

### PRIVACY IMPACT ASSESSMENT (PIA)

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

**1. DOD INFORMATION SYSTEM/ELECTRONIC COLLECTION NAME:**

Soldier Performance Health and Readiness (SPHERE)

**2. DOD COMPONENT NAME:**

Defense Health Agency

**3. PIA APPROVAL DATE:**

04/02/2026

Army Futures Command-MRDC-US Army Research Institute of Environmental Medicine

**SECTION 1: PII DESCRIPTION SUMMARY (FOR PUBLIC RELEASE)**

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

- From members of the general public
- From Federal employees
- from both members of the general public and Federal employees
- Not Collected (if checked proceed to Section 4)

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

- New DoD Information System
- New Electronic Collection
- Existing DoD Information System
- Existing Electronic Collection
- Significantly Modified DoD Information System

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

The Soldier Performance, Health, and Readiness (SPHERE) is a part of the USARIEM LAN within the Keller Army Community Hospital (KACH) at West Point's system accreditation boundary on the Defense Health Agency (DHA)'s Medical Community of Interest (MEDCOI) Network. SPHERE serves as a comprehensive state of the art data repository of all US Military population data from multiple Department of War (DoW) data systems using separate data use and sharing agreements to receive performance, health, and administrative data. This data is used to address critical research regarding readiness, trends, and data linkage.

Personally identifiable information (PII) collected includes demographic data, employment information, and personal data: identifying data, military service records, disability information, medical information, and performance data.

Categories of individuals PII is collected may include active-duty military (all services + Reserve), Coast Guard, National Guard, veterans, dependents, retirees and/or their dependents, DoD civilians, and contractors and, foreign nationals.

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

The PII is collected for data matching, support studies and statistical data analyses. The intended use of the PII collected is for the conduct of research to improve and sustain health and performance.

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

- (1) If "Yes," describe the method by which individuals can object to the collection of PII.
- (2) If "No," state the reason why individuals cannot object to the collection of PII.

SPHERE is not the initial point of collection for PII. PII is obtained from multiple systems, and therefore the opportunity to consent to use is only available at the source systems.

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

- (1) If "Yes," describe the method by which individuals can give or withhold their consent.
- (2) If "No," state the reason why individuals cannot give or withhold their consent.

SPHERE is not the initial point of collection for PII. PII is obtained from multiple systems, and therefore the opportunity to consent to use is only available at the source systems.

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

- Privacy Act Statement       Privacy Advisory       Not Applicable

You are accessing a US Government information system (IS) which may contain information subject to the Privacy Act of 1974, as amended, 5 USC § 552(a). By accessing this system, you: (1) acknowledge that you possess a valid need-to-know; (2) agree to adhere to applicable DoD & DHA requirements concerning access to information subject to the Privacy Act of 1974; and (3) acknowledge that disclosure of protected Privacy Act information in this IS, in any manner, to person(s) or entity(ies) not entitled to receive it, may subject you to administrative, civil, and/or criminal penalties.

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

- |  |          |  |
|--|----------|--|
| <input checked="" type="checkbox"/> Within the DoD Component   | Specify. | Authorized Personnel listed on approved MRDC USARIEM research protocol                               |
| <input checked="" type="checkbox"/> Other DoD Components (i.e. Army, Navy, Air Force)  | Specify. | Authorized Personnel listed on approved MRDC USARIEM research protocol                               |
| <input type="checkbox"/> Other Federal Agencies (i.e. Veteran's Affairs, Energy, State)  | Specify. |  |
| <input type="checkbox"/> State and Local Agencies  | Specify. |  |
| <input type="checkbox"/> Contractor (Name of contractor and describe the language in the contract that safeguards PII. Include whether FAR privacy clauses, i.e., 52.224-1, Privacy Act Notification, 52.224-2, Privacy Act, and FAR 39.105 are included in the contract.) | Specify. |  |
| <input checked="" type="checkbox"/> Other (e.g., commercial providers, colleges).  | Specify. | Research Fellows with appointments at USARIEM on a valid MRDC approved research protocol e.g., ORISE |

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

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

Digital Training Management System (DTMS); Electronic Military Personnel Office (eMILPO); Integrated Personnel and Pay System - Army (IPPS-A); Medical Protection System (MEDPROS); Defense Manpower Data Center database (DMDC); Medical Operational Data System (MODS); Army Training Requirements and Resources System (ATRRS); Defense Manpower Data Center (DMDC) Personnel Master and Transaction Records; Defense Eligibility and Enrollment Reporting System (DEERS); Military Recruitment Information Suite (MRIS); Human Resources Command data (HRC); Army Recruiting Information Support System (ARISS); Deployed Theater Accountability System (DTAS); Pharmacy Data Transaction Service (PDTs); Armed Services Vocational Aptitude Battery; Casualty Death records; Disability files; Health Enrollment Assessment Review; Payroll data; Unit Identification Code address; Military accession and training data; and Waiver data; Defense Health Agency (DHA) Ambulatory Data System Outpatient Encounters and Inpatient Encounter files; the Medical Health System Data Repository (MDR); MDR HL7 Messaging; Department of Defense Suicide Event Report (DoDSER); Medical Situational Awareness in the Theater (MSAT); Theater Medical Data Store (TMDS); Defense Medical Epidemiological Database (DMED); Military Entrance Processing Reporting System (MEPRS); Ill, Injured and Wounded table (IIW); Joint Trauma System (JTS) Department of Defense Trauma Registry (DoDTR); Chemistry and Microbiology (CDR) database; TRANSCOM regulating and Command & Control Evacuation System (TRACES2ES); Center for Unit Records Research; Drug and Alcohol Management Information System; Disease Reporting System Internet (DRSi); Army Training Information System (ATIS)

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

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

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

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

- Yes     No

If "Yes," enter SORN System Identifier

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

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

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

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

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

Mission Schedules:

- Unscheduled

Other Schedules:

- System Access Records: GRS 3.2, item 030 (DAA-GRS-2013-0006-0003),

- Data Administration and Documentation: GRS 3.1, item 051 (DAA-GRS-2013-0005-0003)

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

(3) Retention Instructions.

Mission Schedules:

Unscheduled - Permanent. Treat system and/or records maintained in the system as permanent until a NARA approved schedule and disposition authority has been applied.

Other Schedules:

FILE NUMBER: 1601-02

FILE TITLE: System Access Records - Systems not requiring Special Accountability for Access

DISPOSITION: Temporary. Cut off and destroy when business use ceases.

FILE NUMBER: 1601-12

FILE TITLE: Data Administration and Documentation - Temporary Systems

DISPOSITION: Temporary. Cut off after the project/activity/transaction is completed or superseded, or the associated system is terminated, or the associated data is migrated to a successor system. Destroy 5 years after cutoff.

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

(1) If this system has a Privacy Act SORN, the authorities in this PIA and the existing Privacy Act SORN should be similar.

(2) If a SORN does not apply, cite the authority for this DoD information system or electronic collection to collect, use, maintain and/or disseminate PII. (If multiple authorities are cited, provide all that apply).

(a) Cite the specific provisions of the statute and/or EO that authorizes the operation of the system and the collection of PII.

(b) If direct statutory authority or an Executive Order does not exist, indirect statutory authority may be cited if the authority requires the operation or administration of a program, the execution of which will require the collection and maintenance of a system of records.

(c) If direct or indirect authority does not exist, DoD Components can use their general statutory grants of authority ("internal housekeeping") as the primary authority. The requirement, directive, or instruction implementing the statute within the DoD Component must be identified.

Public Law 113-101, Digital Accountability and Transparency Act of 2006, as amended in 2014; Public Law 113-291, Federal Information Technology Acquisition Reform, 2015; 10 USC 2222, Defense Business Systems: Business Process Re-engineering; Enterprise Architecture; Management; 10 USC 117, Readiness Reporting System; 10 USC 482, Readiness Reports; 31 USC 902, Authority and Functions of Agency Chief Financial Officers, as amended; 31 USC 3512(b), Executive Agency Accounting and Other Financial Management Reports and Plans; DoD Directive 7045.14, The Planning, Programming, Budgeting, and Execution (PPBE) Process; DoD Directive 7730.65, Department of Defense Readiness Reporting System; DoD Instruction 8320.02, Sharing Data, Information, and Information Technology (IT) Services in the

Department of Defense; DoD Instruction 8320.07, Implementing the Sharing of Data, Information, and Information Technology (IT) Services in the Department of Defense; and EO 9397, Numbering Systems for Federal Accounts Relating to Individual Persons, as amended.

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

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

Yes     No     Pending

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

OMB approval is not required as the information collected in this system is for medical research and performance and is not considered a public information collection per DoDM 8910.01, V2, Encl 3, paragraph 8b(5).