



INSIDER THREAT
MITIGATION

European Regional Workshop on High-Risk Behaviors: Overview and Outcomes

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In November 2025, the Hungarian Atomic Energy Authority hosted the European Regional Workshop on High-Risk Behaviors at their headquarters in Budapest, Hungary. During the three-day event, attendees from ten countries and one international organization engaged in interactive presentations, real-world case studies, and facilitated breakout sessions. Topics included identifying critical roles, recognizing concerning behaviors, preventing and countering extremism, and navigating national and regional regulatory challenges to mitigate insider risk.

Key insights, lessons learned, and good practices shared here can help the international community of practice develop comprehensive security measures to reduce risks to nuclear and other radioactive materials and associated facilities.

To Prevent Unintentional and Deliberate Insider Threats:

1 Ensure personnel trustworthiness and reliability

2 Foster a strong security culture

3 Minimize human error

4 Optimize human performance

Key Takeaways

 <p>Participants want leadership to hear</p>	<p>Insider threats directly impact safety</p>	<p>Structured review of anomalies reveals broader security risks</p>	<p>Cross-agency cooperation is essential for prevention and response</p>
 <p>Most promising practices</p>	<p>Comprehensive training for insider threat awareness</p>	<p>Employee engagement</p>	<p>Develop incident response skills</p>

Lessons Learned

	Multidisciplinary teams improve outcomes	Incorporate a public health model to help identify warning behaviors and unmet mental health needs before they escalate into insider threats or violence.
	Relationships matter	Increase cooperation between regulators, operators, law enforcement, and other stakeholders to improve response capabilities to counter insider threats and violent extremism.
	Sharing is hard but necessary	Lawful data collection and information sharing are essential for effective risk management.
	Practice makes progress	Conduct regular joint exercises or simulations and provide opportunity to test, evaluate, and evolve crisis communication and response plans.
	Characterize your risks and threats	Implement a triage system to prioritize urgent concerns and preserve resources for the highest-risk threats.

Insights

Insider threats are rare but impactful.

Insider threats are amplified by disgruntlement, revenge, and emotional turmoil.

Security culture is critical to mitigate insider threats and foster resilience across organizations.

Build resilience by educating staff on early detection of concerning behaviors and the value of tailored prevention strategies.

Good Practices

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Encourage a “no-blame culture” and accessible employee resources
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Implement training and awareness campaigns to detect concerning behaviors early
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Develop accessible and anonymous reporting tools for staff

About INFCIRC/908

At the 2016 IAEA International Conference on Nuclear Security, the United States issued IAEA Information Circular INFCIRC/908, “Joint Statement on Mitigating Insider Threats.” In 2020, the United States and Belgium launched the INFCIRC/908 International Working Group (IWG). The IWG serves as an international community of practice to advance the global state of insider threat mitigation for nuclear and other radioactive materials security.

You can learn more about this initiative online. insidethreatmitigation.org

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