

imum of 24 hours per week to accommodate their academic schedules, provided that the total duration of the internship remains consistent with program requirements.

**(I) Mentorship program**

The Secretary and Administrator are authorized to establish a mentoring and coaching program that pairs Foreign Service or Civil Service employees with interns who choose to participate throughout the duration of their internship.

(Pub. L. 117–263, div. I, title XCII, §9201, Dec. 23, 2022, 136 Stat. 3861; Pub. L. 118–159, div. G, title LXXI, §7105(a), Dec. 23, 2024, 138 Stat. 2524.)

**Editorial Notes**

AMENDMENTS

2024—Subsec. (b)(2)(A). Pub. L. 118–159, §7105(a)(1), inserted “or have graduated from such an institution within the six months preceding application to the Program” after “paragraph (1)”.

Subsec. (c). Pub. L. 118–159, §7105(a)(2), inserted “and gives preference as appropriate to individuals who have not previously completed internships within the Department of State and the United States Agency for International Development” after “career in foreign affairs”.

Subsecs. (k), (l). Pub. L. 118–159, §7105(a)(3), added subsecs. (k) and (l).

**Statutory Notes and Related Subsidiaries**

DEFINITIONS

For definitions of “Secretary”, “Department”, “appropriate congressional committees”, and “Administrator” as used in this section, see section 9002 of Pub. L. 117–263, set out as a note under section 2651 of this title.

**§ 2738. Mid-Career Mentoring Program**

**(a) Authorization**

The Secretary, in collaboration with the Director of the Foreign Service Institute, is authorized to establish a Mid-Career Mentoring Program (referred to in this section as the “Program”) to assist in the retention of, and to decrease mid-career attrition of, employees, including those who have demonstrated potential for advancement and may be at risk of leaving the Department.

**(b) Selection**

**(1) Nominations**

The head of each bureau shall semiannually nominate participants for the Program from a pool of applicants in the positions described in paragraph (2)(B), including from posts both domestically and abroad.

**(2) Submission of slate of nominees to Secretary**

The Director of the Foreign Service Institute, in consultation with the Director General of the Foreign Service, shall semiannually—

(A) vet the nominees most recently nominated pursuant to paragraph (1); and

(B) submit to the Secretary a slate of applicants to participate in the Program, who shall consist of at least—

(i) 10 Foreign Service Officers and specialists classified at the FS-03 or FS-04 level of the Foreign Service Salary Schedule;

(ii) 10 Civil Service employees classified at GS–12 or GS–13 of the General Schedule; and

(iii) 5 Foreign Service Officers from the United States Agency for International Development.

**(3) Final selection**

The Secretary shall select the applicants who will be invited to participate in the Program from the slate received pursuant to paragraph (2)(B) and extend such an invitation to each selected applicant.

**(4) Merit principles**

Section 3905 of this title shall apply to nominations, submissions to the Secretary, and selections for the Program under this section.

**(c) Program sessions**

**(1) Frequency; duration**

All of the participants who accept invitations extended pursuant to subsection (b)(3) shall meet 3 to 4 times per year for training sessions with high-level leaders of the Department and USAID, including private group meetings with the Secretary and the Administrator of the United States Agency for International Development.

**(2) Themes**

Each session referred to in paragraph (1) shall focus on specific themes developed jointly by the Foreign Service Institute and the Executive Secretariat focused on substantive policy issues and leadership practices.

**(d) Mentoring program**

The Secretary and the Administrator each is authorized to establish a mentoring and coaching program that pairs a senior leader of the Department or USAID with each of the program participants who complete the Program during the 1-year period immediately following their participation in the Program.

**(e) Annual report**

Not later than one year after December 22, 2023, and annually thereafter for three years, the Secretary shall submit a report to the appropriate congressional committees that describes the activities of the Program during the most recent year and includes disaggregated demographic data on participants in the Program.

(Pub. L. 118–31, div. F, title LXII, §6205, Dec. 22, 2023, 137 Stat. 973.)

**Editorial Notes**

REFERENCES IN TEXT

The General Schedule, referred to in subsec. (b)(2)(B)(ii), is set out under section 5332 of Title 5, Government Organization and Employees.

**Statutory Notes and Related Subsidiaries**

DEFINITIONS

For definitions of “Secretary”, “Department”, and “appropriate congressional committees” as used in this

section, see section 6002 of Pub. L. 118-31, set out as a note under section 2651 of this title.

**§ 2739. Civil service rotational program**

**(a) Establishment of pilot rotational program for civil service**

Not later than 180 days after December 22, 2023, the Secretary shall establish a program to provide qualified civil servants serving at the Department an opportunity to serve at a United States embassy, including identifying criteria and an application process for such program.

**(b) Program**

The program established under this section shall—

- (1) provide at least 20 career civil servants the opportunity to serve for 2 to 3 years at a United States embassy to gain additional skills and experience;
- (2) offer such civil servants the opportunity to serve in a political or economic section at a United States embassy; and
- (3) include clear and transparent criteria for eligibility and selection, which shall include a minimum of 5 years of service at the Department.

**(c) Subsequent position and promotion**

Following a rotation at a United States embassy pursuant to the program established by this section, participants in the program must be afforded, at minimum, a position equivalent in seniority, compensation, and responsibility to the position occupied prior serving in the program. Successful completion of a rotation at a United States embassy shall be considered favorably with regard to applications for promotion in civil service jobs at the Department.

**(d) Implementation**

Not later than 2 years after December 22, 2023, the Secretary shall identify not less than 20 positions in United States embassies for the program established under this section and offer at least 20 civil servants the opportunity to serve in a rotation at a United States embassy pursuant to this section.

(Pub. L. 118-31, div. F, title LXII, § 6208, Dec. 22, 2023, 137 Stat. 975.)

**Statutory Notes and Related Subsidiaries**

DEFINITIONS

For definitions of “Secretary” and “Department” as used in this section, see section 6002 of Pub. L. 118-31, set out as a note under section 2651 of this title.

**§ 2740. Career intermission program adjustment to enhance retention**

**(a) Authority to extend Federal Employee Health Benefit coverage**

The Secretary and Administrator are authorized to offer employees the option of extending Federal Employee Health Benefit coverage during pre-approved leave without pay for up to 3 years.

**(b) Responsibility for premium payments**

If an employee elects to continue coverage pursuant to subsection (a) for longer than 365

days, the employee shall be responsible for 100 percent of the premium (employee share and government share) during such longer period.

(Pub. L. 118-159, div. G, title LXXI, § 7106, Dec. 23, 2024, 138 Stat. 2524.)

**Statutory Notes and Related Subsidiaries**

DEFINITIONS

For definitions of “Secretary” and “Administrator” as used in this section, see section 7002 of Pub. L. 118-159, set out as a note under section 2651 of this title.

**§ 2741. Authority to pay for or reimburse for certain security services**

**(a) In general**

The Secretary and the Administrator are authorized to pay for or reimburse for appropriate security services to mitigate risks to certain employees or members of their households resulting from or related to the employee’s official duties or affiliation with the Department or USAID. These security equipment or services may include security cameras and services to de-prioritize or remove internet search results revealing personally identifiable information.

**(b) Required policy**

Prior to paying for or reimbursing services pursuant to subsection (a), the Department shall establish a policy that—

- (1) outlines the requirements for qualifying for the payment of or reimbursement of services;
- (2) identifies the office responsible for vetting requests for paying for or reimbursing of services; and
- (3) mandates expeditious consideration of such requests.

(Pub. L. 118-159, div. G, title LXXI, § 7115, Dec. 23, 2024, 138 Stat. 2527.)

**Statutory Notes and Related Subsidiaries**

DEFINITIONS

For definitions of “Secretary”, “Administrator”, “Department”, and “USAID” as used in this section, see section 7002 of Pub. L. 118-159, set out as a note under section 2651 of this title.

**CHAPTER 39—ARMS EXPORT CONTROL**

**SUBCHAPTER I—FOREIGN AND NATIONAL SECURITY POLICY OBJECTIVES AND RESTRAINTS**

Sec. 2751.	Need for international defense cooperation and military export controls; Presidential waiver; report to Congress; arms sales policy.
2752. 2753.	Coordination with foreign policy. Eligibility for defense services or defense articles.
2754.	Purposes for which military sales or leases by the United States are authorized; report to Congress.
2755.	Discrimination prohibited if based on race, religion, national origin, or sex.
2756.	Foreign intimidation and harassment of individuals in United States.

**SUBCHAPTER II—FOREIGN MILITARY SALES AUTHORIZATIONS**

2761.	Sales from stocks.
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