the E-Government Act of 2002 (see OMB memo of M-03-22 dated September 26, 2003).



- *Making informed policy and system design or procurement decisions. These decisions must be based on an understanding of privacy risk, and of options available for mitigating that risk.*
- *Accountability for privacy issues.*
- *Analyzing both technical and legal compliance with applicable privacy law and regulations, as well as accepted privacy policy; and*
- *Providing documentation on the flow of personal information and information requirements within DOT systems.*

Upon reviewing the PLA, you should have a broad understanding of the risks and potential effects associated with the Department activities, processes, and systems described and approaches taken to mitigate any potential privacy risks.

Introduction & System Overview

FAA-M365 is used by the FAA to provide enterprise messaging and collaboration solutions to support the agency's business needs pursuant to the Administrator's authority under [49 United States Code 322, General Powers](#), and [49 United States Code 40101, Policy](#). FAA-M365 is deployed in the M365 (Government Community Cloud).

FAA Employee/Contractor Access to M365

FAA-M365 is only available to authorized FAA/DOT employees and contractors within the FAA/DOT network. Access to M365 apps such as Outlook (email) or Teams (instant messaging) is available on Microsoft cloud-managed Government Furnished Equipment (GFE) from outside the FAA network; the username and passwords are used for the faa.gov domain (FAA Internal Identity Provider). Users on Windows-based systems authenticate into FAA-M365 through Integrated Windows Authentication (IWA)² (IWA) (passthrough authentication) after successful logon into the Windows-based system using through Personal Identity Verification (PIV).³ FAA-M365 Service Administrators (individuals who are responsible for maintaining and configuring the system) coordinate with Global Administrators (GAs) (individuals with control over the Microsoft subscription tenant) via email to assign permissions to FAA personnel for specific services. GAs adds user roles and permissions once the requester submits the Help Desk ticket and is approved by the M365 product owner or designated individual. FAA personnel can also access their email via <http://webmail.faa.gov> on a non-GFE device connected to the Internet, like a Personal laptop or smartphone. Authentication is via Active Directory (a single sign-on feature developed by Microsoft that provides safe, authenticated access) using Username and password and then a successful Microsoft cloud multi-factor authentication (MFA). FAA personnel's use of

² IWA refers to automatically authenticated connections involving Active Directory.

³ PIV is a U.S. government credential used to access federal IT systems.



FAA-M365 is subject to the FAA Rules of Behavior, which are included in the Security Awareness Training that each FAA employee and contractor must complete annually.

FAA-M365 Products

Microsoft Outlook/Exchange Online (including Address Book, Calendar, Tasks and Notes)

Microsoft Outlook/Exchange Online⁴ is a messaging solution that gives all FAA employees and contractors access to email, contacts, calendars, tasks, notes, and journaling functions. Microsoft Outlook/Exchange Online integrates fully with Active Directory (FAA Directory Services)⁵, which enables system administrators to manage Microsoft Outlook/Exchange Online services across their environment. Microsoft Outlook is an email application accessed from a user's desktop or through a web client via Integrated Windows Authentication (IWA). Microsoft Outlook allows users to create, read, send, reply to, or forward email messages to other FAA personnel or members of the public. Senders or recipients of email messages could, at their own discretion, include personally identifiable information (PII) within the message contents or email attachments, including but not limited to full name, company/organization, telephone numbers (business, mobile, or personal), business fax number, physical or mailing address, department/office, FAA Contractor Officer full name, contract number, contractor company, Social Security Numbers (SSNs), Airmen Certificate Numbers, Financial Information (account numbers, credit card numbers), employee personnel information, and medical information.

FAA personnel are required to abide by the FAA Rules of Behavior regarding the disclosure of PII in email communications and are required to validate the requester's need-to-know before providing PII. FAA Order 1370.121, FAA Information Security and Privacy Program & Policy, and FAA Rules of Behavior provide guidance specific to the use of Microsoft Outlook/Exchange and require that:

- Users must agree to encrypt any email and attachments that contain PII before sending the email.
- Users agree not to exceed their authorized access to PII and not disclose PII to unauthorized people; and
- Users must acknowledge that FAA Internet and email services are for official use, with only incidental personal use permitted.

⁴ Microsoft Exchange Online and Microsoft Outlook are complementary services that operate together. Microsoft Exchange Online refers specifically to the email service, while Microsoft Outlook refers to the email client.

⁵ Microsoft's Active Directory is a directory service that authenticates and authorizes users.



All outbound email messages are monitored by data loss prevention services within M365 to prevent FAA senders from emailing sensitive information such as SSNs or credit card numbers outside the agency.

Microsoft Outlook includes the following features:

Address Book - Address Book is an online contact directory that allows users to store and find names, addresses, and telephone numbers. Users can create an individual contact entry or create a group contact list. Users may forward and share contacts via email with other FAA personnel and members of the public.

Users may also use contacts to map and view an address location that is included in their contact lists. Address Book may include the following PII: full name, company, job title, email address, web page address, business and home phone numbers, photograph, and notes. Optional fields can contain additional PII, which occurs when the User enters the information, such as spouse's name, birth dates, anniversaries, and information about their children, at the discretion of the user, such as their names, or user-defined fields (the user can create their own fields with personalized prompts (i.e., Grandmother's birthday). Address Book allows users to change privacy relationships to control how much information others can see. The default setting is *Colleagues*, which shares all work-related contact information except for meeting details. Users can choose other options to share additional information, such as home or personal cell phone numbers, if entered by the User, or block all information, except their names and email addresses.

Microsoft Calendar - Microsoft Calendar is an online calendar application that allows users to schedule appointments and meetings. Users may share their calendars, request to view another user's calendar, or access group calendars in which they are a member. Users can include an email address, business card (or contact), view or insert a calendar entry, insert a journal entry, or note, or include a copy of a Microsoft Teams online conversation when creating a meeting invite. B2B Free/Busy Lookup Calendar is a functionality that allows users to see other users' calendars to see if someone is "available" or "unavailable" (out of office, busy, available).

Microsoft Calendar may include personal contact information, such as company name, organization, titles, personal and business phone numbers, personal or business addresses, and personal or business email addresses. Users are trained (through annual Security and Privacy Awareness Training) to limit PII disclosure



based on provided guidance through the FAA Rules of Behavior (section 3) acceptance and training.

Microsoft Tasks - Microsoft Tasks allows users to create a “to-do” item, organize and prioritize tasks, create notes related to the task, flag the task for follow-up, track the item to completion, or create recurring tasks. Users may also create tasks for other individuals. When users create a task, they can include any Microsoft Outlook item, such as an attachment, email, calendar entry, business card (contact info), note, journal, etc.

Microsoft Notes - Microsoft Notes is a limited note-taking application integrated within Microsoft Outlook that allows users to record ideas, reminders, or text. Users cannot attach any items, such as calendars, journals, or business cards, to Microsoft Notes.

Microsoft O365 Apps (Word, Excel, and OneNote)

Word - Microsoft Word is a word processor that includes a variety of widely used features, including a built-in spell checker, thesaurus, dictionary, and other utilities used for editing. Word documents can include any PII that the user manually inputs and can be saved in accordance with the general FAA Rules of Behavior, on various FAA drives (such as restricted drives or program-specific drives), and in Microsoft OneDrive.

Excel - Excel allows users to develop and manipulate spreadsheets and has features such as calculation and graphing tools and pivot tables. Excel documents can be saved in accordance with the general FAA Rules of Behavior on various FAA drives (such as restricted drives or program-specific drives) and in Microsoft OneDrive.

OneNote - OneNote is a note-taking program for free-form information gathering. Users can utilize shared notebooks to collaborate. Notes within OneNote can include text, pictures, drawings, and tables. Users can manually enter any PII into OneNote, in accordance with the general FAA Rules of Behavior.

Microsoft Teams

The FAA-M365 Microsoft Teams service provides an integrated communications platform for FAA employees and contractors to video conference, voice call, instant messaging (IM), access other FAA-M365 service components (OneDrive and SharePoint), and share files and documents with others, both inside and outside the FAA organization. The DOT Teams Chat



Federation component allows FAA users to collaborate with DOT users, and, as of 2025, Federal employees working for the Federal Emergency Management Agency (FEMA). The purpose of this expanded user group is for coordination between DOT and FEMA on emergency preparedness, response, and recovery activities. FEMA employees do not have access to any M365 products beyond TEAMS and cannot save records within M365 beyond their saved chats.

Any individual, either FAA personnel or a member of the public, with a business or consumer email account, can participate as a guest in Microsoft Teams. Members of the public (external guests) are invited to meetings, which allow them to join scheduled meetings hosted by Microsoft Teams. The external guest cannot download files attached to meetings in Microsoft Teams. An individual with faa.gov email credentials must admit external guests who are trying to access a meeting hosted by Microsoft Teams. FAA personnel may send links to download files or copy text into an IM, provide information on work status (i.e., busy, available, in a meeting, offline), and set the user's location, e.g., in the office, teleworking, or another location.

Microsoft Teams automatically adds files shared within a Teams chat or IM to the document library, and permissions and file security options set in SharePoint are automatically reflected within Teams. Microsoft Teams identifies FAA personnel by their full name and address and allows users to enter free-form text into Teams via IMs (including links to download file attachments), and activity feeds. Microsoft Teams may collect, based on the user's or guest's discretion, telephone numbers, company name, supervisor, office location, and other PII that could be disclosed in an IM or shared document. FAA personnel can include a photograph of themselves in their Teams profile. Microsoft Teams online conversations are saved in the user's Conversation Folder within Microsoft Outlook. FAA finalized the Teams Governance Plan on August 25, 2021. Governance plans are reviewed annually. In accordance with the Governance Plan, Teams users are responsible for:

- Ensuring that Teams groups and content comply with all provisions of FAA Order 1370.121 or its successor, FAA Information Security and Privacy Program & Policy.
- Ensuring that permission for content is granted at the lowest level required. Permissions are granted based on job need. It is the responsibility of the Team group owners and members to ensure compliance with Order 1370.121 or its successor.

Microsoft Dataverse for Teams



Microsoft Dataverse for Teams is a built-in, low-code data platform for Microsoft Teams that empowers users to build custom apps, bots, and flows in Microsoft Teams by using Power Apps, Power Virtual Agents, and Power Automate.

SharePoint Online

SharePoint Online (SPO) provides FAA with a customizable platform to securely manage, share, and collaborate on files and other content from anywhere on any FAA-managed device. SPO sites are accessible only when in an FAA facility or while connected to the FAA's Virtual Private Network (VPN). Permission to SPO sites is granted at the lowest level required. Access to documents covered under the Privacy Act is shared only in accordance with the Privacy Act strictures and only with those individuals who have a need to know the information for official business purposes. SharePoint Online sites remain available to all FAA employees and contractors until no longer required by the office, team, or project. SharePoint Online may share information, such as PII, in the form of reports, contact information, and files. SharePoint Online allows FAA employees and contractors to share information, organize projects and teams, and discover people and information. FAA finalized the SharePoint Online Governance Plan on August 25, 2021, to provide guidance for the appropriate use of the SPO environment. The FAA is working to implement data-loss prevention features within M365 that scan SharePoint Online for sensitive information and PII.

Microsoft OneDrive

FAA-M365 deploys Microsoft OneDrive as an online, cloud storage site to store work files created, edited, and/or received by an FAA employee or contractor. FAA personnel can access their OneDrive file from many locations across FAA-M365, including Microsoft Teams. All FAA employees and contractors with an FAA domain account have access to OneDrive.

OneDrive cloud storage is available only within the FAA network or while users are connected to the FAA's Virtual Private Network (VPN). The files in OneDrive are private by default and viewable only to the file creator. Files stored in OneDrive may be shared, collaborated on, and synchronized to a user's GFE device for offline use. When the owner of OneDrive leaves the FAA and their Active Directory account is deleted, ownership of the OneDrive content is transferred to the employee's manager on file in Employee Information System (EIS)/MyProfile for 90 days, after which it is deleted. Users can share files in their OneDrive only with other FAA employees and contractors who have an active directory account. OneDrive allows the synchronization of files to a local computer. OneDrive allows users to store all types of electronic files, including text, graphical, audio, and video files.



OneDrive may contain PII data within these stored files. The use of OneDrive is the same as the FAA's traditional use of file servers hosted in FAA data centers.

PII present on OneDrive includes, but is not limited to, FAA employee/contractor name, FAA email address, business phone number, and building/location. Additionally, as a storage site, FAA employees/contractors can store electronic files relevant to their job duties, pursuant to the policies described below, which could include a broad range of PII. FAA Order 1370.121B, FAA Information Security and Privacy Program & Policy, and FAA Rules of Behavior provide guidance on the use of OneDrive within the FAA. The FAA finalized the OneDrive Governance Plan on August 25, 2021, to ensure the system is used in accordance with its intended design.

Microsoft Power Platform

Microsoft Power Platform enables users to analyze data, deploy data and applications via dashboards, automate workflows, and integrate data in SharePoint Online on users' desktops or file shares. Power Platform is a suite of Microsoft services comprised of Microsoft Power BI, Microsoft Power Apps, Microsoft Power Automate, and Power Virtual Agents. Only access data (FAA employees' and contractors' names, FAA email addresses) is maintained in the Power Platform. The FAA has implemented a New Product/Feature Implementation checklist process for enabling M365 capabilities, which guides product owners and their team members through various security and privacy requirements, including requiring Privacy Threshold Assessments or Privacy Impact Assessments, as needed.

Microsoft Power BI - Power BI contains a collection of software services, apps, and connectors that work together to turn unrelated data sources into visually immersive and interactive insights. Power BI allows data sources to be shared with any individual at the user's discretion. Power BI consists of (1) Power BI Desktop, (2) Power BI service (online SaaS), and (3) Power BI mobile apps for Windows, iOS, and Android devices.

Microsoft Power Automate for O365 - Power Automate enables the creation of automated workflows between applications and services to synchronize files, receive notifications, and collect data.

Microsoft Power Apps for O365 - Power Apps is a suite of applications, services, connectors, and a data platform that provides an environment to build custom applications for specific business needs. Power Apps allow the user to connect to their business data on the underlying data platform or in various online data sources, such as SharePoint and OneDrive.



Dynamics 365 - Dynamics 365 allows users to build their own apps by using a “point and click” app creation experience that automates developmental workflows. These applications do not directly collect any data. Developers at the FAA use the Microsoft Power Platform to develop applications. These developers may populate applications they have developed with PII from SharePoint Online or OneDrive, but their use of that PII is governed by the FAA SharePoint Online and OneDrive Governance Plans, as discussed above.

Microsoft Graph

Microsoft Graph is an application programming interface (API) platform that interacts and allows access to data on the following FAA-M365 cloud services: OneDrive, Excel, SharePoint, Microsoft Teams, Excel, Workplace Analytics, Outlook/Exchange, Planner, and Dynamics if the application or the user has the rights/grants to do so. The API can be used to connect plugins, scripts, or other applications to FAA-M365 data sources. Access to Microsoft Graph is provided to authorized FAA personnel and application developers through an approval process administered by Collaborations Services team (AIF-510).

Microsoft Graph does not directly collect any PII from federal employees/contractors; however, the full name, job title, email address, and phone number of federal employees and contractors are maintained within the application. Access requests for higher-level permissions for plugins, scripts, and applications, which would allow a user to view other data on users, require a user to follow the appropriate governance and/or intake processes.

Microsoft Planner

Microsoft Planner is a team and task management service. It allows a user to create and assign tasks. It also allows a user to add statuses, priorities, due dates, notes, checklists, etc. to tasks. Groups of users can collaborate on a task if they have the appropriate permissions. PII on users and individuals who collaborate on tasks may include name, FAA email address, phone number, and location. Users can attach items to a task, including documents and electronic files they have downloaded from OneDrive or SharePoint. PII is expected to be present in these electronic files and documents, subject to the FAA’s applicable Governance Plans and privacy and security policies.

Microsoft Intune



FAA uses Microsoft Intune as a cloud-based service for mobile device management (MDM) and mobile application management (MAM) for GFE, such as Windows devices, iPads, and iPhones. Intune administrators manage enrolled mobile devices to restrict access, add mobile devices, and remove FAA data on lost or stolen devices. Intune controls those who have access to FAA-M365. Intune allows users to deploy Microsoft Teams or other FAA-M365 applications and services to their mobile devices. Intune sends out compliance policies and notifications to FAA personnel with registered GFE devices. A notification to change the Personal Identification Number (PIN) of a device every 90 days would be a push notification example. Intune does not collect any new information that is not already contained within FAA-M365. Intune generates tracking reports about the security health of devices. These reports contain the full names of FAA employees, work email addresses, and device IDs. The information is gathered when the device checks into the Intune system, and the information is expanded to include the data as follows. Mobile data includes image, employee type, company name, line of business ID, Issue date, date time stamp, and device serial number. Client endpoint data includes image, employee type, company name, line of business ID, Issue date, , date time stamp, device serial number, name, email address, region, certificate ID, source of the data, User Account ID, renewal/revocation dates, certificate serial number/policy type/renewal date, card type, renewal status ID, enablement, routing information, and region.

Add-Ins

FAA Uses Add-Ins to create interactive objects, such as embedded maps and charts, custom ribbons, and menu buttons in task panes. The only PII present in Add-Ins is the names and email addresses of FAA employees and contractors.

Microsoft Compliance Manager Module (Microsoft Purview Compliance Manager)

The FAA's Office of Information Security and Privacy, Governance, Risk, & Compliance Division (AIS-100) uses the Microsoft Purview Compliance Manager to assess the status and implementation of the National Institute of Standards and Technology (NIST) 800-53 Security and Privacy Controls within FAA-M365. The Compliance Manager Module manages the implementation of security controls to comply with regulations and provide audit reporting. The Compliance Manager Module calculates a "Secure Score" for implemented controls based on the actions taken. This score is used to inform and guide the implementation of key improvement actions.

AIS-100 inputs implementation notes within the module, which consists of "copying and pasting" sections of the FAA-M365 Security System Plan (SSP). Users can upload



documents into this module to assist with the implementation documentation of controls. No PII collection is present within the Purview Compliance Manager Module.

Microsoft Security Portal

FAA uses the Microsoft Security Portal to identify and combat security threats through analytics. The only PII present in the Security Portal are FAA employees' and contractors' names and FAA email addresses.

Microsoft Audit

The Audit functionality in Microsoft Purview provides organizations with visibility into various types of audited activities across many different Microsoft 365 services. Microsoft Purview Audit (Premium) helps organizations to conduct forensic and compliance investigations by increasing audit log retention required to conduct an investigation, providing access to crucial events (by using Audit log search in the Microsoft Purview compliance portal and the Office 365 Management Activity API) that help determine the scope of the compromise, and faster access to the Office 365 Management Activity API.

Mailbox archiving in Microsoft Purview is sometimes also called In-Place Archiving and provides users with additional mailbox storage space. After you turn on archive mailboxes, a user's current mailbox becomes their primary mailbox, and an additional mailbox, called the archive mailbox, is created. Both mailboxes are considered a user's mailbox for compliance features such as Content search from the Microsoft Purview compliance portal, Microsoft 365 retention, and Litigation Hold.

eDiscovery

FAA uses eDiscovery to search, identify, and deliver electronic information located in other FAA-M365 services to the FAA's Office of the Chief Counsel (AGC) and the FAA's Office of Security and Hazardous Materials Safety (ASH) for use in legal cases, FOIA requests, oversight activities, and investigations. FAA personnel use eDiscovery cases to identify, hold, and export content found in mailboxes and other FAA-M365 services. eDiscovery does not create new records. PII present includes user information, such as name and FAA email address.

Microsoft Bookings



Microsoft Bookings allows FAA Employees to create and publish schedules, allowing individuals to sign up for certain meetings/events, or book time slots with others on predetermined dates and times. The requesters are FAA employees, FAA contractors, FAA interns, and external users. The requester manually enters their name, email address, and phone number in the interface to reserve a time slot or meeting/event. Once they submit their booking request, an auto-generated email with their name and booking information is sent to them. Administrators cannot search for an individual who has made a booking by personal identifier.

Microsoft Whiteboard

Microsoft Whiteboard allows Teams users to simulate a traditional whiteboard and draw pictures and charts. The pictures and charts drawn can then be shared with individuals within Teams.

MS Forms

MS Forms is an application that allows users to easily create surveys, quizzes, and polls and use built-in analytics to evaluate responses as they are submitted. Forms also allow users to export data to Excel for additional analysis. Users can also create an instant, real-time poll in seconds in Microsoft Teams. Users can post a poll on their Teams channel or quickly gather feedback. The MS Forms Governance Plan specifically requires individuals creating quizzes, surveys, or polls to reach out to various groups within the FAA if conditions within the product they are creating trigger the Privacy Act, the Paperwork Reduction Act (PRA), and the Children's Online Privacy Protection Act (COPPA). If necessary, users are directed to various offices within the FAA that can provide further guidance to ensure compliance with legal requirements. Users are also instructed not to require, transmit, or store any PII, sensitive Security Information (SSI), or Sensitive Unclassified Information (SUI) within the quizzes, surveys, or polls.

Fair Information Practice Principles (FIPPs) Analysis

The DOT PIA template is based on fair information practice principles (FIPPs). The FIPPs, rooted in the tenets of the Privacy Act, are mirrored in the laws of many U.S. states, as well as many foreign nations and international organizations. The FIPPs provide a framework that will support DOT efforts to appropriately identify and mitigate privacy risks. The FIPPs-based analysis conducted by DOT is predicated on the privacy control families articulated in the Federal Enterprise Architecture Security and Privacy Profile (FEA-SPP) v3⁶, sponsored by the National Institute of Standards and Technology (NIST), the Office of Management and Budget (OMB), and the Federal Chief Information Officers Council and

⁶ <http://www.cio.gov/documents/FEA-Security-Privacy-Profile-v3-09-30-2010.pdf>



the Privacy Controls articulated in Appendix J of the NIST Special Publication 800-53 Security and Privacy Controls for Federal Information Systems and Organizations⁷.

Transparency

Sections 522a(e)(3) and (e)(4) of the Privacy Act and Section 208 of the E-Government Act require public notice of an organization's information practices and the privacy impact of government programs and activities. Accordingly, DOT is open and transparent about policies, procedures, and technologies that directly affect individuals and/or their personally identifiable information (PII). Additionally, the Department should not maintain any system of records, the existence of which is not known to the public.

The FAA employs multiple techniques to ensure that individuals are informed of the purpose for which the FAA collects, uses, disseminates, and retains their PII within FAA-M365. Within SPO, users may store official records, which could include Privacy Act records. It is the responsibility of the individual SPO site owner to ensure that transparency measures are in place to ensure the public is aware of the policies, procedures, and technologies that directly affect individuals or their PII. The DOT Chief Privacy Office maintains a [published listing](#) of all applicable FAA, DOT, and government-wide System of Record Notices, as well as all general routine uses.

Information about the FAA-M365 program is provided to FAA employees and contractors via broadcast communications. The FAA also requires all employees and contractors to take annual security training, which includes information about data protection responsibilities. The FAA's Office 365 implementation is not accessible to anyone outside the FAA and, therefore, does not provide direct notice to individuals who are not FAA users whose information it contains.

FAA-M365 access-related records about FAA users are maintained in accordance with the Department's Privacy Act System of Records Notice (SORN), DOT/ALL 13, Internet/Intranet Activity and Access Records, May 7, 2002, 67 FR 30758. FAA-M365 is not a Privacy Act system of records that maintains Privacy Act records about members of the public.

The publication of this PIA further demonstrates DOT's commitment to providing appropriate transparency regarding the handling of such information.

⁷ http://csrc.nist.gov/publications/drafts/800-53-Appendix-J/IPDraft_800-53-privacy-appendix-J.pdf



Individual Participation and Redress

DOT provides a reasonable opportunity and capability for individuals to make informed decisions about the collection, use, and disclosure of their PII. As required by the Privacy Act, individuals should be active participants in the decision-making process regarding the collection and use of their PII and they are provided reasonable access to their PII and the opportunity to have their PII corrected, amended, or deleted, as appropriate.

FAA users receive notice of proper use of government systems in the form of training, instructions, Rules of Behavior, FAA-M365 governance documents, and the FAA Order 1370.121A, FAA Information, Security and Privacy Program & Policy. FAA users have access to their own information in the various FAA-M365 products. For example, Exchange Online user data can be accessed via Outlook. The Global Address Book is part of Microsoft Outlook; individual FAA users are encouraged to review their entries in the Global Address List (GAL) to make sure the information is up to date and correct. They can update certain information on the FAA's Intranet site or contact the FAA's Helpdesk to have this information corrected on the GAL. To remove an employee from the GAL, requests must be submitted through the Help Desk.

Additional information about the Department's privacy program may be found at www.transportation.gov/privacy.

Purpose Specification

DOT should (i) identify the legal bases that authorize a particular PII collection, activity, or technology that impacts privacy; and (ii) specify the purpose(s) for which it collects, uses, maintains, or disseminates PII.

FAA-M365 collects, maintains, uses, or disseminates PII about FAA users, as well as members of the public, pursuant to the Administrator's authority under [49 United States Code 322, General Powers](#), and [49 United States Code 40101, Policy](#). Additionally, the FAA M365's expanded user group to include FEMA is necessary pursuant to DOT Order 1900.9A, Emergency Preparedness, Response and Recovery Program and the Robert T. Stafford Disaster Relief and Emergency Assistance Act [Public Law 93-288, approved May 22, 1974, as amended through Public Law 119-44, enacted March 18, 2024]. The FAA collects and maintains information on FAA employees and contractors as well as FEMA employees, for the purpose of account creation and system access. FAA-M365 may include any PII a member of the public determines necessary to transmit to the FAA, or any PII that FAA users determine necessary to transmit or maintain for FAA business purposes, in accordance with the FAA Rules of Behavior and other requirements of FAA Order 1370.121. It may also include any PII present in documents saved in collaboration portals or



repositories (including, for example, OneDrive, PowerPoint, or SharePoint Online). Logging information (such as usernames and Internet Protocol addresses) could be maintained on FAA users.

Data Minimization & Retention

DOT should collect, use, and retain only PII that is relevant and necessary for the specified purpose for which it was originally collected.

The FAA collects and maintains only the minimum amount of information necessary for the FAA to perform its aviation safety, policy, personnel management, and other activities. Due to the range of FAA-M365 products and the data present in those products, various retention schedules may be applicable.

The system access records are retained and disposed of by the FAA in accordance with National Archives and Records Administration [General Records Schedule 3.2, item 130, Information Systems Security Records](#). These records are destroyed when business use ceases. [General Technology Management Records are maintained pursuant to General Records Schedule 3.1, items 011 and 020](#). Records maintained under item 011 are destroyed 5 years after being superseded by a new system. Records maintained under item 020 are destroyed 3 years after the project is concluded. Records containing PII extracts are destroyed in accordance with [General Records Schedule 4.2, item 130, Information Access and Protection Records](#). These records are destroyed when 90 days old or no longer needed to supervisory authorization, whichever is appropriate. Emails are retained pursuant to [General Records Schedule 6.1, items 10 and 11, Email Managed Under a Capstone Approach](#). Email records of certain high-level officials are maintained as permanent and are transferred to NARA 15-25 years after declassification review (when applicable), whichever is later. Email records of all other personnel are deleted when 7 years old.⁸

Records contained within OneDrive for Business and SharePoint Online are retained and disposed of in accordance with the applicable agency records schedules or GRS approved by NARA for each type of record based on the subject or function and records series. In accordance with Order 3370.5B, FAA Close Out and Clearance Process (or successor Order), users who are departing the FAA, or moving to another position in the FAA, must notify their manager of record of their departure. Upon separation, access to their OneDrive is transferred to their manager for 90 calendar days before it is permanently deleted.

⁸ The National Records and Archives Administration (NARA) recently approved FAA's Capstone records schedule; the FAA is now working to implement the retention schedule. At the time of publication of this PIA, email records are maintained indefinitely as unscheduled records.



Use Limitation

DOT shall limit the scope of its PII use to ensure that the Department does not use PII in any manner that is not specified in notices, incompatible with the specified purposes for which the information was collected, or for any purpose not otherwise permitted by law.

If the FAA must transmit information (such as via email) or maintain information (e.g., within a SPO site) that comes from other Privacy Act Systems of Records, the FAA maintains and discloses that information in accordance with the applicable SORN as well as FAA Orders and Policy. Unless explicitly authorized or mandated by law, DOT permits internal sharing of PII only for a purpose compatible with the original purposes of the collection, specified at the time of initial collection.

Profile and logging PII collected by the FAA is used only as specified by the FAA's system of records notice, [DOT/ALL 13, Internet/Intranet Activity and Access Records](#). In addition to other disclosures generally permitted under 5 U.S.C. §552a(b) of the Privacy Act, all or a portion of the records or information contained in this system may be disclosed outside DOT as a routine use pursuant to 5 U.S.C. § 552a(b)(3) as follows:

- To provide information to any person(s) authorized to assist in approved investigations of improper access or usage of DOT computer systems.
- To an actual or potential party or his or her authorized representative for the purpose of negotiation or discussion of such matters as settlement of the case or matter, or informal discovery proceedings.
- To contractors, grantees, experts, consultants, detailers, and other non-DOT employees performing or working on a contract, service, grant cooperative agreement, or other assignment from the Federal government, when necessary to accomplish an agency function related to this system of records; and
- To other government agencies where required by law.

The Department has also published 15 additional routine uses applicable to all DOT Privacy Act systems of records. These routine uses are published in the Federal Register at 75 FR 82132, December 29, 2010, and July 20, 2012, 77 FR 42796, under "Prefatory Statement of General Routine Uses."

The FAA Directory Services (FAA DS/Active Directory) exchanges authentication data with FAA-M365 via Integrated Windows Authentication. FAA-M365 receives the FAA employee and contractor work contact information to ensure that Outlook emails are properly addressed and delivered to each recipient. System logs are shared with the FAA Security Operations Center for security purposes.



The FAA has authorized the internal sharing of all data associated with emails, including but not limited to all text, documents, and image files, with its approved archive. FAA-M365 includes data loss prevention services designed to prevent users from sending PII and sensitive information outside of the Agency, via email.

Data Quality and Integrity

In accordance with Section 552a(e)(2) of the Privacy Act of 1974, DOT should ensure that any PII collected and maintained by the organization is accurate, relevant, timely, and complete for the purpose for which it is to be used, as specified in the Department's public notice(s).

In most cases, employees have direct control over their FAA-M365 profile information and can edit it at any time to maintain its accuracy. Other information contained in the various components of Office 365 may be presumed accurate based on its source or corroborated via other FAA systems. The individual user within the system will need to determine accuracy based on business knowledge and needs. Moreover, the collaborative nature of Office 365 provides opportunities for those working together on a document, for example, to make concurrent changes to address inaccuracies.

Security

DOT shall implement administrative, technical, and physical measures to protect PII collected or maintained by the Department against loss, unauthorized access, or disclosure, as required by the Privacy Act, and to ensure that organizational planning and responses to privacy incidents comply with OMB policies and guidance.

The FAA protects PII with reasonable security safeguards against loss or unauthorized access, destruction, use, modification, or disclosure. These safeguards incorporate standards and practices required for federal information systems under the FISMA and are detailed in Federal Information Processing Standards (FIPS) Publication 200, *Minimum Security Requirements for Federal Information and Information Systems*, dated March 2006, and NIST Special Publication (SP) 800-53, Revision 4, *Security and Privacy Controls for Federal Information Systems and Organizations* dated January 22, 2015.

FAA-M365 implements administrative, technical, and physical measures to protect against loss, unauthorized access, or disclosure. The principle of least privilege is used to grant access to FAA federal employees and contractors, and user actions are tracked in the FAA-M365 audit logs. FAA-M365 includes data loss prevention services designed to prevent users from sending PII and sensitive information outside of the Agency, via email. The data loss prevention services also provide scanning of repositories such as OneDrive and SharePoint Online to prevent unnecessary storage of sensitive PII, such as social



security numbers. The Azure Rights Management Services (RMS) implemented sensitivity labeling, which provides file restrictions and access controls that can be added to documents, emails, and calendar invitations.

Additionally, the FAA-M365 G5 Security bundle provides additional endpoint security to mitigate threats and vulnerabilities. Microsoft Defender for Identity is a cloud-based security solution that leverages your on-premises Active Directory signals to identify, detect, and investigate advanced threats, compromised identities, and malicious insider actions, as needed.

Specifically, within SPO, the following safeguards are present:

- SPO sites are only accessible from within an FAA facility or while connected to the FAA's Virtual Private Network.
- SPO sites are only accessible from Government Furnished Equipment unless approval is granted through the waiver process outlined in FAA Order 1370.121.
- SPO sites are only accessible to FAA employees and contractors who have an active FAA PIV card.
- SPO sites are not accessible to external non-FAA users.

Additionally, within SPO, appropriate controls and mechanisms must be implemented to protect PII/SPII, including:

- Except for low-level PII such as name and business contact information, PII/SPII may not be stored as metadata in any list or library columns or as content on any page.
- Except for low-level PII such as name and business contact information, all documents containing PII/SPII stored in any SPO document library, or contained as an attachment to any list item, must be encrypted per FIPS 140-2 methodology in accordance with FAA Order 1370.121, FAA Information Security and Privacy Program & Policy.
- All PII/SPII issues reported by Data Loss Prevention (DLP) scans conducted by the AIT Security Office and the SPO Program Office must be reviewed and remediated.

OneDrive is only accessible to the assigned user unless they choose to share specific content with their FAA colleagues. It is the user's responsibility to manage the accessibility of shared content in their OneDrive by only sharing content with other FAA employees and contractors with an Active Directory account. Similarly, users of Teams are required to follow policies regarding screen sharing during meetings, including exercising caution when



sharing screens so that other users do not see sensitive or privileged information, and not allowing external parties the ability to access, open, or execute files on the host system.

FAA-M365 was given an Authority to Operate by the FAA on June 24, 2021. An updated Authority to Operate was issued on May 7, 2024.

Accountability and Auditing

DOT shall implement effective governance controls, monitoring controls, risk management, and assessment controls to demonstrate that the Department is complying with all applicable privacy protection requirements and minimizing the privacy risk to individuals.

The FAA's AIS Security Governance Division is responsible for the administration of FAA Order 1370.121 (as amended), "*FAA Information Security and Privacy Program & Policy*" which defines the various privacy requirements of the *Privacy Act of 1974*, as amended (the Privacy Act), the *E-Government Act of 2002* (Public Law 107-347), the *Federal Information Security Management Act (FISMA)*, DOT privacy regulations, OMB mandates, and other applicable DOT and FAA information technology management policies and procedures. In addition to these, other policies and procedures are consistently applied, especially as they relate to the access, protection, retention, and destruction of PII. Federal and contract employees are given clear guidance on their duties, as they relate to collecting, using, processing, and securing privacy data. Guidance is provided through mandatory annual security and privacy awareness training. In addition, staff are required to acknowledge their understanding of the FAA Privacy Rule of Behavior (ROB) and agree to it before being granted access to FAA information systems. The DOT and FAA Privacy Offices conduct periodic privacy compliance reviews of FAA-M365 relative to the requirements of OMB Circular A-130, *Managing Information as a Strategic Resource*.

Responsible Official

Johnny A. Robeaux
System Owner
Acting Director, Infrastructure and Operations

Approval and Signature

Karyn M. Gorman
Chief Privacy Officer
Office of the Chief Information Office