

## PLEASE READ CAREFULLY

Careful deliberation should be taken prior to making any management or disciplinary decisions based solely on the survey results.

The DEOCS report provides valuable information about members' perceptions of the organization's climate. It is important to review all sections in this report. Compare the information presented in *Section III, Overall Unit Summary*, *Section IV, Climate Factor Subgroup Comparison*, *Section V, DEOCS Summary of Survey Item Responses*, along with *Appendix, Written Comments from Your Organization*. Doing so can help create a more complete picture and help validate potential areas of concern.

Individual Service instructions typically require organizations to use multiple approaches, including individual interviews and/or focus groups, to more comprehensively characterize the command's climate.

For example, the climate factor subgroup comparisons provided in *Section IV* can help identify subgroups with lower favorability ratings, and conducting focus groups and interviews with members of these subgroups can clarify their perceptions regarding a climate factor, and the reasons why these perceptions exist.

For additional information regarding climate factors, focus group/interview questions, or action planning, please visit [DEOCS.net](https://www.deocs.net)  
**Assessment to Solutions:**

<https://www.deocs.net>

## I. HOW TO INTERPRET YOUR DEOCS

1. Start by looking at the demographic breakout in *Section II, Demographic Breakout*. The table displays the number of respondents by their demographic features. Survey respondents can select different options when completing the demographic portion of the survey, so numbers may not match the total personnel assigned. Determine how closely participants in each demographic group represent the overall assigned population. Note: disparities in responses presented in the tables throughout the report are due to missing or erroneous responses.
2. Identify areas of concern and strength (both for your overall unit and subgroups) using the color-coded comparisons:
  - a. Unit: Examine *Section III, Overall Unit Summary* to compare your unit's favorability\* percentage to units of a similar organization function, and your parent Service branch on each DEOCS factor.
  - b. Subgroups: Examine *Section IV, Climate Factor Subgroup Comparisons* to compare perceptions among subgroups. No data are displayed in cases where fewer than five people in any subgroup complete the survey.
3. Examine the item-level results using the favorable/unfavorable response rates in *Section V, DEOCS Summary of Survey Item Responses*. This can help identify those items with high levels of unfavorable responses.
4. Examine the written comments associated with an area of concern to determine whether any of the comments reflect negative perceptions that may help explain the numerical findings. Comments can be easier to analyze if they are broken into themes.
5. Based on the degree of favorability of the item-level responses and written comments, determine if the

apparent climate of your unit or any subgroup(s) warrants further action.

6. In such cases, use those findings to guide follow-on climate assessment actions (e.g., determine the demographic composition of focus groups and the topics to discuss with them; identify records and reports to analyze to validate perceptions, develop a plan of action to correct validated issues, etc.). For more strategies to create a healthier command climate, refer to *Section VI, Recommendations*.

\* Note: There are seven response options for each item that range from unfavorable to favorable. Because the scale has a 7-point range, three of the response options are categorized as unfavorable (e.g., strongly disagree, disagree, slightly disagree), one response option is considered neutral (neither agree nor disagree), and three response options are categorized as favorable (e.g., slightly agree, agree, strongly agree). Negative worded items noted with an asterisk (\*) have their scales reversed. Therefore, a favorability percentage would be interpreted as the average of your favorable response options summed.

**HOW TO INTERPRET DEOCS COLOR CODING**

Color Coding	Category	Criteria	General Interpretation
Green	Excellent	90% and above favorable responding	<ul style="list-style-type: none"> <li>• Almost complete unit endorsement of scale</li> <li>• Area of excellence and maintenance/stability actions recommended</li> </ul>
Blue	Adequate	Between 70% and 89% favorable responding	<ul style="list-style-type: none"> <li>• Majority of unit endorsed scale and reached recommended endorsement threshold (70%)</li> <li>• Area not of concern but room for improvement</li> </ul>
Yellow	Caution	Between 50% and 69% favorable responding	<ul style="list-style-type: none"> <li>• Majority of unit endorsed scale but did not reach recommended endorsement threshold (70%)</li> <li>• Area flagged for concern. Actions should be considered to boost endorsement</li> </ul>
Red	Improvement Needed	Below 50% favorable responding	<ul style="list-style-type: none"> <li>• Majority of unit did NOT endorse scale</li> <li>• Area of great concern and corrective actions must be taken ASAP</li> </ul>

## II. DEMOGRAPHIC BREAKOUT

Table 1: Demographic Representation

REPRESENTATION		
1st Recon Bn	Number	Percent
Majority	68	56.7%
Minority	39	32.5%
Declined to Respond	13	10.8%
American Indian or Alaskan Native	0	0.0%
Asian	2	1.7%
Black	4	3.3%
Native Hawaiian or Other Pacific Islander	2	1.7%
White	85	70.8%
Selected Multiple Races	8	6.7%
Declined to Respond	19	15.8%
Hispanic	25	20.8%
Not Hispanic	83	69.2%
Declined to Respond	12	10.0%
Women	0	0.0%

Men	120	100.0 %
Junior Enlisted (E1 - E6)	94	78.3 %
Senior Enlisted (E7 - E9)	11	9.2 %
Warrant Officer (WO1 - CW5)	0	0.0 %
Junior Officer (O1 - O3)	12	10.0 %
Senior Officer (O4 - Above)	3	2.5 %
Junior Federal Civilian (Grades 1 - 12)	0	0.0 %
Senior Federal Civilian (Grades 13 - SES)	0	0.0 %
Non-Appropriated Funds (NAF)	0	0.0 %
Wage Grade (WG/WS/WL)	0	0.0 %
Other	0	0.0 %
Supervisor (civilian only)	0	0.0 %
Non-Supervisor (civilian only)	0	0.0 %

Total 120

For the majority/minority subgroup categories, the majority category includes all respondents who listed their race as "White," and their ethnicity as "not Hispanic." All respondents who select any other race and/or Hispanic are included in the minority subgroup; the "Declined to Respond" designation includes those respondents whose responses to the race and ethnicity items render it impossible to classify them as majority or minority.

All Warrant Officers (WO1 - CW5) will be combined with Junior Officers in *Section IV, Climate Factor Subgroup Comparison*. Additionally, all Wage Grade and Non-Appropriated Fund civilians will not be in the Junior/Senior Civilian breakout within *Section IV, Climate Factor Subgroup Comparison*.

<b>Improvement Needed</b> Below 50% favorable responses	<b>Caution</b> Between 50% and 69% favorable responses	<b>Adequate</b> Between 70% and 89% favorable responses	<b>Excellent</b> 90% and above favorable responses
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### III. OVERALL UNIT SUMMARY

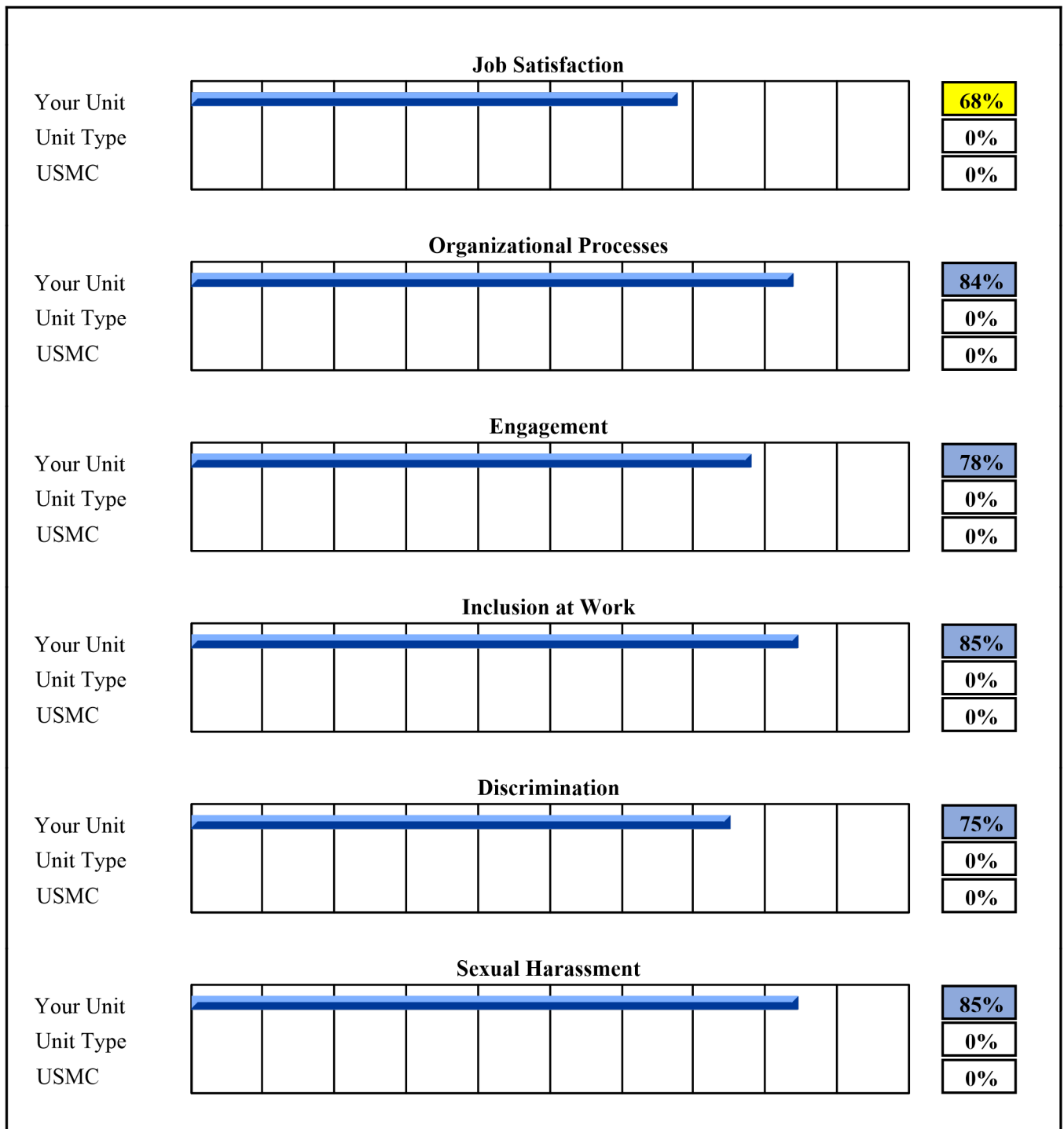
The figures below compare your organization's favorability ratings for each climate factor against units in your Service with similar functions, and to your parent Service. Similar function units and Service favorability ratings are updated on a bi-annual basis. The box to the right of each figure displaying your organization's favorability rating will be color-coded red, yellow, blue or green. Please refer to **How to Interpret DEOCS Color Coding** (pg. 4) for more information regarding the color-coding. Percentages for Unit Type and Service will not be available until a representative sample can be obtained to

**Figure 2: Unit Summaries**

**Unit Type = Other combat arms (Recon, LAR, Tanks, AAV, ANGLICO)**

**Figure 2 (cont): Unit Summaries Unit Type = Other combat arms (Recon, LAR, Tanks, AAV, ANGLICO)**

<b>Improvement Needed</b> Below 50% favorable responses	<b>Caution</b> Between 50-69% favorable responses	<b>Adequate</b> Between 70-89% favorable responses	<b>Excellent</b> 90% and above favorable responses
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**Figure 2 (cont): Unit Summaries** Unit Type = Other combat arms (Recon, LAR, Tanks, AAV, ANGLICO)

## IV. CLIMATE FACTOR SUBGROUP COMPARISONS

### Organizational Effectiveness Factors

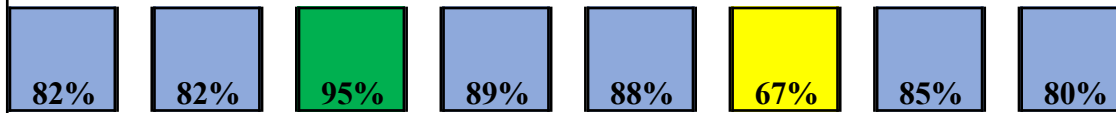
The following figure displays the **Organizational Effectiveness (OE)** Factor favorability ratings by demographic subgroup. No data are displayed in cases where fewer than five people in a subgroup completed the survey; this helps maintain respondent anonymity.

Refer to *Section V, DEOCS Summary of Survey Item Responses* to view the respective item level response frequencies for each factor.

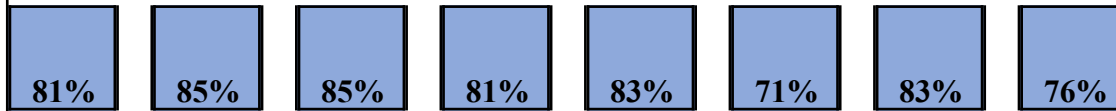


**1st Recon Bn**  
**Organizational Effectiveness**

Senior Org Group Trust in Job Org  
 CommitEngage  
 LeaderPerformCohesionLeaderSatisfactProcess

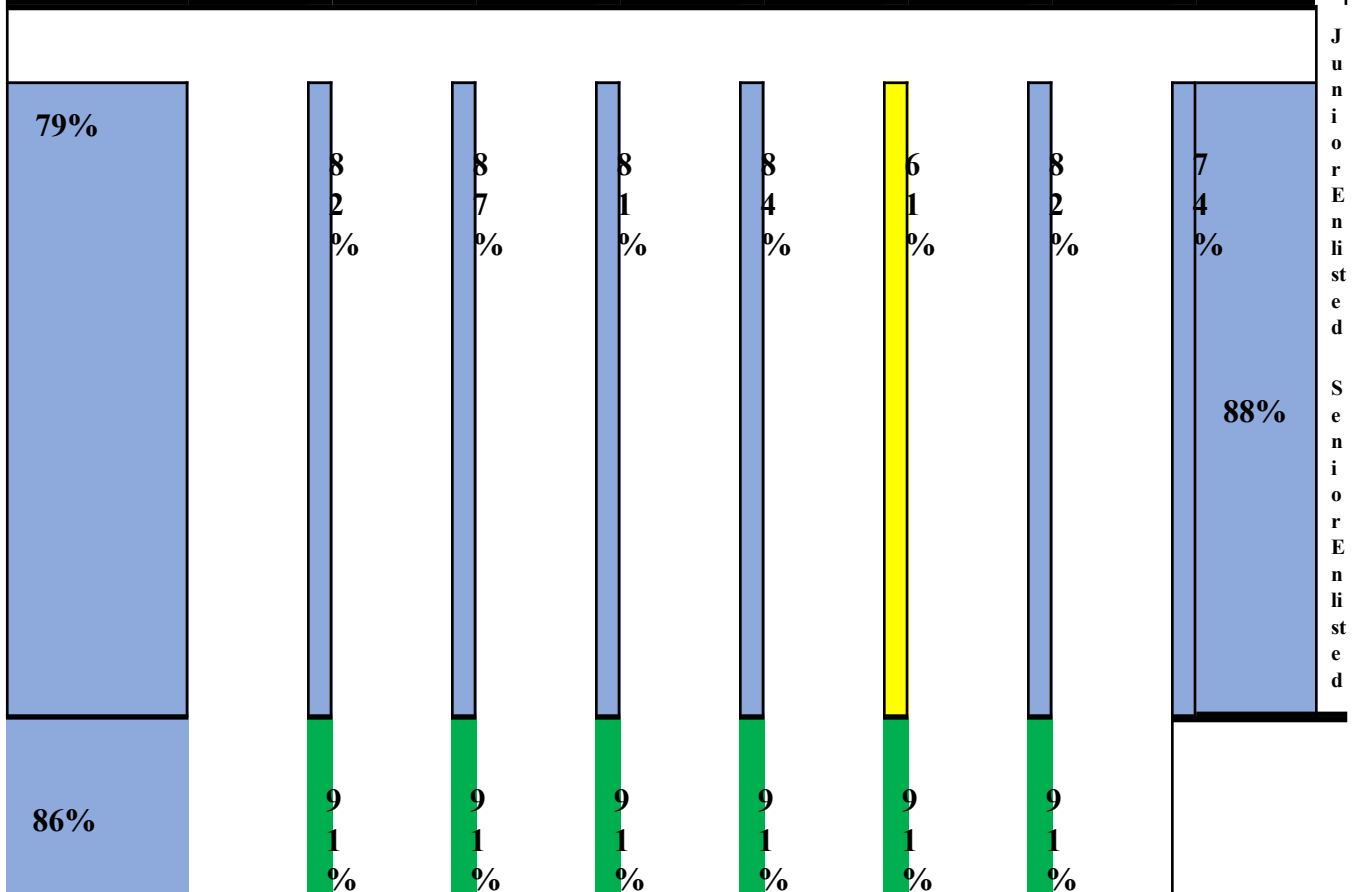


Minority



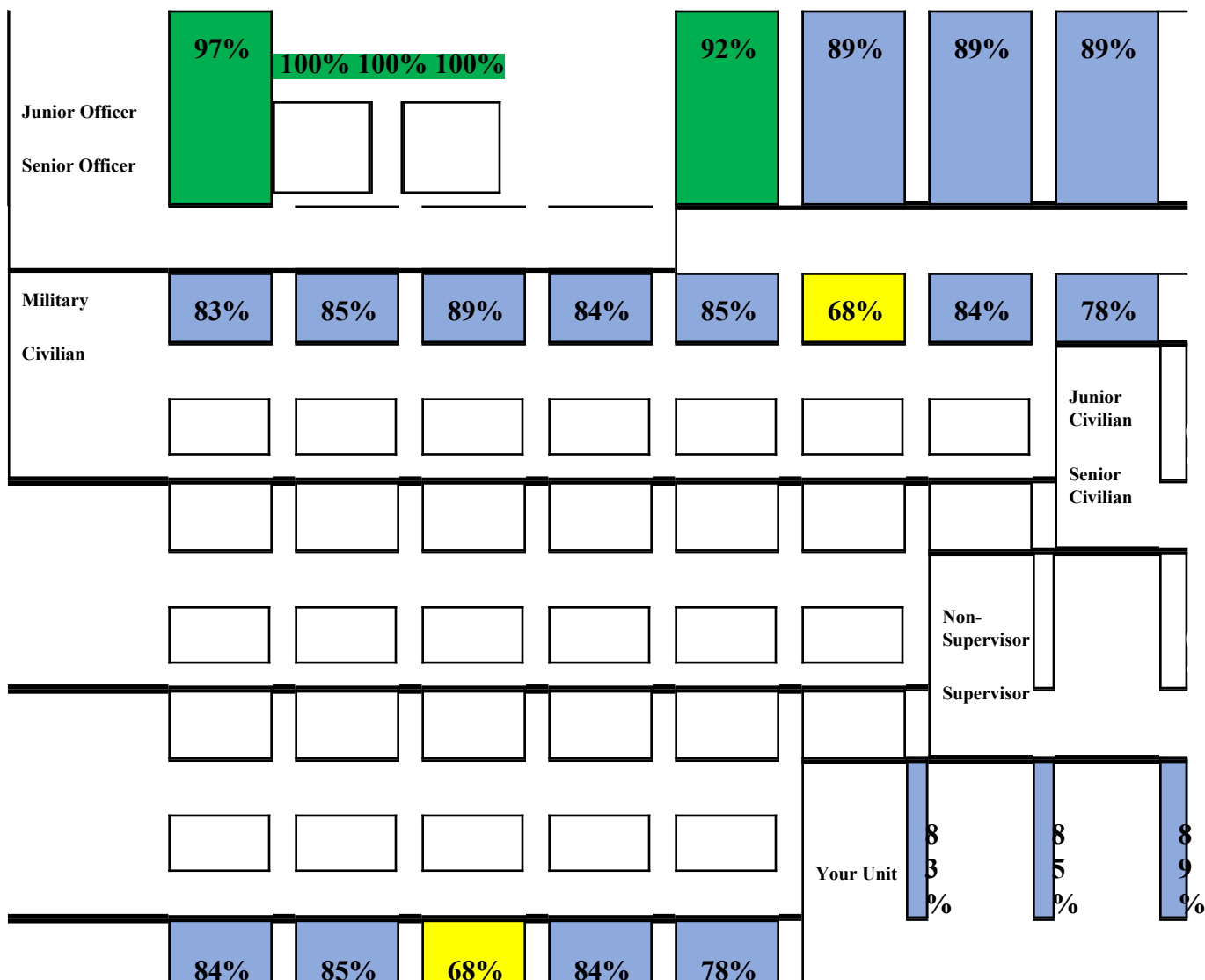
Majority

Women								
Men	83%	85%	89%	84%	85%	68%	84%	78%
Enlisted	80%	82%	88%	82%	84%	64%	83%	76%
Officer	98%	100%	98%	98%	93%	91%	91%	91%



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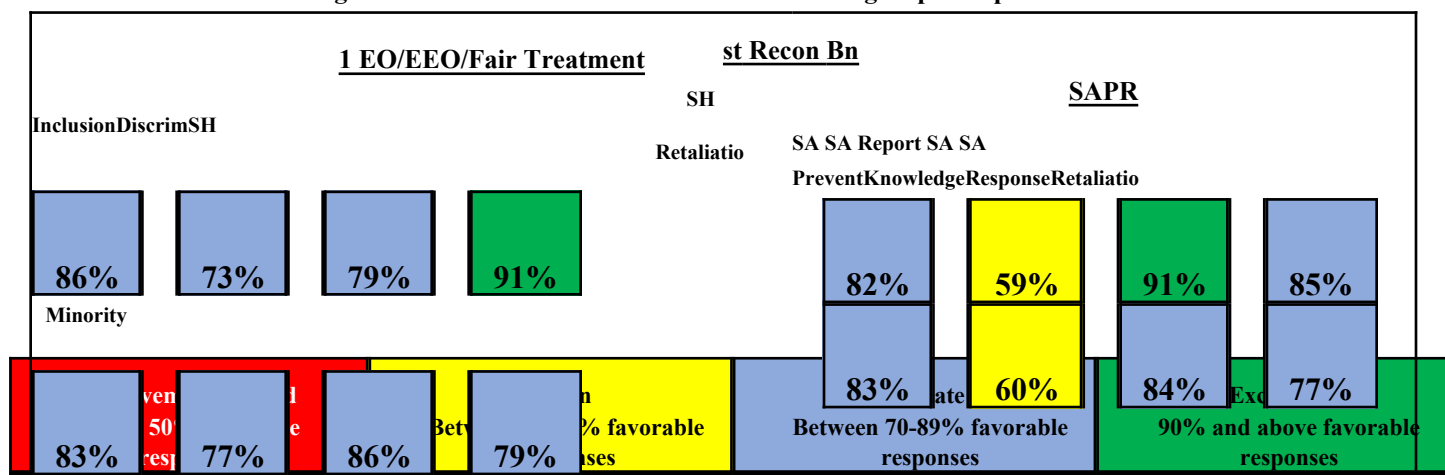
Improvement Needed Below 50% favorable responses	Caution Between 50-69% favorable responses	Adequate Between 70-89% favorable responses	Excellent 90% and above favorable responses
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**Equal Opportunity / Equal Employment Opportunity / Fair Treatment  
& Sexual Assault Prevention and Response Climate Factors**

The following figure displays the **EO / EEO / Fair Treatment & SAPR** Climate Factor favorability ratings by demographic subgroup. No data are displayed in cases where fewer than five people in a subgroup completed the survey; this helps maintain respondent anonymity. Refer to *Section V, DEOCS Summary of Survey Item Responses* to view the respective item level response frequencies for each factor. SH and SA refer to Sexual Harassment and Sexual Assault respectively.

**Figure 4: EO/EEO/Fair Treatment & SAPR Subgroup Comparisons**





83%

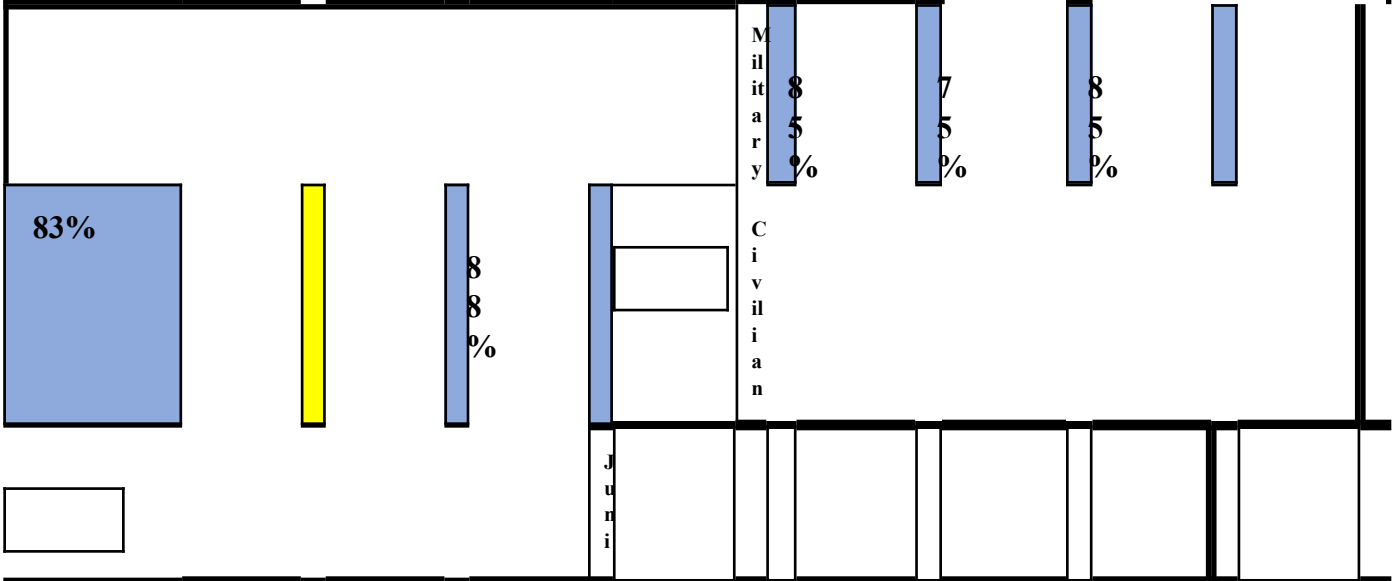
77%

86%

79%

Majority

Women									
Men	85%	75%	85%	85%	83%	59%	88%	82%	
Enlisted	83%	74%	84%	83%	82%	57%	86%	80%	
Officer	98%	80%	90%	100%	92%	76%	99%	97%	
Junior Enlisted	82%	74%	82%	82%	81%	55%	85%	77%	
Senior Enlisted	92%	81%	95%	94%	89%	67%	98%	98%	
Junior Officer	99%	76%	90%	100%	93%	75%	98%	96%	
Senior Officer									



Improvement Needed Below 50% favorable responses	Caution Between 50-69% favorable responses	Adequate Between 70-89% favorable responses	Excellent 90% and above favorable responses
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[illegible]

<p><b>Improvement Needed</b> Below 50% favorable responses</p>	<p><b>Caution</b> Between 50-69% favorable responses</p>	<p><b>Adequate</b> Between 70-89% favorable responses</p>	<p><b>Excellent</b> 90% and above favorable responses</p>
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## V. DEOCS SUMMARY OF SURVEY ITEM RESPONSES

The following tables and figures provide the item-level response frequencies across all the DEOCS factors. The total percentage of responses and color coding for each factor mirror those found for that factor in *Section III: Overall Unit Summary*. Factor results for Bystander Intervention, Sexual Assault Reporting Knowledge, Unwanted Workplace Experiences, Connectedness, Hazing, and Bullying are presented at the end of the following tables due to different response scales. Only favorable response totals are presented.

**Table 2.1 Commitment**

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I feel like "part of the family" in this workgroup.	2 (2%)	2 (2%)	5 (4%)	11 (9%)	10 (8%)	44 (37%)	44 (37%)
This workgroup has a great deal of personal meaning to me.	0 (0%)	7 (6%)	3 (3%)	11 (9%)	13 (11%)	37 (31%)	47 (39%)
I feel a strong sense of belonging to this workgroup.	1 (1%)	3 (3%)	4 (3%)	8 (7%)	17 (14%)	47 (39%)	38 (32%)
Total	1%	3%	3%	8%	11%	36%	36%
		8%				83%	

**Table 2.2 Senior Leadership**

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My senior leader puts processes in place to facilitate the sharing of information throughout the organization.	1 (1%)	2 (2%)	4 (3%)	13 (11%)	9 (8%)	57 (48%)	32 (27%)
My senior leader clarifies our organization's goals and priorities.	2 (2%)	1 (1%)	3 (3%)	8 (7%)	12 (10%)	56 (47%)	36 (30%)
My senior leader communicates a clear vision for the future.	4 (3%)	2 (2%)	5 (4%)	7 (6%)	12 (10%)	51 (43%)	37 (31%)
My senior leader listens to the concerns of the organization's military members and employees.	2 (2%)	2 (2%)	5 (4%)	5 (4%)	12 (10%)	49 (41%)	43 (36%)
Total	2%	1%	4%	7%	9%	44%	31%

7%					85%		
Table 2.3 Organizational Performance							
Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
When short suspense/tasks arise, people in my organization do an outstanding job in handling these situations.	0 (0%)	1 (1%)	3 (3%)	5 (4%)	16 (13%)	55 (46%)	38 (32%)
My organization's performance, compared to similar organizations, is high.	0 (0%)	1 (1%)	1 (1%)	6 (5%)	7 (6%)	38 (32%)	65 (54%)
My organization makes good use of available resources to accomplish its mission.	3 (3%)	5 (4%)	4 (3%)	5 (4%)	16 (13%)	44 (37%)	41 (34%)
Total	1%	2%	2%	4%	11%	38%	40%
	5%				89%		

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Table 2.4 Group Cohesion							
Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My workgroup is united in trying to reach its goals for performance.	0 (0%)	1 (1%)	4 (3%)	7 (6%)	16 (13%)	53 (44%)	37 (31%)
We all take responsibility for the performance of the workgroup.	1 (1%)	3 (3%)	3 (3%)	8 (7%)	14 (12%)	51 (43%)	38 (32%)
If members of our workgroup have problems in the workplace, everyone wants to help them so we can get back on task.	4 (3%)	2 (2%)	4 (3%)	14 (12%)	12 (10%)	48 (40%)	34 (28%)
Total	1%	2%	3%	8%	12%	42%	30%
	6%				84%		
Discipline is administered fairly.	4 (3%)	4 (3%)	3 (3%)	7 (6%)	13 (11%)	57 (48%)	30 (25%)
Decisions are made after reviewing relevant information.	2 (2%)	8 (7%)	1 (1%)	9 (8%)	10 (8%)	55 (46%)	33 (28%)

Table 2.5 Trust in Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I can rely on my immediate supervisor to act in my organization's best interest.	2 (2%)	2 (2%)	1 (1%)	8 (7%)	12 (10%)	50 (42%)	43 (36%)
My immediate supervisor follows through with commitments he or she makes.	2 (2%)	1 (1%)	6 (5%)	5 (4%)	11 (9%)	51 (43%)	42 (35%)
I feel comfortable sharing my work difficulties with my immediate supervisor.	3 (3%)	3 (3%)	3 (3%)	14 (12%)	10 (8%)	52 (43%)	33 (28%)
My immediate supervisor treats me fairly.	2 (2%)	4 (3%)	1 (1%)	5 (4%)	6 (5%)	51 (43%)	49 (41%)
Total	2%	2%	2%	7%	8%	43%	35%
	6%			85%			

Table 2.6 Job Satisfaction							Question	Strongly Disagree
Disagree		Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree	I like my current job.	8 (7%)
6 (5%)		4 (3%)	12 (10%)	15 (13%)	37 (31%)	36 (30%)	I feel satisfied with my current job.	9 (8%)
12 (10%)		7 (6%)	11 (9%)	17 (14%)	32 (27%)	30 (25%)	I am happy with my current job.	8 (7%)
10 (8%)		5 (4%)	18 (15%)	11 (9%)	34 (28%)	32 (27%)		7%
8%			11%	12%	29%	27%	Total	19%

68%

Table 2.7 Organizational Processes

			Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree
Slightly Agree	Agree	Strongly Agree	Programs are in place to address military members' and employees' concerns.	0 (0%)	4 (3%)	1 (1%)	9 (8%)

Table 2.8 Engagement

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
At my workplace, I am mentally resilient.	1 (1%)	2 (2%)	1 (1%)	11 (9%)	7 (6%)	50 (42%)	46 (38%)
I am enthusiastic about my work.	3 (3%)	4 (3%)	6 (5%)	13 (11%)	13 (11%)	42 (35%)	37 (31%)
Time flies when I am working.	6 (5%)	3 (3%)	6 (5%)	17 (14%)	19 (16%)	36 (30%)	31 (26%)
Total	3%	3%	4%	11%	11%	36%	32%
		9%				78%	

Table 2.9 Inclusion at Work

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
Coworkers are treated as valued members of the team without losing their unique identities.	1 (1%)	5 (4%)	5 (4%)	6 (5%)	14 (12%)	53 (44%)	36 (30%)
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	0 (0%)	2 (2%)	2 (2%)	9 (8%)	16 (13%)	53 (44%)	38 (32%)
Military members/employees in my workgroup are empowered to make work-related decisions on their own.	1 (1%)	1 (1%)	2 (2%)	11 (9%)	20 (17%)	57 (48%)	28 (23%)
Outcomes (e.g., training opportunities, awards, and recognition) are fairly distributed among military members/employees of my workgroup.	5 (4%)	3 (3%)	7 (6%)	9 (8%)	20 (17%)	51 (43%)	25 (21%)
The decision-making processes that impact my workgroup are fair.	1 (1%)	5 (4%)	6 (5%)	8 (7%)	11 (9%)	62 (52%)	27 (23%)
	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
I feel excluded by my workgroup because I am different.*	4 (3%)	3 (3%)	3 (3%)	12 (10%)	4 (3%)	42 (35%)	52 (43%)
Total	2%	3%	3%	8%	12%	44%	29%
		8%				85%	

\* Note. The item marked with the asterisk (\*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

Table 2.10 Discrimination

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
Discrimination Items							
Discrimination based on							
Race/Color/National Origin	6 (5%)	5 (4%)	1 (1%)	8 (7%)	1 (1%)	39 (33%)	60 (50%)
Religion	8 (7%)	6 (5%)	1 (1%)	8 (7%)	1 (1%)	36 (30%)	60 (50%)
Sex	8 (7%)	7 (6%)	0 (0%)	10 (8%)	3 (3%)	32 (27%)	60 (50%)



<b>Sexual Orientation</b>	8 (7%)	9 (8%)	0 (0%)	13 (11%)	4 (3%)	33 (28%)	53 (44%)
<b>Discrimination Behavioral Subfactor</b>							
<b>I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal.</b>	0 (0%)	3 (3%)	2 (2%)	10 (8%)	5 (4%)	46 (38%)	54 (45%)
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Slightly Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Slightly Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
<b>Racial slurs, comments, and/or jokes are used in my workplace.*</b>	15 (13%)	9 (8%)	3 (3%)	20 (17%)	8 (7%)	30 (25%)	35 (29%)
<b>Sexist slurs, comments, and/or jokes are used in my workplace.*</b>	16 (13%)	7 (6%)	4 (3%)	22 (18%)	6 (5%)	27 (23%)	38 (32%)
<b>Total</b>	7%	5%	1%	11%	3%	29%	43%
							14%

75%

\* Note. The items marked with the asterisk (\*) indicates the question is negatively worded; therefore agree men unfavorable response.

Table 2.11 Discrimination Summary

t with this item indicates an

Discrimination based on \_\_\_\_\_ does not occur Unfavorable in my workplac

<b>Neutral</b>	<b>F Race/Color/National Origin</b>	12 (10%)
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8 (7%)	<b>9 Sex</b>	15 (13%)
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	<b>)</b>	

10 (8%)	9 Sexual Orientation 5 ( 7 9 % )	17 (14%)
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**Table 2.12 Sexual Harassment**

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
<b>My chain of command/supervision adequately responds to allegations of sexual harassment.</b>	2 (2%)	0 (0%)	2 (2%)	17 (14%)	3 (3%)	49 (41%)	47 (39%)
<b>My chain of command/supervision plays an active role in the prevention of sexual harassment.</b>	1 (1%)	0 (0%)	0 (0%)	13 (11%)	5 (4%)	52 (43%)	49 (41%)
	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
<b>Individuals from my workplace use offensive gestures that are sexual in nature.*</b>	4 (3%)	5 (4%)	2 (2%)	18 (15%)	2 (2%)	34 (28%)	55 (46%)
<b>Individuals from my workplace have been offered rewards or special treatment in return for engaging in sexual behavior.*</b>	1 (1%)	2 (2%)	1 (1%)	6 (5%)	2 (2%)	24 (20%)	84 (70%)
<b>Total</b>	2%	1%	1%	11%	3%	33%	49%
		4%				85%	

\* Note. The items marked with the asterisk (\*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

**Table 2.13 Sexual Assault Prevention Climate**

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
<b>My immediate supervisor models respectful behavior.</b>	2 (2%)	2 (2%)	2 (2%)	7 (6%)	3 (3%)	52 (43%)	52 (43%)
<b>My immediate supervisor promotes responsible alcohol use.</b>	2 (2%)	4 (3%)	1 (1%)	10 (8%)	0 (0%)	55 (46%)	48 (40%)
<b>My immediate supervisor would correct individuals who refer to coworkers as 'honey', 'babe', 'sweetie', or use other unprofessional language at work.</b>	4 (3%)	1 (1%)	1 (1%)	17 (14%)	4 (3%)	42 (35%)	51 (43%)

<b>My immediate supervisor would stop individuals who are talking about sexual topics at work.</b>	0 (0%)	3 (3%)	1 (1%)	20 (17%)	6 (5%)	50 (42%)	40 (33%)
<b>My immediate supervisor would intervene if an individual was receiving sexual attention at work.</b>	0 (0%)	0 (0%)	1 (1%)	13 (11%)	4 (3%)	51 (43%)	51 (43%)
<b>My immediate supervisor encourages individuals to help others in risky situations that could result in harmful outcomes.</b>	5 (4%)	5 (4%)	1 (1%)	17 (14%)	8 (7%)	36 (30%)	48 (40%)

**Table 2.14 Sexual Assault Response Climate**

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
If a coworker were to report a sexual assault, my chain of command/supervision would take the report seriously.	0 (0%)	1 (1%)	1 (1%)	8 (7%)	2 (2%)	42 (35%)	66 (55%)
If a coworker were to report a sexual assault, my chain of command/supervision would keep the knowledge of the report limited to those with a need to know.	2 (2%)	1 (1%)	1 (1%)	11 (9%)	0 (0%)	45 (38%)	60 (50%)
If a coworker were to report a sexual assault, my chain of command/supervision would discourage military members or employees from spreading rumors and speculation about the allegation.	3 (3%)	2 (2%)	2 (2%)	11 (9%)	0 (0%)	44 (37%)	58 (48%)
If a coworker were to report a sexual assault, my chain of command/supervision would promote healthcare, legal, or other support services to the reporter.	1 (1%)	1 (1%)	0 (0%)	13 (11%)	1 (1%)	45 (38%)	59 (49%)
If a coworker were to report a sexual assault, my chain of command/supervision would support the reporter for speaking up.	1 (1%)	3 (3%)	0 (0%)	11 (9%)	1 (1%)	42 (35%)	62 (52%)
<b>Total</b>	1%	1%	1%	9%	<b>1%</b>	<b>36%</b>	<b>51%</b>
		<b>3%</b>				<b>88%</b>	

The items for both the Sexual Assault Retaliation and Sexual Harassment Retaliation factors are negatively worded; therefore agreement with these items indicates an unfavorable response. Because all of the questions on this scale are negatively worded, the total disagreement responses to the items are color coded. Following the color-coding convention as in the rest of this report, this color coding reflects the percentage of favorability on the questions/

**Table 2.15 Sexual Assault Retaliation Climate**

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
In my work group, reporters of sexual assault would be excluded from the social interactions or conversations.	51 (43%)	35 (29%)	2 (2%)	17 (14%)	4 (3%)	8 (7%)	3 (3%)

In my work group, reporters of sexual assault would be subjected to insulting or disrespectful remarks or jokes.	56 (47%)	39 (33%)	5 (4%)	13 (11%)	1 (1%)	4 (3%)	2 (2%)
In my work group, reporters of sexual assault would be blamed for causing problems.	59 (49%)	37 (31%)	5 (4%)	13 (11%)	3 (3%)	1 (1%)	2 (2%)
In my work group, reporters of sexual assault would be denied career opportunities.	58 (48%)	37 (31%)	7 (6%)	12 (10%)	2 (2%)	1 (1%)	3 (3%)
In my work group, reporters of sexual assault would be disciplined or given other corrective action.	57 (48%)	34 (28%)	6 (5%)	13 (11%)	2 (2%)	3 (3%)	5 (4%)
In my work group, reporters of sexual assault would be discouraged from moving forward with the report.	59 (49%)	38 (32%)	3 (3%)	14 (12%)	1 (1%)	1 (1%)	4 (3%)
Total	47%	31%	4%	11%	2%	3%	3%
	82%				7%		

**Table 2.16 Sexual Harassment Retaliation Climate**

<b>Question</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Neither Agree nor Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>
<b>In my work group, military members or employees who file a sexual harassment complaint would be excluded from the social interactions or conversations.</b>	59 (49%)	38 (32%)	3 (3%)	16 (13%)	1 (1%)	2 (2%)	1 (1%)
<b>In my work group, military members or employees who file a sexual harassment complaint would be subjected to insulting or disrespectful remarks or jokes.</b>	63 (53%)	38 (32%)	3 (3%)	12 (10%)	2 (2%)	0 (0%)	2 (2%)
<b>In my work group, military members or employees who file a sexual harassment complaint would be blamed for causing problems.</b>	63 (53%)	36 (30%)	4 (3%)	11 (9%)	3 (3%)	1 (1%)	2 (2%)
<b>In my work group, military members or employees who file a sexual harassment complaint would be denied career opportunities.</b>	60 (50%)	41 (34%)	3 (3%)	13 (11%)	2 (2%)	0 (0%)	1 (1%)
<b>In my work group, military members or employees who file a sexual harassment complaint would be disciplined or given other corrective action.</b>	59 (49%)	36 (30%)	4 (3%)	15 (13%)	0 (0%)	3 (3%)	3 (3%)

In my work group, military members or employees who file a sexual harassment complaint would be discouraged from moving forward with the complaint.	62 (52%)	40 (33%)	3 (3%)	13 (11%)	1 (1%)	0 (0%)	1 (1%)	
Total	51%	32%	3%	11%	1%	1%	1%	
	85%				3%			

## Bystander Intervention Experience in Past 12 Months

Respondents were asked if they have observed a situation they believed was, or could have led to a sexual assault within the past 12 months. Respondents' responses to this *observation* question are displayed in Figure 5.

**Figure 5. Respondents who Observed a High Risk Situation**

If respondents answered “yes” to the observation of a high risk situation question, they were prompted to identify the response that most closely resembled their actions. Table 3 displays the responses of those who completed the question across your organization.

**Table 3. Respondents' Reported Actions Taken Following High Risk Situation**

If yes, in response to this situation, select the one response that most closely resembles your actions.		
	Number	Percent
I stepped in and separated the people involved in the situation.	1	50.0%
I asked the person who appeared to be at risk if they needed help.	0	0.0%
I confronted the person who appeared to be causing the situation.	0	0.0%
I created a distraction to cause one or more of the people to disengage from the situation.	0	0.0%
I asked others to step in as a group and diffuse the situation.	0	0.0%
I told someone in a position of authority about the situation.	0	0.0%
I considered intervening in the situation, but I could not safely take any action.	1	50.0%
I decided to not take action.	0	0.0%
<b>Total</b>	2	100.0%

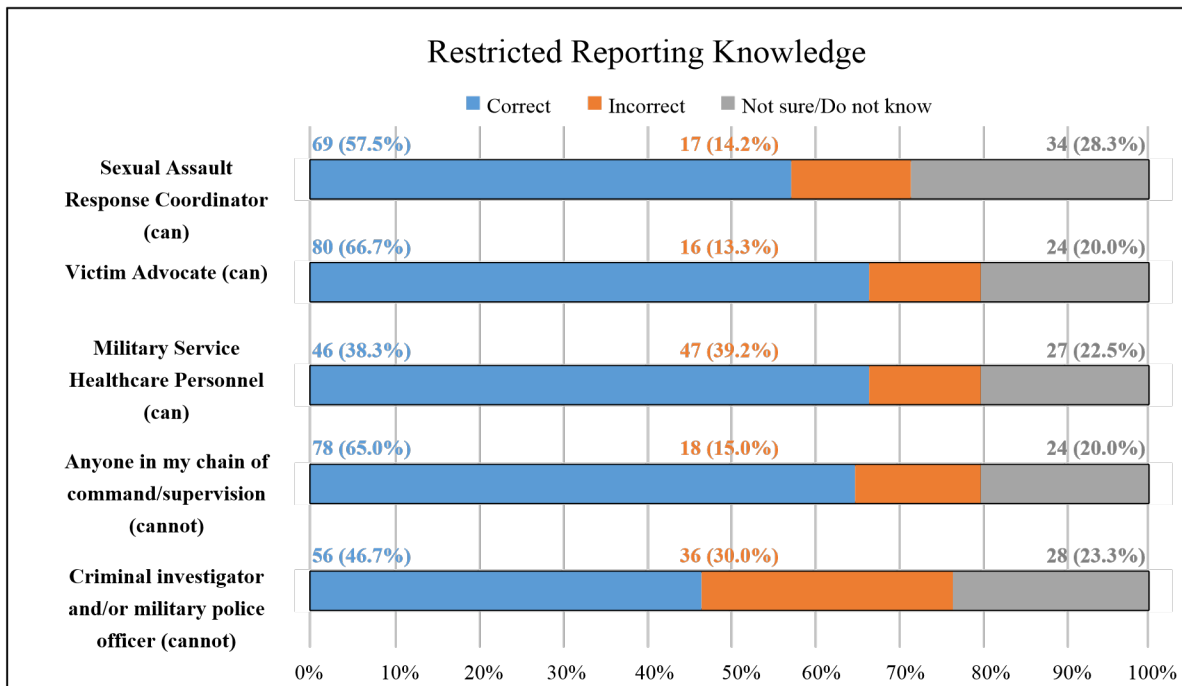
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## Sexual Assault Reporting Knowledge

Knowledge of the sexual assault reporting options is assessed using two questions. The first item reads, “All of the following types of people can receive an Unrestricted Report of sexual assault. However, a Restricted (confidential) Report can only be made to certain people. Please identify which of the following types of people can and cannot take a Restricted Report.” The Sexual Assault Response Coordinator, Victim Advocate, and Military Service Healthcare Personnel can take a Restricted Report. “Anyone in my chain of command” and “Criminal investigator and military police officer” are incorrect answers. These persons cannot take a Restricted Report. Figure 6 displays the percentage of members within your organization who correctly and incorrectly identified who can and cannot take a Restricted Report.

The second item reads, “Service members who report they were sexually assaulted are eligible for the service of a military attorney.” The correct answer is “True”. Figure 7 displays the percentage of members in your organization who correctly identified

**Figure 6. Respondents' Restricted Reporting Knowledge.**



**Figure 7. Respondents' Knowledge of Military Attorney Eligibility.**

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## Unwanted Workplace Experiences

Below is the presentation of Yes/No response frequencies to the Unwanted Workplace Experience items. No data are displayed in cases where fewer than five people in a subgroup complete the survey.

**Table 4. Respondents' Overall Unwanted Workplace Experience Responses**

While under your current senior leader <b>and</b> within the last 12 months, did someone from your workplace: (Overall)				
	Yes		No	
		Percent		Percent
Repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?	2	1.7%	118	98.3%
Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to?	1	0.8%	119	99.2%
Make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?	1	0.8%	119	99.2%
Make repeated attempts to establish an unwanted romantic or sexual relationship with you?	1	0.8%	119	99.2%
Intentionally touch you in a sexual way when you did not want them to?	1	0.8%	119	99.2%

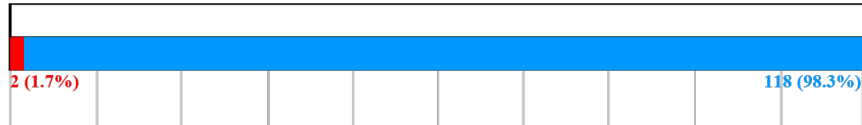
**Figure 8. Respondents' Overall Unwanted Workplace Experience Responses by Sex**



While under your current senior leader **and** within the last 12 months, did someone from your workplace:

■ Yes ■ No

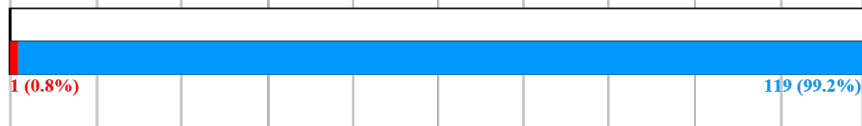
Repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?



Female

Male

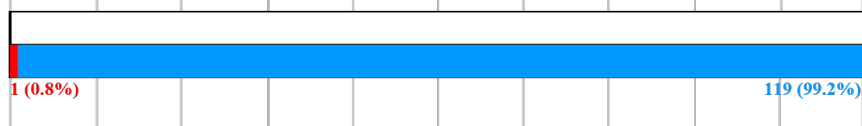
Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to?



Female

Male

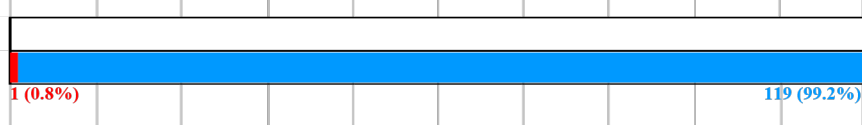
Make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?



Female

Male

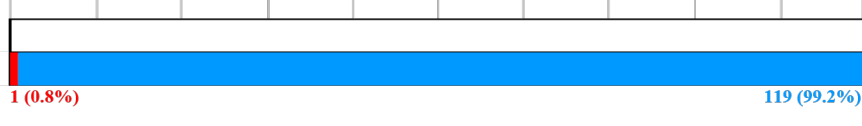
Make repeated attempts to establish an unwanted romantic or sexual relationship with you?



Female

Male

Intentionally touch you in a sexual way when you did not want them to?



Female

Male

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

## Connectedness

Connectedness is defined as a frame of mind that reflects an individual's outlook on life and perceptions of belongingness, well-being, and social support. Reflects a member's viewpoint that they are relevant, contributing, and have relationships upon which they can confidently depend on in times of need. Burdensomeness and Belongingness are two subfactors that when combined, create an overall Connectedness factor.

**Figure 9. Percentage of Respondents' Overall Connectedness**

**Table 5. Respondents' Connectedness Responses**

Burdensomeness									
Question	Strongly Agree	Agree	Agree nor	Disagree	Neither	Slightly Disagree	Disagree	Strongly Disagree	Strongly Disagree
My future seems dark to me.	5 (4%)	6 (5%)	7 (6%)	14 (12%)	6 (5%)	30 (25%)	50 (42%)		
Very true for me	True	Somewhat true	Somewhat true	Untrue	Not at all	for me	for me	true	for untrue for for me all true
These days, I think I am a burden on people in my life.	3 (3%)	2 (2%)	6 (5%)	-	6 (5%)	32 (27%)	69 (58%)		
Belongingness									
Not at all for me	Untrue for me	Somewhat true	Somewhat true	True	Very true	all true for me	untrue for me	true for me	for for me for
These days, I feel like I belong.	2 (2%)	7 (6%)	4 (3%)	-	22 (19%)	44 (37%)	39 (33%)		
These days, I feel that there are people I can turn to in times of need.	0 (0%)	2 (2%)	5 (4%)	-	14 (12%)	52 (44%)	45 (38%)		
2%	4%	5%					10%	33%	43%
Total*-				10%				87%	
* Note. The total may not equal 100% due to the changing from a seven point scale to six point scale. The loss of a response option accounts for the difference in percentage for the factor overall.									

**Table 6. Respondents' Knowledge of ideation of, attempted or death by suicide**

I know someone in my organization who has thought of, attempted, or died by suicide.		
	Number	Percent
Thought of	21	17.8%
Attempted	1	0.8%
Died by Suicide	4	3.4%
Thought of, Attempted	2	1.7%
Attempted, Died by Suicide	0	0.0%
Thought of, Died by Suicide	0	0.0%
Thought of, Attempted, Died by Suicide	6	5.1%
None of the above	84	71.2%

Note. Results presented below the line are the possible combinations of the items above, as it was a “select all that apply.”

The definitions of Hazing and Bullying were obtained directly from the Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," dated 23 December 2015.

## Hazing

The figure below displays response frequencies to the Hazing item. Please note that respondents' option to select more than one type of Hazing behavior accounts for disparities that may appear in the totals shown below.

**Figure 11. Respondents' Responses to Hazing**

## Bullying

The figure below displays response frequencies to the Bullying item. Please note that respondents' option to select more than one type of Bullying behavior accounts for disparities that may appear in the totals shown below.

**Figure 12. Respondents' Responses to Bullying**

## VI. RECOMMENDATIONS

The following section provides interpretation of the DEOCS report and recommended follow-on actions. Based on the data obtained, your organization's DEOCS results may display both organizational strengths and concerns. It is important to not only review *Section V, DEOCS Summary of Survey Item Responses*, but to contrast that information with *Section IV, Climate Factor Subgroup Comparison*. Additionally, the *Written Comments*, may also help to validate some areas of concerns within Sections IV and V; please ensure you review that area to determine if there are comments that address any areas of concern.

This section also seeks to provide guidance for identifying additional steps in the climate assessment effort, and prescribe actions to help address organizational concerns.

Compare subgroups to determine whether diminished perceptions of climate factors are more prevalent among specific groups, and the sources of those perceptions.

### Excellent/AdequateCaution/Improvement Needed

Seek to identify and reinforce those practices and place factors and demographic subgroups to determine whether diminished perceptions are more obvious inclusion, supporting and preserving the dignity and worth of all members. factors with	Examine favorability ratings among specific climate programs currently in Reinforce behaviors that create a climate of among some of them. After identifying the specific climate
low favorability ratings and those demographic harbor negative perceptions, use these findings to and	Continue to promote and maintain a healthy human subgroups that This follow-on by ensuring the unit understand their roles assess
ment efforts, including focus groups and responsibilities.	
Conducting focus groups and interviews with Share positive results to enhance members' members of these subgroups	
can help determine and extent of specific organizational and its mission.	

Consider utilizing training aids to further provide      Develop an action plan to address each specific awareness and knowledge regarding climate factors, and socialize the plan with

members. Set a timeline for each action item, and provide timely feedback on progress accomplishing them. This will demonstrate your willingness to listen to your subordinates, and take action to improve conditions whenever possible.

## **MAKING CLIMATE ASSESSMENT RESULTS WORK FOR YOUR ORGANIZATION**

1. Share the results with members of your organization.
2. Involve key leaders; let members know you are acting on their feedback.
3. If needed, establish an action team to develop and implement a plan for organizational improvement.
4. Conduct another climate assessment in accordance with your Service component directives to determine      the effectiveness of the corrective actions that were taken to remedy validated perceptions.

We trust these recommendations for interpretation will prove useful. The DEOCS can help commanders improve the readiness within their commands. To make best use of this tool, DEOMI provides tools and products designed to address the mission impacting issues that were identified during the climate assessment process.

## **ASSESSMENT TO SOLUTIONS**

The Assessment to Solutions section of deomi.org was created to support leaders and equal opportunity professionals throughout the climate assessment process. Assessment to Solutions provides products that help identify appropriate follow-on climate assessment efforts, aid in the development of an action plan to rectify workplace conditions that negatively impact climate, and training materials that can be incorporated in an action plan.

The Assessment to Solutions area parallels the main assessment sections of the DEOCS, which include OE, EO/EEO/Fair treatment, and SAPR. Each area further addresses each climate factor included in the section, and provides a host of products for each.

Access to products can be found at the “Assessment to Solutions” website which is designed to support leaders and equal opportunity professionals. To access the site go to:

**<https://www.deocs.net>**

The DEOCS Support Team is available to assist you and can be contacted at:  
321-494-2675/3260/4217 DSN:  
854-2675/3260/4217  
[support@deocs.net](mailto:support@deocs.net)

## Appendix A: Your Locally Developed Questions

1. I am satisfied with the communication flow in my unit.

Frequency	Percent
%1 2.5	
8	6.7
19	15.8
56	46.7
34	28.3
Total	120 100.0

2. I am afforded opportunities to take leave.

Frequency	Percent
1	0.8
%1 3.3	
%1 4.2	
60	50.0
50	41.7
Total	120 100.0

3. While at this unit, I have never witnessed hazing activity.

Frequency	Percent
4	3.3
3	2.5
11 9.2 46 38.3	
56	46.7
Total	120 100.0

4. The leaders in my command deal effectively with adversity or conflict within the command.

Frequency	Percent
Strongly Disagree 1	0.8
Disagree 4	3.3
Neither Agree nor Disagree 13	10.8
Agree 57	47.5
Strongly Agree 45	37.5

Total	120	100.0
-------	-----	-------

5. I can express my opinion within the organization without fear of reprisal.

Frequency	Percent
-----------	---------

%1	1.7
----	-----

5	4.2
---	-----

12	10.0
----	------

55	45.8
----	------

46	38.3
----	------

Total	120	100.0
-------	-----	-------

6. Alcohol consumption is not a problem in this command.

Frequency	Percent
-----------	---------

4	3.3
---	-----

%1	2.5
----	-----

17	14.2
----	------

52	43.3
----	------

44	36.7
----	------

Total	120	100.0
-------	-----	-------

7. All unit personnel receive the same level of respect from leadership.

Frequency	Percent
-----------	---------

%1	2.5
----	-----

%1	3.3
----	-----

19	15.8
----	------

55	45.8
----	------

39	32.5
----	------

Total	120	100.0
-------	-----	-------

8. I am challenged by my job.

Frequency	Percent
-----------	---------

4	3.3
---	-----

7	5.8
---	-----

21	17.5
----	------

46	38.3
----	------

42	35.0
----	------

Total	120	100.0
-------	-----	-------

## Appendix B: Your Short-Answer Questions

NOTE: The answers appear exactly as they were written on the survey:

1. What is ONE thing that leadership can do for you that they currently don't do?

No

Put in a complaint about Marine net services and issues.

Nothing

Better funding for training:

1) Quality and quantity of gear available: newer radios and toughbooks for comm, lack of carbon fiber bump helmets, some marines unable to get issued rucks that don't have broken frames, no dove tails for NVGs, etc. A lot of the gear that is necessary for R&S is left up to the individual marine to buy.

2) Availability of seats for schools to qualify the marines for whatever mission they may have: invest in more seats for schools like MMPC, Dive, JFO, HRST, PreSniper, etc.

Stumper.

I am highly impressed with the leadership at 1st Recon. I feel that I am part of a team of officers and SNCOs that share the same mission, have a drive to improve the unit ensure the unit is mission ready. Leaders look out for the Marines and genuinely care about them and their families.

Nothing

Have more opportunities for spouses to interact with one another to create a support group for the families.

Obtain more funding for better gear: carbon fiber bum helmets, update radios and toughbooks, rucks that don't have broken frames, etc.

Actually listen to what we tell them, IE: advice from past experience and apply it

have a liaison to help with DTS and the struggles that come along with that.

Find me gainful employment. The MEU cycle is not the answer, we have to create opportunities for ourselves if we want to keep good people around. Possible ideas for this are threefold: 1) working at the top to get a platoon of 0321s attached to the SP-MAGTF's that are out there, providing them with an organic R&S asset. 2) Get a platoon attached to a JSOTF to utilize us as an R&S asset--its in our name and no other players out there want to do it; it isn't sexy like VBSS, but it is necessary and fulfilling. 3) Improve the MEU experience by sending us directly to Camp Lemonier to work with the TF and PJs. It provides access to employment, opportunities for high risk currency training (jumping, diving, breaching), and better life than on the ship. Furthermore, if we are needed by the MEU, we can leave from their airstrip and be anywhere in less than 72 hrs. We are not needed in PACOM--is that not what 3rd Recon is for?

I cannot think of one. They do an outstanding job already.

Stop focusing on timelines and focus on the final product. I will say that recently my leadership has improved significantly but can still improve

They can continue, as they try, to communicate to higher that our Marines are task saturated. By selecting the most target rich training, we can use our time to the best of our ability to balance our training with down time.

...

Provide complete training aids to the line company's.

Get us real world missions.

NA

N/A

All we need is gear improvements, which they are working on.

Nothing. My leadership is perfect.

Give us the gear we need when we need it

N/A, am currently very satisfied with my leadership.

I am content with everything that my leadership does for me.

One thing that the command can do is stay very well respected.

troop welfare

be more honest and open with what will be happening with our unit. what is recon doing? where are we going? are we going to be utilized for any missions?

I have not been at this unit long enough to give a good answer to this question.

Nothing on the command this command takes time to take care of its own Marines and family members.

N/A

Family support.

inform the guys on what the schedule is going to be like at the beginning of every month

Nothing they have always supported me.

Pay me more. - Actually, the leadership in this battalion does a great job. I sat here for a while thinking of what to put down for a response. I couldn't think of anything... and I usually can think of something to say.

Maybe a pat on the back once in a while. Usually the battalion commander, XO, company commander, and section officer during formations tell us good job for all the hard work but I don't really feel it. If we were to receive some sort of good compliment from our leadership once in a while, that would probably raise the moral and for sure improve our work ethics.

Ensure Marines are living in clean conditions.

IMPLEMENT BETTER TRAINING FOR MY JOB

n/a

n/a

As with any organization, the planning process requires continual refinement. The command conducts extensive planning; however, day-of or last minute taskings continue to occur. While this is an inevitable aspect of any organization, all components of this organization must conduct scrutinized planning in order to avoid Marines having to endure hardship due to a lack of attention to detail.

Actively seek opportunities for deployment.



Tailoring the training to the correct weapon. For example: briefing about a double action trigger when the weapon is actually a single action.

Short-fused meetings are counterproductive. It seems disrespectful to ask someone to drop everything and show up for a meeting the next day at 1600; unless it's an emergency.

Talk about health and longevity, specifically diet and stress management (Target Indicator)

Create more opportunities for all marines to go to courses if they'd wish.

More battalion events to build comradery amongst the companies.

Immediate leadership could reward their employees hard work.

leadership could pass information with upcoming task.

some lower level leaders are disrespectful to subs.

They already do enough for me

Send us on deployments

Take a vested interest in things external to work with each and every individual Marine. While mission accomplishment is number one, welfare needs to be highly considered.

Continued support of the ground guys. I believe we do a great job at it currently.

Send 8427/8403 to free fall. Recon Corpsman need to be treated the same as 0321 Marines. Make sure they are in the shooting packages and training. If we are to go to war they need the same quality training and capabilities to help make missions successful.

N/A

There is only one thing I see as an issue beginning to come up in this command that I wouldn't be able to have much impact on at my level, and that is not seeing SARC's as another member of the team who happens to have additional medical capabilities. A SARC is just as much an 0321 as any Marine who passed BRC. I understand there's the issue of money out of Bn's pocket for some schools, but for some of those schools it is necessary to have medical assets if that mission were to ever get approved in real life. Also in regards to CQT and events in the work-up, SARC's should never have to justify their spot in the Package.

Send a representative to 5th fleet to be a constant advocate for this command.

Last 11th MEU didn't have a representative at the table and the MRF presence was unknown.

## **2.** **improved?**

### **How effective is communication within this unit? How could it be**

Yes

Communication is very good in this command.

Great

The daily post of world news throughout the Command Post is a great way to keep marines informed. Maybe a weekly email brief highlighting key world events that everyone should be aware of.

Its the best within a unit that I have seen, however, many communication issues arise when leaders are away at schools and prior coordination is not conveyed.

communication flow up and down the chain of command is very effective. The platoons receive notice of pertinent information well in advance.

Very effective

The communication is very good, and there isn't anything that needs to be improved.

Good communication. Improvements could be weekly email highlighting important world events that everyone at the unit should be aware of.

communication is good in my eyes

Communication is good but it can always be better with relaying word from the higher ups more quickly

One useful thing that could be done is more meetings with the SgtMaj and MGySgt at breakfast with NCOs from the companies. It is a good venue to have command level ideas communicated down to the team level and back up. The company level focuses more on the nearer targets, this would help the team level get more insight on the far ones.

Communication is always hard, but I think my leadership is doing an excellent job to tackle communication issues as they arise.

Poor Beyond TL to Team it is poor. We change word last minuet half the platoon doesn't get word or we get the wrong word. Stop adding things to the plan last minuet, if the plan is not good then do not execute and use a different plan and ensure effective two way communication from company to platoon, platoon to team, team to individual.

communication is very good at this battalion. we have proper communication flow from the lowest to the highest levels. There are ample opportunities to assist in allowing personnel to make their voices heard.

...

very good.

N/A

Communication is very effective

Communication is effective.

The communication is effective.

It's effective.

Very effective, I do not believe it needs improvement.

Communication is very effective, I am confident that I can communicate anything good or bad with my chain of command.

Communication is good.

good

1stSgts are worthless. 0321 1stSgts only

I have no advice on how to improve communication - it seems to work fine. I have already expressed my annoyance at the multiple, redundant BN XO meetings, but other than consolidating those, I think the communication is good in this Battalion.

Communication in this BN is very well.

Communication is very good in this command. It flows properly through the command structure.

I'd say 50/50

keep the guys informed on what exercises are coming up instead of just blind siding them with hey your going here for a couple weeks

It is effective when the right people are involved with the right discussions.

The communication in this unit is solid. People - leaders - listen to their subordinates and value their opinions and input.

This is one of the few organizations within the Marine Corps that does this well.

Communication about the future of our unit comes once in a blue moon when the battalion commander speaks during all hands formations. That's about it. Maybe sending emails down to let us know of the agenda for our unit so we can know what to expect or see what is coming up.

Very. I honestly don't have any qualms with communications.

COULD BE BETTER BY TELLING EVERYONE DOWN THE LADDER OF RANK

n/a

n/a

I have had no communication issues within this Battalion.

Communication efforts within the battalion rely heavily on Outlook calendars and email correspondence. This is an effective tool for Marines with regular access to MCEN assets, but might leave junior Marines out of the loop.

1st Recon Bn continues to improve in this arena. Massive potential exist by modernizing (SharePoint, IMO, etc.) the push-pull

of information. Maintain this as a priority effort and supervise to ensure milestones are being met.

Effective.

Communication is effective

We can have a more open flow of communication between the different shops and any requirements that need to be fulfilled in advanced so the other sections are struggling to work extended hours trying to find a way to support the mission.

Communication in this unit is good in my opinion but also I believe it could be improved. I feel as if word is not properly passed down the chain of command.

communication is not effective. actually passing the information would help the personnel to complete and delegate the tasks brought upon them

communication could be improved by just sharing info at meetings and the rep of each section actually passing that info on

The S Shops need to have more communication

communication is decent and it can be bettered for company to support communications

Within certain areas they are great.  
Communication is good.

This unit has good communication between sections. Empower the enlisted to lead and you will be happy with the results.

N/A

Communication between companies and turnover from previous company leadership is atrocious. PCS timelines need to adjusted so that a proper command turnover occurs. Again Battalion SOPs forged by Senior Enlisted Reconnaissance Marines should be the standard.

The 75th Ranger Regiment is made up of idiots yet they "lead the way" because they learn from mistakes. They lead on medical innovations because they rightfully know that casualties will occur in combat. This Battalion should aim to be better than the 75th.

**3. What do you see as the most significant challenge currently facing this unit right now? What would you recommend to address this challenge?**

None

Marine net takes up most of my time and seemingly is never complete and holds me back in effectively getting better and focusing on my actual job! Giving me no opportunity to advance and better myself.

Work harder

The lack of employment of the Reconnaissance Marine. We have the skills and the training but we need to get the real world employment.

Jaded deployment experience, lack of fulfillment after a deployment as Marines come upon their reenlistment.

Give the guys a legitimate challenge.

Internally supporting company training is causing an issue with in the unit. Line companies are being tasked with supporting other line companies with their training which is preventing those companies with being able to conduct their own training. Role players and other support requirements that cause a high tax in man power should be requested externally from the unit.

There is a major shortage of HMMWV drivers in the BN. Sections within H&S are requesting support from line companies for driver support due to the lack of licensed drivers.

Man-power

Giving the members a sense of accomplishment through real world actions. Taking part in operations with sister services and other groups of the DOD would allow a high sense of self worth and accomplishment.

The lack of real world work for the recon teams. Leadership needs to do a better job of selling our skill sets to obtain real world missions.

guys getting out because there isn't any work. we train to train and it gets to people  
Getting missions and work and actually being able to do our jobs. We could focus more on a specific skill set that we are capable of.

Retention due to lack of mission. I would highly recommend liaising at high levels with the people that task Marines out to the SP-MAGTF's in CENTCOM and finding a way to get us employed on them. Many of us have friends in the SF groups and Marsoc and are watching them go overseas and do what we all signed up to do. Give us a chance to do our jobs: there are opportunities in theatre for R&S to be done, and because we aren't there we are not getting them. Even when we have been, MEU COs seem to guard their MRF like a child guards a favorite toy: they want to tell everyone about it but don't want to actually let anyone else play with it. Or, in the off-chance CO does get a request for employment, if it isn't high enough visibility for him he isn't interested and the guys in the team suffer. This is something that happens, unfortunately direct evidence can not be submitted in this venue.

None

We are running out of a job. SOF units are becoming a brain drain on us big time. The MEU cycle is unrewarding and the work up unfulfilling many talented individuals leave and get out or go somewhere better. Especially MARSOC they have taken up so much of what old recon was and continue that legacy and it's a shame because this is a talented and capable unit with a long and rich History. As for a solution, I honestly see this as the death of Reconnaissance. We can restructure like other SOF units but the Big Marine Corps holds us back.

The operational tempo at our battalion is very high. Some of this is from the tasks that are levied against our unit and there is little internally we can do. We as the leadership need to find the best balance in accepting tasks and when necessary, pushing back on those who are tasking us to ensure our Marines are getting the appropriate rest time and off cycle to prevent too much compression on the Marines and their families.

...

gear...The Marine Corps as a whole need to look at the current equipment provided for its members. Broken items need to be replaced and items such as NVG mounts need to be available to the individuals who need them.

People being more worried about garrison than how you actually do your job.

Is seeing finding real world missions and work the biggest challenge in this unit

Reaching out to other agencies in order to get missions.

Lack of real world employment.

Our company doing our training.

The amount of time we are away from our families.

The outflow of the most experienced enlisted personnel in the teams to instructor positions outside of the unit.

I don't have any challenges.

Everyone at this unit leaves it with the desire to get out of the Marine Corps. The greatest challenge is inspiring the Marines here

that the Marine Corps has more to offer them. Everyone wants to deploy, but all they do here is work-up for a deployment for 2 years, then get put on a ship for 6 months. People come back with the complaint that they didn't get any missions or accomplish anything on the ship. I believe that the Marines here would be inspired by seeing the results of their hard work and being able to apply the skills they gained in the work up. When Marines return from the MEU, they look back on it as being a terrible and miserable event. They assume there is nothing the Marine Corps has for them and they get out. If they had a sense of accomplishment or a tangible result of their work, they would be inspired by all they have done with the unit. They would be more likely to stay in, to mentor other Marines, and give back to the Marine corps.

communication

employment

we are not doing anything. we are not being used for anything worthwhile and everyone is leaving to get out or go to MARSOC because we feel like the bastard child of the marine corps. the USMC doesn't want to give us any missions because all of our missions go to SOCOM but they won't give us over to SOCOM command.

The timeline of new joins entering the Battalion, both officers and enlisted. Some enlisted are having to extend to make their first deployment. For officers, you have to have perfect timing to pick up a platoon and complete a workup and deployment with them. We should find more opportunities for deployments other than MEUs (platoon support to SPMAGTF).

The most significant challenge at this BN is that we are under utilized within the Marine Corps. The BN is where it needs to be, when I say under utilized its within the MEU's.

N/A

Marines have expressed that they are getting out of the Marine Corps/0321 MOS for several reason. The most common one in the platoon is the lack of deployments or opportunities to deploy in their first 3-5 years. Second was the fact that they were not given the opportunity to attend schools during their workup, Marines expressed that they were able to attend courses such as HMMWV and HRST but did not get to go to freefall, dive, or force multiplier schools in order to contribute to the companies success. A way to change this would be to afford more deployment for training opportunities, try to support the special purpose MAGTF mission, and get marines jump and dive complete so they can have confidence when briefing their capabilities.

I think family support and medical support should be more prevalent.

no one cares cause we aren't doing anything real world

Staying relevant in the USMC as a SOF capable unit. We cannot let go of the MEU cycles. I understand that this is not even up for discussion at the higher levels but in lower ranks Marines don't see the application. Marines need to understand the importance of a MEU deployment down to the lowest level to increase retention within the community.

The greatest challenge is a lack of flexibility to form, train, and deploy a large number of forces outside of the scheduled MEU rotation. This challenge stems mostly from under-manning.

Within its sphere of influence the battalion has the option to lower its commitment to the MEUs by reducing the number of personnel it deploys on that rotation. This would free up forces for other operations and contingencies that may arise.

Currently, we deploy more reconnaissance forces than are need on the MEU.

I currently have no clue what challenges our unit is facing at the moment.

Physically unfit Marines in positions where they will endanger others.

NO SET TRAINING SCHEDULES

n/a

n/a

Duplication of work is the most significant challenge in this organization. A repository of standardized processes should be

implemented so that sub-components can pull the requisite information prior to beginning the planning process for exercises, operations, inspections, etc.

Unit Cohesion between companies / sections

Lack of discipline. Small unit leaders must enforce disciplined behaviors with solidarity from the command.

The most significant challenge currently faced by 1st Recon Bn is the ability to measure the effectiveness of our IMEFO 3120.1 force generation model. Coming in a close second is poor stewardship of our resources. We must deliberately seek means of squeezing more out of the time, troops, and money we are provided.

Manning.

Unsure as to what actions can be taken.

Funding, and undermanned. Request help from more personnel.

Morale in the Marines who feel like they've been overworked. I feel like more command driven functions would be beneficial to lift morale.

There is no challenge this unit cannot overcome. Although the biggest challenge I can see is training. Personnel here work consistently and have no time to improve their own career whether it is PME or a course the individual wants to participate in.

the unit as a whole seems to be doing great

We need more combat deployments

we have no challenges

Not entirely sure.

High operational tempo. We continue to take on the work load and make it happen.

North Korea. Train for war.

Losing all of the solid guys. Either to getting out or moving to another SOF unit.

**\*\*Justification of existence\*\***

**\*\*This is 1st Reconnaissance Battalion not 1st Raids Battalion\*\***

Instead of being mediocre on numerous mission sets we should concentrate on being great at Reconnaissance. What can this battalion offer that a drone can't? Open sources of the Yemen Raid state that a drone audibly compromised the Raid Force. Therefore a ground R&S still is needed. Across SOCOM they hate R&S. This battalion can provide that mission if we fully invest in Reconnaissance and stop chasing Raids and VBSS. Other units will have priority over those missions in the foreseeable future.

#### **4. this unit?**

#### **What is the greatest morale-enhancing action leadership could make at**

One

Getting Marine net abolished.

Offer support

News that we're doing through all this training to employ it in the real world.

Combat deployment.

Hard training.

sweat and break bread with the Marines. Doing a challenging workout with Marines and eating with them brings officers and SNCOs to a common level with the Marines. Knowing the Marines personally and having an interest in their needs and family situation allows a level of trust and mutual respect that enhances morale and allows the Marines to have a sense of belonging.

Do not know

The morale at this unit is very high in a goal oriented manner.

News that the teams are going to be receiving real world missions.

High cuts,  
Bumps,  
Better comm equipment,  
pvs 15s, better gear.

Get us work

Have more opportunities for marines to go to schools in their first work ups rather than waste seats on marines getting out of the corps.

Get us a job. The MEU is an absolute morale killer. Either make the MEU's better by getting us off the boat forward staged in DJ or attached to an SP-MAGTF. There was at least one request in the last year from an SP-MAGTF to a MEU for an R&S platoon, that in the end wasn't filled because the company leadership dragged its feet in pursuit of fool's errand of VBSS and the MEU CO got in the way. This is an argument that can not be one by a captain arguing with a full bird or 1-star and up. Whether it is an attachment to a JSOTF, an SP-MAGTF or some other entity for purposes of R&S, I'm sure it would require work on our part to get evaluated (especially for work with the TF) and some sacrifices. However, it is worth it-just get us the job interview and we will do the rest.

Lead by example and they are doing it already.

Honestly every now and then to see where we came from. Veterans from all engagements would love to see Recon now and what we do Tom Forsman is a great example and its awesome to share stories and connect with them.

getting Marines the gear they desire to accomplish the mission.

...

This unit does a great job at recognizing its members.

Meaner

NA

N/A

Unsure.

No comment

Rewarding the Marines by time off.

As hinted in question 3, giving Marines a solid feeling of accomplishment is the greatest way that leadership could improve morale. It may seem asinine, but just having an assembly that tells Marines how many doors have been kicked in, names taken down, people saved, crisis prevented, missions accomplished...that would inspire Marines and boost morale.

Group activities



getting us employed

find us a way to be used and give us more freedom in our actions

I have not been at this unit long enough to give a good answer to this question.

None This BN is good where it is at.

N/A

Morale is high here at 1st Reconnaissance Battalion

More supportive opportunities.

more days off and get us employment in the real world know one puts in the effort they should because we all know this community doesn't get used anymore

More time off for the Marines and SDA pay for Marines at this unit.

Find a diverse and frequent deployment opportunity for its members. Marines want to be relevant. The more effort a Marine puts into his training, the more he wants to be employed/deployed. This does not have to be a MEU, and it does not have to be for a period of seven months. Going to a SPMAGTF for three months as a small platoon would be a good example of something that could be done that would give the Marines a sense of relevance and offer a unique capability to a deployed unit that could have a significant impact on that commander's ability to achieve his mission.

Maybe having a fun day that is not mandatory once every 2 months or quarter. Right now its just a routine, come to work, work, leave work. Don't remember when was the last time we had a day where we just get to know each other and have a little down time with the commander.

A battalion wide live fire and maneuver range.

SEND PEOPLE TO SCHOOLS

n/a

n/a

Mitigate last minute taskings to the extent possible.

Recognition for the Marine's accomplishments.

Celebrate excellence by showcasing Service members performance (physical, marksmanship, decision making, etc.). As example is the best teacher, we can all benefit from the billboard effect generated by signifying the difference made through hard work and determination.

Depends on who the morale boost is aimed at.

Fun Day.

A BTN mess night would be a great way for the Marines to unwind, have a good time together and build morale.

The greatest morale boost the command could give is to make the Marines here feel special. If its sending people to specialized courses or just creating that atmosphere. We are told that we are special but none of us feel that way.

more activities that involve all of the companies as morale booster

lower level leaders showing as much respect as the uppers do to subs  
Moral is high

giving 72s to hard workers

The most morale enhancing action that can be taken would be to have 365 days off in a year, but that's not possible. Perhaps we can take field trips or do things completely outside of one's MOS.

Leading by example

Morale is high at this unit. Keep command functions voluntary (for example family days).

N/A

**\*\*Have the MRF forward staged in Djibouti\*\***

That would make the Marines feel that they have a legitimate opportunity to be utilized for a Mission instead of lamenting on a ship. Relationships with the Tier One organization staged there could be fostered from Company to company and they could be flied back to the ARG if any mission actually came up that need the ships as a staging point.

**5. What command climate issue does this unit most need to improve?**

Yes

None

The command climate is spot on.

There are no issues that I have observed that need to be addressed in regards to command climate. The Marines are smart, agile, lethal, and generally happy.

Do not know

All command climate issues are covered very well by this command and are ever changing to stop any issues from arising.

N/A

no issue

An emphasis on achieving "Marine Corps" wickets in an environment without any hope of employment is not healthy. "If you have a good haircut, people will take you seriously, because they don't understand us, and then we will get employment." It is a lie, and everyone knows it. The reason we aren't getting work is not because of a 1-star seeing someone with their boots unbloused that one time, or some colonel seeing some kid with long hair. Do not tell us to be a certain way because that will lead to employment-professionalism for professionalism's sake is important but selling us a bill of goods that everyone is aware is a bill of goods accomplishes nothing. If anything, it creates an adversarial environment where the lower level feels like the people in charge of them are more concerned about what people think of how we look than anything else. Looking like a jerk doesn't make you any friends, and is an important life lesson for junior Marines. Don't sell it as the key to work.

I am happy with this unit, I don't see command climate issues that need improvement.

no comment necessary.

...

I believe the climate this unit provides is very good.

N/A

NA

None

None.

Nothing. There are no issues

I am not aware of any command climate issues.

We are overall a great unit, it is a honor to be apart this command.

Nothing

common sense, or lack there of

I have not been at this unit long enough to give a good answer to this question.

None

N/A

op tempo

None the command climate is balanced well.

None. Keep up the good work, team.

No comment on this question.

Ensuring the barracks are clean and in good working order.

NONE AT THIS TIME

n/a

n/a

N/A

Ensure when adversity arises, it is met with solutions instead of finding someone to blame

Increased communication and coordination between the H&S Co staff sections would allow for more seamless support of the reconnaissance companies.

As the Recon Creed exemplifies, 1st Recon Bn should strive to "set the example for all Marines." This organization enjoys a body of talent second to none in 1st Marine Division, yet we seem to foster a myopic view of our role. In seeking to 'sustain the transformation,' tremendous dividends would be reaped by consistently reinforcing our desire to "set the example in all things" as the premiere fighting force assigned to I MEF. This should include the appearance of our workplace, our person, and our personal communications.

NSTR

N/A

The unit does not have any real problem with the information stated on this command climate survey.l

We need to deploy more. We get stuck here and it becomes depressing.

n/a

No comment.

I personally believe this is the best unit in the marine corps. We take care of each other while maintaining the standard of the

community and the Corps.

N/A

Predeployment workups were just extended to meet the Force Reconnaissance Phase. Why did Force Company take over the MRF compound to be a feeder company for the Battalion? Force Company should be handling the Force Reconnaissance Phase if they are going to work out of that compound. Companies are now conducting rushed training during the ITP to meet deployable status objectives for the Force Reconnaissance Phase. If anything this should be moved to after the Company returns from the MEU so that they are actually prepared to meet the standard of capabilities that this command is advertising.

## **Appendix C: Written Comments from Your Organization**

NOTE: The answers appear exactly as they were written on the survey:

### **Organizational Effectiveness Section Comments**

Marine net is the biggest waste of time for 99% of the classes that we are forced to take. I? have not met a single marine who thinks they benefitted from a class unless it was for a specific school, I? realize this is at the battalion level but I? think it should be routed up because it takes away from training and the little time that we already have as 0321s

none

I don't know

First concern at the work place is the quality and quantity of gear available: newer radios and toughbooks for comm, lack of carbon fiber bump helmets, some marines unable to get issued rucks that don't have broken frames, no dove tails for NVGs, etc. A lot of the gear that is necessary for R&S is left up to the individual marine to buy.

Second concern at the workplace is availability of seats for schools to qualify the marines for whatever mission they may have: invest in more seats for schools like MMPC, Dive, JFO, HRST, PreSniper, etc.

Personally I have not seen any need of improvement from the highest level of command within our unit. Where improvement is needed is within the S shops, specifically the S1. In relation to DTS and pay related issues I have experienced a lot of headaches. DTS wise I have to deal with an unreliable response rate to vouchers and Authorizations. There is a lack of enthusiasm to aid with DTS related issues from those who are directly responsible for dealing with such issues. Guidelines and instructions over corrections need to submitted vouchers and authorizations are vague and often unnecessary because said S1 reps could correct them at there level without headache. In regards to pay received from specialty schools such as dive and jump there is often a lot of delay, confusion and complication when dealing with it and receiving it. Certs and approvals are slow and often incorrectly submitted which results in months without pay that one is entitled too which I have experienced.

1st Recon Bn has a great command climate where everyone works together for a common goal. At all echelons, Marine's opinions are heard and they feel like a contributing member of the team. I feel very valued at this unit and I have a sense of purpose which drives me to want to help in making the unit better.

This organizations effectiveness continues to get better and better.

I am in a workplace now like none other that supports one another to strive for excellence and leaves every team member with a sense of accomplishment.

The command needs to do better at outsourcing assistance with training events. I know we want to be self sufficient but Marines are losing out on training opportunities because they are being pulled to support other companies.

There are three main issues: 1)lack of employment opportunities; 2) poor leadership turnovers; 3) inability to modernize. 1) The biggest issue that hinders us is a lack of fulfilling employment opportunities. The quality of effort that would be put in by all parties involved is directly tied to actual employment (e.g. SP-MAGTF--why do they not have an organic R&S asset?;direct Tier-1 support, etc) instead of being under-utilized at best on MEUs. 2) The lack of leadership turnover from one company to the next

means everyone has to go through the same pains the last company did--what is the point of an AAR if every company commander decides that they're going to do it their way and end up wasting just as much time and effort in the end? Case in point: Co X tells Co Y that they should get to DJ ASAP on the MEU, that relationships have been built with the TF and SOF units for training and employment. Co Y CO says thanks, no thanks, lets waste time on a mission nobody wants to do.

1st Recon Battalion is a very effective unit.

As a BN we are full of very talented individuals, whom are capable of operating and achieving better than where we are now. many individuals get bogged down by excess administrative work (A big friction point is in the Armory), Poor leadership: many Platoon Sergeants have been in Reconnaissance for a Decade plus and they do not run the platoons any more and it really hurts performance as a whole, it falls to the TLs who are outstanding to keep the Platoon running. This inept leadership is because the platoon leadership takes control when they haven't been in the teams long enough or really that much exposure to recon as a whole. A way to preventing this is to integrate officers into the teams and get the more experienced officers into the platoon and company leadership just how some SOF units run it. Lastly the MEU cycle is not rewarding enough for the work up it costs many Marines get burnt out of recon and either leave or go some where better this will be the death of Recon.

Our organization reaches our effectiveness well. We use our current manpower to achieve mission success. When there is a shortfall in one area, our organization does well in attempting to find others to help to make mission.

It is a privilege to work for this organization. I look forward to work everyday with the men within this organization.

The support faculty tends to think they are above doing their jobs, especially the S1 shop... Who for starters don't know how to do their job and are unwell to learn how.

I believe our organization has a high state of readiness due to the overall ambition and drive of the individual marine in each platoon..

Our organization is characterized by our ability to think creatively, and work with the resources we are provided. This is a virtue, however, our ability to 'make due with less' should not be an excuse for being content as under-funded. Our organization would advance leaps and bounds if provided the equipment that our contemporaries (Rangers, etc..) are being issued. With this in mind, it is evident that our leadership understands this problem and continually pushes to get us the best equipment we can get our hands on. Our effectiveness as a team, at all levels, stems from individual accountability and a love for the job. Team work, mutual respect, and professionalism distinguish our organization from other units in the Marine Corps, and allow us to accomplish our mission with greater success. In this all-volunteer force, the effect of empowering young Marines, and leaders at every level, should never be underestimated. Our organization sets the standard for this.

The command needs to realize that we are not all the same, and our support which we can communicate like any other brother and sister, they do not require the gear that the men in teams need to complete their jobs efficiently. Due to high tempo training and operations, forms for damaged gear should be waived so that marines can get back to training.

I am a part of an extremely effective organization.

Why does the Marine Corps refuse to use us (recon). Seems just about any other MOS is more likely to end up in Syria or other places in that region than we are.

While I respect and enjoy being a part of this unit, I am not satisfied with the way we are utilized. We are not given the freedom and equipment that is best suited for mission success. Too often we are tied down with old, out of date procedures and not given the latitude to work the way we need to.

I feel that the Battalion XO's numerous meetings are unnecessarily redundant. I appreciate his trying to keep the 'sausage making' out of the CUB, but to have an XO's meeting, Staff Section meeting, and also pop in on the Training meeting seems excessive. The same topics are covered at the XO's meeting each week, and nothing is that new or groundbreaking. If we could reduce the number of meetings, we could save everyone time.

The BN is very well where it is at.

Command runs a very proficient and professional unit

I haven't been at this battalion for too long but so far my love for my job has grown more and more everyday. The training events we do really grows my overall knowledge on how to be better at my job

This organization for the most part is a well oiled machine. Always training and performing at a standard much higher than units alike. The part that I feel that we lack the most is overall organizational unity, family readiness, and support. When it comes to getting the task at hand done, we get it done, but when it comes to taking care of the individual member and their families needs we are extremely deficient. I can not tell you the last time we had a quality family support program (i.e. FRO, chaplain, etc.) in place who really reached out and brought the families together and insured that they were taken care of. The unit has been so task driven that the individual needs of the member(s) and families have been forgotten. I can tell you from personal experience that this has a huge detriment on the member and the families. The immediate supervisors and unit as a whole need to address this to help fine tune the organization.

We have a great organization that is highly effective and efficient. As a Recon Marine I have noticed that many of our support personnel are also highly capable and dedicated to their craft, I believe those support personnel should be cross trained and involved in more of our training. I believe if we had the funding and resources, we could train our support personnel up to a high standard and increase our capabilities as a battalion.

Send marines to schools as soon as they hit battalion so they have the inset capability right away and also send them to capability schools right away so they can bring that much more to the team. And after guys get back from deployment let them go to skills course that the marine corp provides if the marine decides he is moving on. so they are set up for success and can have a job lined up in the future.

As my first battalion, I feel that my abilities are challenged and enhanced to the best ability. There is a great community to work with and take care of each of its members.

Being a part of 1st Reconnaissance Battalion is a true pleasure. I am part of one of the best warfighting organizations in the world.

I think there needs to be a screening process for support personnel coming into Recon Bn.

I want to make a lat move

I want to lat move.

N/A

I feel that to be more effective in this unit marines need to have more range time. this would increase manpower, capabilities, and moral

The command needs to realize that a lot of marines struggle with anxiety depression and many other illnesses. And trying to punish them or intervene with their therapy is only hurting that individual more than they can imagine. The command needed to take these issues seriously or many more marines will fall into the statistics.

I feel that my organizational effectiveness is pretty good.

Recon Battalion = YUT!

As an organization, 1st Recon Bn continues to improve. Specifically, our Command Team supports the deliberate effort to internally audit our use of time, money, and manpower as a means of optimizing the stewardship of these resources. To achieve progress, it is absolutely essential to repeatedly carve out time for this process to be studied and refined.

The unit does an excellent job at accomplishing the mission however I believe there are occasions where last minute tasks become nearly impossible to fulfill because of the lack of proper planning and communication.

We are understaffed and work very late and early days and never catch a break

The organization as a whole is very effective and provides an abundant amount of troop welfare. Although there are certain sections within our small organization that could do better when talking about effectiveness.

The unit's effectiveness is pretty high the operation's side of the unit, on the logistical side is failure to pass/mention word to the marines of this community. Due to that, many of the marines are left into the dark, not knowing what actually has to be done and what doesn't. Many things take priority over tasks that actually need to get done which causes many problems in the logistical aspect.

The Unit as a whole seems to do great when it comes to getting things done but certain sections need to work on their work ethic and leadership of Marines

I believe that 1st Reconnaissance Battalion is run effectively as it is.

I think the battalion runs efficiently and is able to complete the tasks given to it.

No comment. We are effective.

I would like to work more to help individual sections, companies, and spouses/families feel more connected to the battalion as a whole.

I think that by trying to increase attendance at monthly Family Readiness Meetings, utilizing newsletters, and showcasing the awesome things our battalion does, that we can achieve this.

Lt Col Root has this units best interests In mind. He has, on a constant basis sat down with his Officer, and enlisted Corps to discuss the future of this community. In addition he speaks to the Team Leaders and addresses concerns they have. On many occasions he has put the Team Leaders in the most important slot in the battalion. His leadership is second to none.

I think there is a lot of wasted talent at this battalion. I've seen too many solid guys leave to either get out of the military or go to another SOF unit because there was nothing for them here. If this continues then Recon will lose all of its best men and new guys will not want to go through BRC if there is not any opportunity for them.

none

**\*\*Command's Organizational Effectiveness is failing\*\***

With current battle space being owned by SOCOM or the ARMY we don't have an effective voice at the table advocating for the skill set that this Command offers. In that we can't get a mission other than ISP.

Each Company tries to "reinvent the wheel" when they stand up. Instead of relying on the decades of Reconnaissance experience from the senior enlisted to draft Battalion SOPs newly schooled Recon Officers decide they know better than seasoned combat vets. Thus lessons that should have been learned from the mistakes of previous Companies continued to be made.

Retention is terrible. Due to a lack of missions and increase in administrative over site interfering with legitimate training the best Marines leave the community either to join another service or to be a civilian. Due to this sometimes the wrong Marines are being retained just because of a lack of numbers.

## Equal Opportunity/Equal Employment Opportunity (EO/EEO)/Fair Treatment Section Comments

none

No observed issues, especially since we only have 1 female in the battalion.

No issues that I have heard or observed.

Everyone is treated fairly in my workplace

We are a tight knit group that brings new members in with positive communication and doesn't allow for any unfair or demeaning behavior.

In 1st Recon Battalion everybody is allowed and encouraged to rise to the highest professional level.

We're brothers in recon there is really no meaningful discrimination.

All personnel in my organization are treated fairly regarding these topics

..

Hazing is a big part of life and growing up and we are to concerned with being politically correct that time is taken away from doing our jobs. We should revive more classes on being tactually proficient and less on the uses of gender natural pronouns.

Treatment of every individual is fair and standard across the board.

Equal opportunity is available to all in our organization.

Sexual or racial jokes happen in the Work place. It's acceptable and it's fun, it's what makes Marines marines. Making this an issue just sensitizes the marine corps.

Who cares about inappropriate jokes? Everyone is so damn sensitive, why is that even part of this survey? A joke is just that, a joke, if people would stop being such pussies we wouldn't have to waste our time with this bullshit.

none

No comments everything is fine

Command is fair in all aspects of operation.

In my work place I've experienced nothing but respect on and off work. Never have I felt disrespected or discriminated against. I do not feel for the most part that this has ever been an issue. Sometimes individuals, I guess because of their upbringing, feel that it is ok to use certain racial slang/terms that I feel are inappropriate, but all in all this unit, in my experience, has not had an issue.

EO/EEO are not an issue here.

guys who have worked hard and are getting out. give them the opportunity to start programs and courses that the marine corps provide to set themselves up for success in the civilian world.

Never an issue, very safe and comfortable environment.

1st Reconnaissance Battalion is as fair as it gets. People are treated equally regardless of race, sex, or religion.

Marines here are highly professional and understand when a joke or comment crosses the line.

I am treated fairly



n/a

NA

EO/EEO/Fair Treatment is all good at this time

Sometimes awards are handed out to certain individuals for their work, but chain of command does not adequately recognize all marines the same for the same work put forth. Maybe due to lack of communication, or want to pursue ones own goals. Or even disliking the marine.

I believe that this battalion does a great job at treating all marines equally and expecting the same level of professionalism from everyone.

There are no issues regarding any discrimination, sexual harassment or sexual assault.

some of the sections work on a buddy buddy system here.

I do not think this bn has any issues with EO. if you are a good worker with good character you will be treated as such; the same goes for the opposite.

Marine Corps wide I believe that the culture of specified units may not take the above as seriously allowing for things of certain nature to slide because of what is written above our left breast pocket.

N/A

There is nothing negative to say about these topics here at battalion.

none

#### **Sexual Assault Prevention and Response Section Comments**

Not an issue here.

I have not observed any kind of sexual assault or harassment in this unit.

Our organization has no issues regarding this topic.

..

People are to sensitive.

Resources are made available to all.

Question 50, f was very confusing. I couldn't understand scenario in the question.

This BN does not have any problems of any sexual misconduct.

This is not an issue at my current unit

never seen any go on

Command would be supportive in the event to the victim and would ensure that all the proper support was given.

This battalion does not promote an environment where harassing behavior would be tolerated. Marines and Sailors in the 1st Reconnaissance Battalion are of the highest moral caliber and exude professionalism in these matters.

Marines at 1st Recon understand the need to be professional and know what is allowed and what is not.

n/a

n/a

N/A

N/A

N/A

I have no comments on this topic.

### **General Written Comments**

More Bump helmets.

High Cut Kevlars.

Pvs 15s.

Better comm equipment(headsets, radios) More

96's.

Less Marine Net/classes

3) Inability to modernize--We are supposed to be this elite force that can achieve anything in any part of the world, yet we are still running around with garbage PVS-14's, AN/PRC 150 radios, 148v3 (Tier 1 has version 10-12!!!), and the PRC 117F. How hard would it be to get even PVS-15s for us? We need to do away with the 150--in a legitimate signals denied environment, the power that a 150 puts out would light us up like a Christmas tree for an arty battery to find, and the 148 is so out of date it makes it challenging to keep time on freq-hop comm schemes, forcing us to rely on single channel CT, not ideal in a near-peer environment that apparently folks are so concerned about. Where to get the money--maybe the Marine Corps could take some of the money wasted on MarineNet courses that nobody has ever learned anything from and buy some new gear? 4) (1-3) are ruining retention and is why so many people are EASing or going to A&S, hurting effectiveness by draining experience away.

I have not observed any kind of sexual assault or harassment in this unit.

...

be tough enough to stick up for your self cause if your just a pussy then your gunna get fucked

This is a great command that provides a fair and just climate. It is an honor to serve with the current members of our command team.

I have no further comments.

n/a

n/a

N/A

N/A

N/A

N/A