

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.

DEOMI recommends organizations use multiple approaches, including individual interviews and/or focus groups, observations, and reviews of records and reports 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 information regarding climate factors, focus group/interview questions, and/or additional materials to assist with action planning, please visit "Assessment to Solutions" at:

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

II. DEMOGRAPHIC BREAKOUT

Table 1: Demographic Representation

REPRESENTATION		
1ST LAR Battalion	Number	Percent
Majority	143	54.8%
Minority	90	34.5%
Declined to Respond	28	10.7%
American Indian or Alaskan Native	8	3.1%
Asian	7	2.7%
Black	10	3.8%
Native Hawaiian or Other Pacific Islander	6	2.3%
White	173	66.3%
Selected Multiple Races	10	3.8%
Declined to Respond	47	18.0%
Hispanic	66	25.3%
Not Hispanic	172	65.9%
Declined to Respond	23	8.8%
Women	5	1.9%

Men	256	98.1 %
Junior Enlisted (E1 - E6)	239	91.6 %
Senior Enlisted (E7 - E9)	7	2.7 %
Warrant Officer (WO1 - CW5)	3	1.1 %
Junior Officer (O1 - O3)	12	4.6 %
Senior Officer (O4 - Above)	0	0.0 %
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 261

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.*

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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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 generate an accurate percentage.

Figure 2: Unit Summaries

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

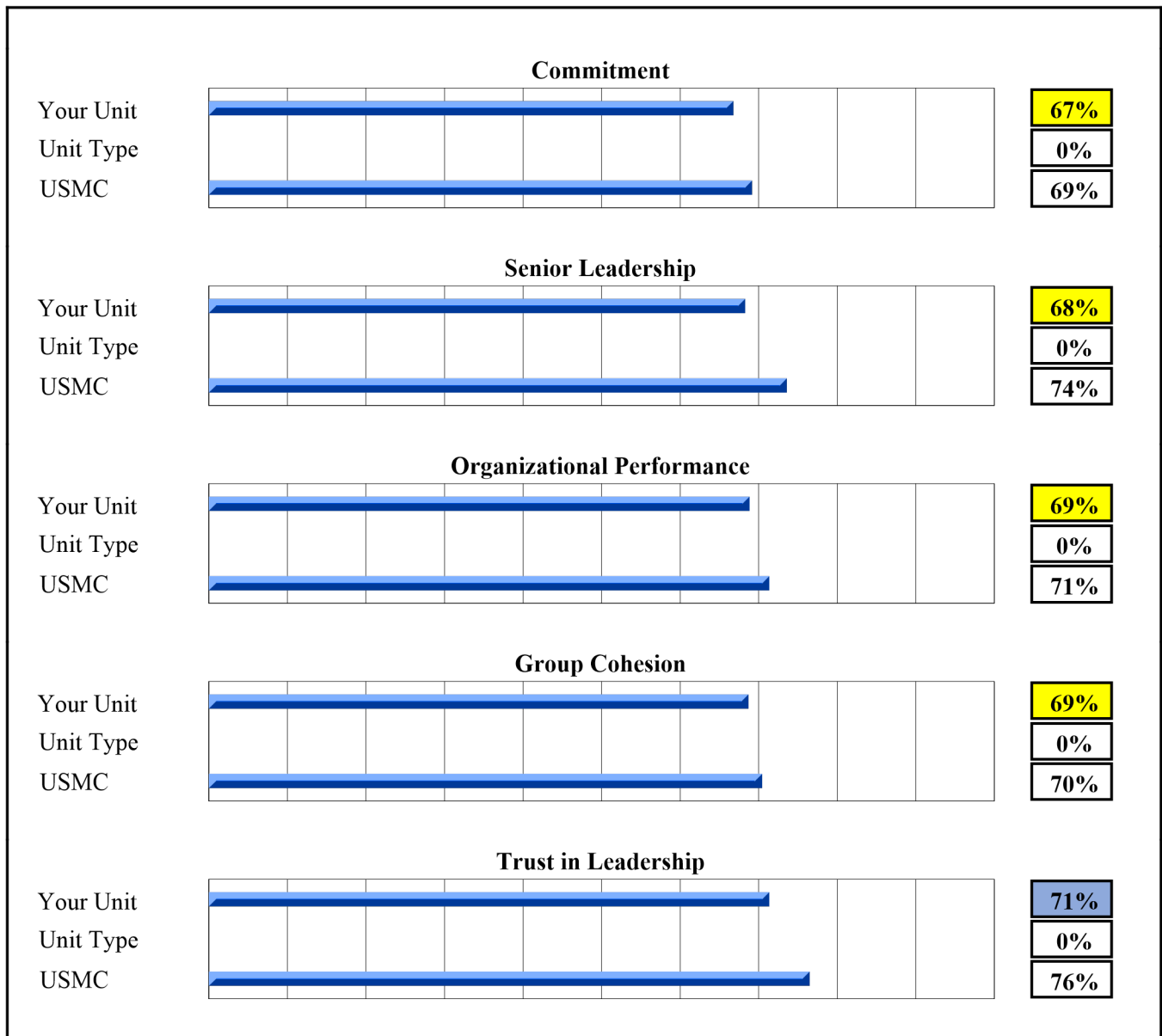


Figure 2 (cont): Unit Summaries Unit Type = Other combat arms (Recon, LAR,

Tanks, AAV, ANGLICO)
Below 50% favorable
responses

Caution
Between 50-69% favorable
responses

Adequate
Between 70-89% favorable
responses

Excellent
90% and above favorable
responses

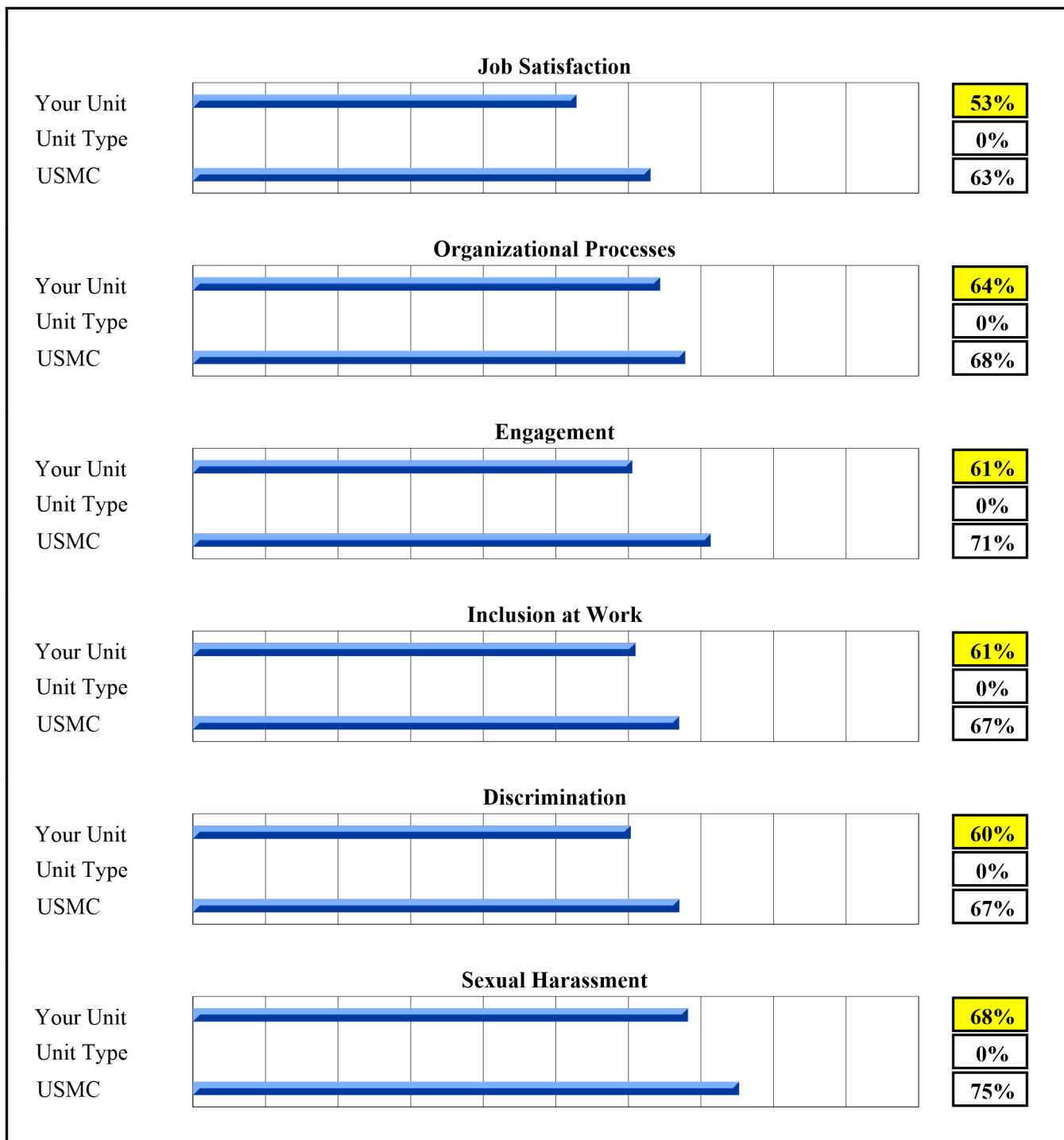
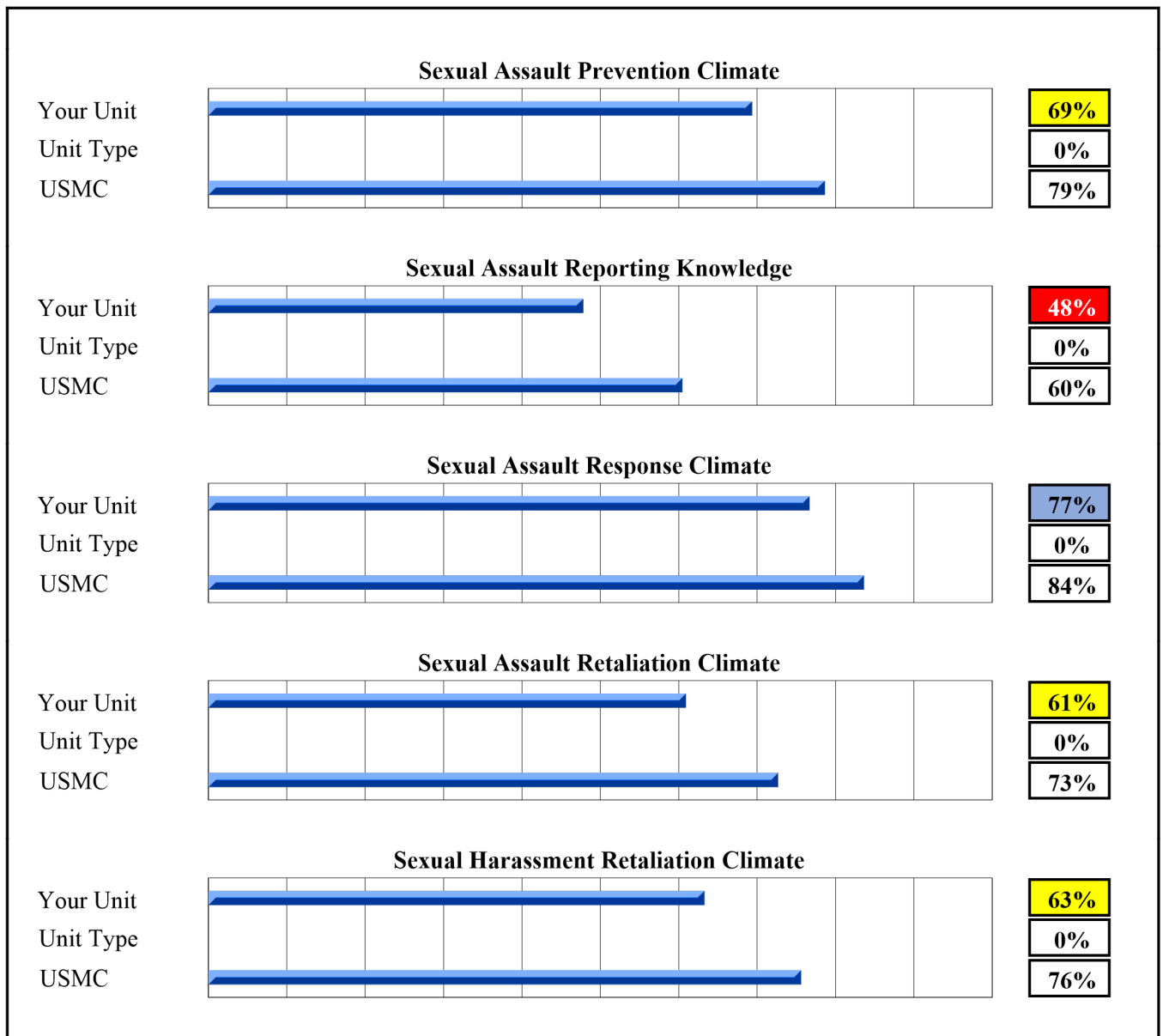


Figure 2 (cont): Unit Summaries Unit Type = Other combat arms (Recon, LAR, Tanks, AAV, ANGLICO)

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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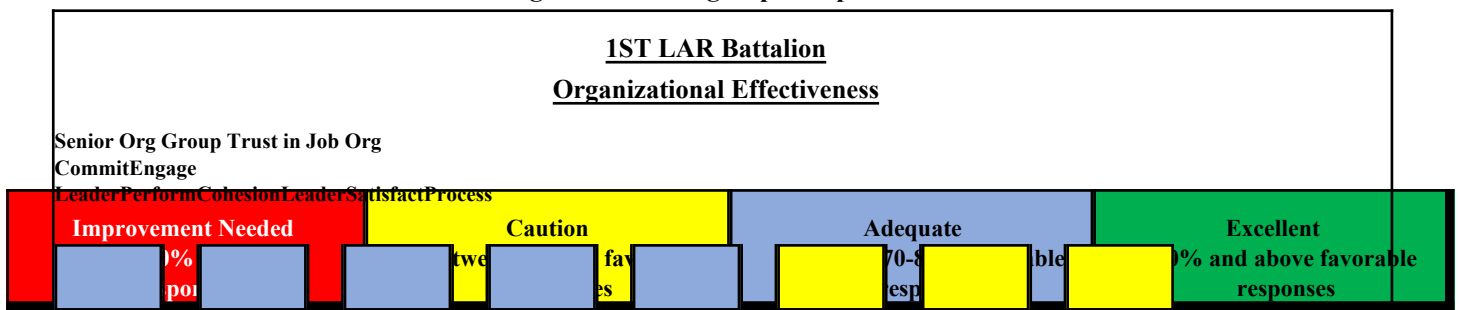


IV. CLIMATE FACTOR SUBGROUP COMPARISONS

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.

Figure 3: OE Subgroup Comparison



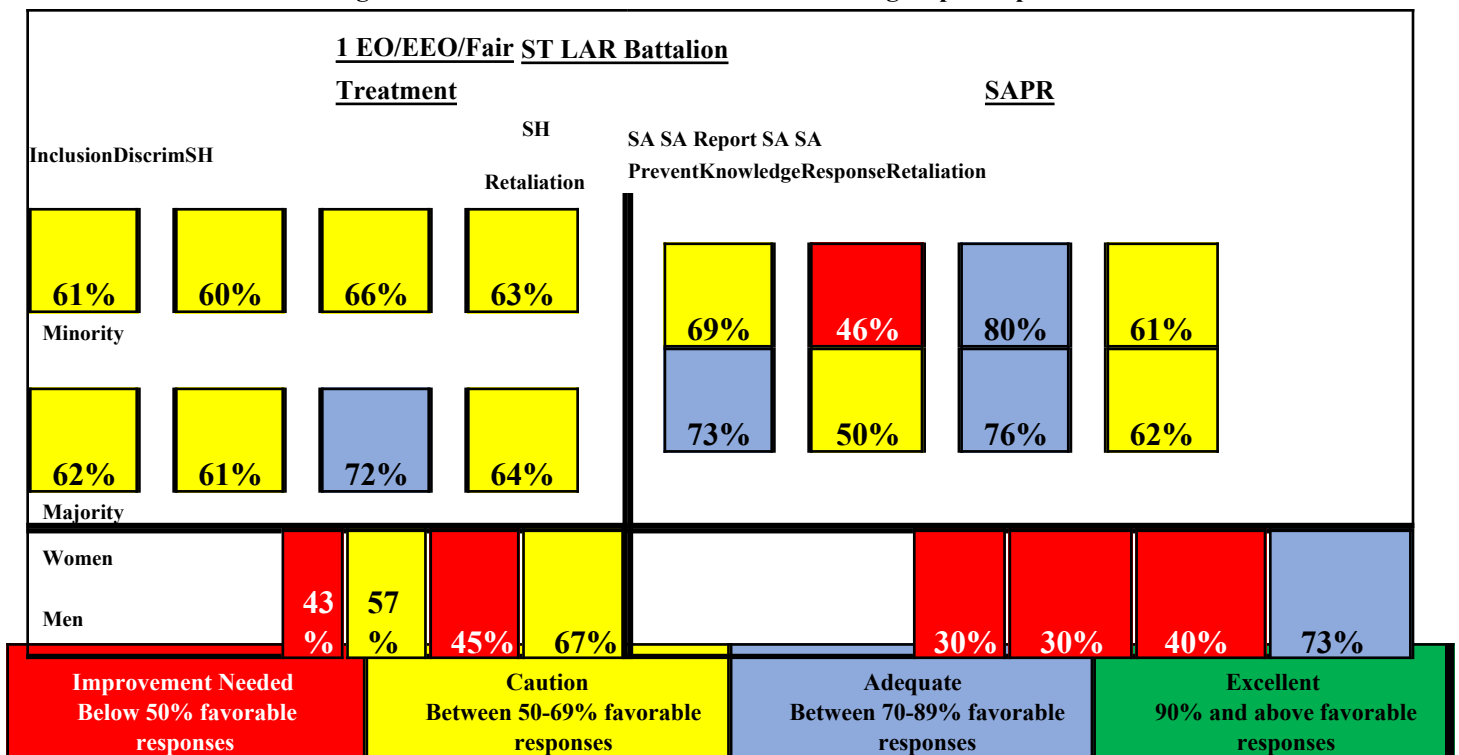
Minority		71%	73%	74%	74%	74%	51%	66%	60%
Majority		67%	68%	68%	67%	72%	54%	65%	61%
Women	60%	40%	73%	40%	55%	27%	60%	27%	
Men	67%	69%	69%	69%	72%	53%	64%	61%	
		66%						78%	
		75%							
Junior Enlisted	65%	67%	68%	68%	70%	50%	63%	59%	
Senior Enlisted	89%	95%	100%	100%	90%	95%	90%	Junior Officer	
		75%	73%	71%	73%	73%	73%	Senior Officer	
Military	66%	68%	69%	69%	71%	53%	64%	61%	
Civilian	67%								
Improvement Needed Below 50% favorable responses		Caution Between 50-69% favorable responses		Adequate Between 70-89% favorable responses			Excellent 90% and above favorable responses		

								Junior Civilian
								Senior Civilian
								Non-Supervisor
								Supervisor
Your Unit	67%	68%	69%	69%	71%	53%	64%	61%

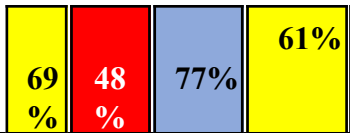
**Equal Opportunity / Equal Employment Opportunity / Fair Treatment
& Sexual Assault Prevention and Response Climate Factors**

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



	61%	60%	69%	63%		70%	48%	77%	61%
60%					69%				77%
70%					71%				
					59%				
68%				93%	100%				
64%				77%	70%				77%
71%									
Military	61%	60%	68%	63%		69%	48%	77%	61%
Civilian									Junior Civilian
									Senior Civilian
									Non-Supervisor
									Supervisor
					Your Unit	61%	60%	68%	63%
Improvement Needed Below 50% favorable responses		Caution Between 50-69% favorable responses		Adequate Between 70-89% favorable responses		Excellent 90% and above favorable responses			



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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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 in the color shaded area.

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.	25 (10%)	13 (5%)	8 (3%)	29 (11%)	30 (11%)	101 (39%)	55 (21%)
This workgroup has a great deal of personal meaning to me.	28 (11%)	16 (6%)	7 (3%)	40 (15%)	48 (18%)	72 (28%)	50 (19%)
I feel a strong sense of belonging to this workgroup.	27 (10%)	18 (7%)	9 (3%)	40 (15%)	43 (16%)	77 (30%)	47 (18%)
Total	10%	6%	3%	14%	15%	32%	19%
		19%				67%	

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.	19 (7%)	15 (6%)	16 (6%)	41 (16%)	38 (15%)	89 (34%)	43 (16%)
My senior leader clarifies our organization's goals and priorities.	18 (7%)	10 (4%)	7 (3%)	34 (13%)	34 (13%)	101 (39%)	57 (22%)
My senior leader communicates a clear vision for the future.	19 (7%)	16 (6%)	9 (3%)	34 (13%)	43 (16%)	94 (36%)	46 (18%)
My senior leader listens to the concerns of the organization's military members and employees.	34 (13%)	6 (2%)	7 (3%)	46 (18%)	35 (13%)	86 (33%)	47 (18%)
Total	9%	5%	4%	15%	14%	35%	18%

17%

68%

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.	16 (6%)	16 (6%)	14 (5%)	33 (13%)	49 (19%)	87 (33%)	46 (18%)
My organization's performance, compared to similar organizations, is high.	16 (6%)	13 (5%)	11 (4%)	38 (15%)	28 (11%)	96 (37%)	59 (23%)
My organization makes good use of available resources to accomplish its mission.	20 (8%)	17 (7%)	15 (6%)	35 (13%)	37 (14%)	88 (34%)	49 (19%)
Total	7%	6%	5%	14%	15%	35%	20%
	18%				69%		

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.	17 (7%)	13 (5%)	14 (5%)	32 (12%)	44 (17%)	102 (39%)	39 (15%)
We all take responsibility for the performance of the workgroup.	20 (8%)	22 (8%)	12 (5%)	25 (10%)	41 (16%)	97 (37%)	44 (17%)
If members of our workgroup have problems in the workplace, everyone wants to help them so we can get back on task.	26 (10%)	18 (7%)	13 (5%)	33 (13%)	43 (16%)	88 (34%)	40 (15%)
Total	8%	7%	5%	11%	16%	37%	16%
	20%				69%		

Table 2.5 Trust in Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
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I can rely on my immediate supervisor to act in my organization's best interest.	16 (6%)	13 (5%)	7 (3%)	38 (15%)	28 (11%)	96 (37%)	63 (24%)
My immediate supervisor follows through with commitments he or she makes.	13 (5%)	6 (2%)	8 (3%)	40 (15%)	36 (14%)	89 (34%)	69 (26%)
I feel comfortable sharing my work difficulties with my immediate supervisor.	19 (7%)	14 (5%)	15 (6%)	46 (18%)	37 (14%)	93 (36%)	37 (14%)
My immediate supervisor treats me fairly.	16 (6%)	7 (3%)	3 (1%)	38 (15%)	20 (8%)	113 (43%)	64 (25%)
Total	6%	4%	3%	16%	12%	37%	22%
13%				71%			

Table 2.6 Job Satisfaction						Question	Strongly Disagree
Disagree		Slightly Agree	Agree	Strongly Agree		I like my current job.	41 (16%)
19 (7%)	12 (5%)	45 (17%)	44 (17%)	63 (24%)	37 (14%)	I feel satisfied with my current job.	36 (14%)
21 (8%)	17 (7%)	50 (19%)	41 (16%)	63 (24%)	33 (13%)	I am happy with my current job.	39 (15%)
18 (7%)	20 (8%)	51 (20%)	37 (14%)	63 (24%)	33 (13%)		15%
7%	6%	19%	16%	24%	13%	Total	28%
		53%					

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.	17 (7%)	9 (3%)	9 (3%)	44 (17%)
47 (18%)	102 (39%)	33 (13%)	Discipline is administered fairly.	25 (10%)	14 (5%)	15 (6%)	45 (17%)
39 (15%)	88 (34%)	35 (13%)	Decisions are made after reviewing relevant information.	19 (7%)	13 (5%)	20 (8%)	49 (19%)
34 (13%)	88 (34%)	38 (15%)		8%	5%	6%	
15%	36%	14%	Total				18%
				18%			64%

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.	10 (4%)	4 (2%)	7 (3%)	48 (18%)	26 (10%)	102 (39%)	64 (25%)
I am enthusiastic about my work.	26 (10%)	20 (8%)	24 (9%)	43 (16%)	45 (17%)	68 (26%)	35 (13%)
Time flies when I am working.	37 (14%)	21 (8%)	20 (8%)	49 (19%)	37 (14%)	59 (23%)	38 (15%)
Total	9%	6%	7%	18%	14%	29%	17%
		22%				61%	

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.	13 (5%)	14 (5%)	11 (4%)	57 (22%)	33 (13%)	97 (37%)	36 (14%)
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	19 (7%)	9 (3%)	13 (5%)	48 (18%)	56 (21%)	75 (29%)	41 (16%)
Military members/employees in my workgroup are empowered to make work-related decisions on their own.	17 (7%)	11 (4%)	11 (4%)	55 (21%)	48 (18%)	80 (31%)	39 (15%)
Outcomes (e.g., training opportunities, awards, and recognition) are fairly distributed among military members/employees of my workgroup.	28 (11%)	16 (6%)	20 (8%)	63 (24%)	41 (16%)	64 (25%)	29 (11%)
The decision-making processes that impact my workgroup are fair.	21 (8%)	12 (5%)	16 (6%)	58 (22%)	40 (15%)	85 (33%)	29 (11%)
	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
I feel excluded by my workgroup because I am different.*	6 (2%)	14 (5%)	13 (5%)	66 (25%)	13 (5%)	85 (33%)	64 (25%)
Total	7%	5%	5%	22%	15%	31%	15%
		17%				61%	

* 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 _____ does not occur in my workplace.							
Race/Color/National Origin	30 (11%)	14 (5%)	6 (2%)	34 (13%)	10 (4%)	78 (30%)	89 (34%)
Religion	27 (10%)	18 (7%)	5 (2%)	34 (13%)	10 (4%)	64 (25%)	103 (39%)
Sex	30 (11%)	20 (8%)	4 (2%)	49 (19%)	5 (2%)	64 (25%)	89 (34%)
Sexual Orientation	29 (11%)	23 (9%)	2 (1%)	47 (18%)	8 (3%)	61 (23%)	91 (35%)

Discrimination Behavioral Subfactor							
I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal.	15 (6%)	14 (5%)	5 (2%)	48 (18%)	25 (10%)	85 (33%)	69 (26%)
	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
Racial slurs, comments, and/or jokes are used in my workplace.*	38 (15%)	27 (10%)	9 (3%)	62 (24%)	11 (4%)	57 (22%)	57 (22%)
Sexist slurs, comments, and/or jokes are used in my workplace.*	37 (14%)	25 (10%)	11 (4%)	62 (24%)	10 (4%)	57 (22%)	59 (23%)
Total	11%	8%	2%	18%	4%	26%	30%
					21%		
	60%		* Note. The items marked with the asterisk (*) indicates the question is negatively worded; therefore agreemen unfavorable response.				
Table 2.11 Discrimination Summary							

t with this item indicates an

Discrimination based on _____ Unfavorable does not occur in my workplace.

Neutral	Favorable	Race/Color/National Origin	50 (19%)
34 (13%)	177 (68%)	Religion	50 (19%)
34 (13%)	177 (68%)	Sex	54 (21%)
49 (19%)	158 (61%)	Sexual Orientation	54 (21%)

Table 2.12 Sexual Harassment							
Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My chain of command/supervision adequately responds to allegations of sexual harassment.	11 (4%)	3 (1%)	1 (0%)	59 (23%)	12 (5%)	87 (33%)	88 (34%)
My chain of command/supervision plays an active role in the prevention of sexual harassment.	9 (3%)	2 (1%)	3 (1%)	56 (21%)	24 (9%)	88 (34%)	79 (30%)
	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
Individuals from my workplace use offensive gestures that are sexual in nature.*	15 (6%)	16 (6%)	11 (4%)	71 (27%)	11 (4%)	67 (26%)	70 (27%)

Individuals from my workplace have been offered rewards or special treatment in return for engaging in sexual behavior.*	11 (4%)	11 (4%)	6 (2%)	47 (18%)	4 (2%)	55 (21%)	127 (49%)
Total	4%	3%	2%	22%	5%	28%	35%
		9%				68%	

* 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
My immediate supervisor models respectful behavior.	13 (5%)	3 (1%)	5 (2%)	40 (15%)	26 (10%)	95 (36%)	79 (30%)
My immediate supervisor promotes responsible alcohol use.	7 (3%)	5 (2%)	3 (1%)	53 (20%)	10 (4%)	95 (36%)	88 (34%)
My immediate supervisor would correct individuals who refer to coworkers as 'honey', 'babe', 'sweetie', or use other unprofessional language at work.	16 (6%)	11 (4%)	3 (1%)	57 (22%)	14 (5%)	89 (34%)	71 (27%)
My immediate supervisor would stop individuals who are talking about sexual topics at work.	10 (4%)	5 (2%)	3 (1%)	80 (31%)	22 (8%)	79 (30%)	62 (24%)
My immediate supervisor would intervene if an individual was receiving sexual attention at work.	10 (4%)	4 (2%)	2 (1%)	55 (21%)	12 (5%)	98 (38%)	80 (31%)
My immediate supervisor encourages individuals to help others in risky situations that could result in harmful outcomes.	20 (8%)	13 (5%)	4 (2%)	58 (22%)	18 (7%)	83 (32%)	65 (25%)
Total	5%	3%	1%	22%	7%	34%	28%
		9%				69%	

Table 2.14 Sexual Assault Response Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
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If a coworker were to report a sexual assault, my chain of command/supervision would take the report seriously.	10 (4%)	3 (1%)	2 (1%)	41 (16%)	6 (2%)	83 (32%)	116 (44%)
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.	14 (5%)	4 (2%)	2 (1%)	40 (15%)	14 (5%)	78 (30%)	109 (42%)
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.	10 (4%)	6 (2%)	4 (2%)	52 (20%)	9 (3%)	83 (32%)	97 (37%)
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.	8 (3%)	1 (0%)	3 (1%)	45 (17%)	12 (5%)	90 (34%)	102 (39%)
If a coworker were to report a sexual assault, my chain of command/supervision would support the reporter for speaking up.	8 (3%)	4 (2%)	4 (2%)	43 (16%)	10 (4%)	92 (35%)	100 (38%)
Total	4%	1%	1%	17%	4%	33%	40%
					77%		

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/ scales.

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 social interactions or conversations.	71 (27%)	63 (24%)	9 (3%)	73 (28%)	13 (5%)	16 (6%)	16 (6%)
In my work group, reporters of sexual assault would be subjected to insulting or disrespectful remarks or jokes.	81 (31%)	73 (28%)	8 (3%)	69 (26%)	10 (4%)	12 (5%)	8 (3%)

In my work group, reporters of sexual assault would be blamed for causing problems.	85 (33%)	74 (28%)	5 (2%)	69 (26%)	12 (5%)	7 (3%)	9 (3%)
In my work group, reporters of sexual assault would be denied career opportunities.	84 (32%)	73 (28%)	5 (2%)	74 (28%)	6 (2%)	9 (3%)	10 (4%)
In my work group, reporters of sexual assault would be disciplined or given other corrective action.	80 (31%)	67 (26%)	11 (4%)	70 (27%)	9 (3%)	15 (6%)	9 (3%)
In my work group, reporters of sexual assault would be discouraged from moving forward with the report.	86 (33%)	75 (29%)	4 (2%)	73 (28%)	7 (3%)	7 (3%)	9 (3%)
Total	31%	27%	3%	27%	4%	4%	4%
	61%				12%		

Table 2.16 Sexual Harassment Retaliation Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
In my work group, military members or employees who file a sexual harassment complaint would be excluded from social interactions or conversations.	82 (31%)	73 (28%)	10 (4%)	79 (30%)	5 (2%)	7 (3%)	5 (2%)
In my work group, military members or employees who file a sexual harassment complaint would be subjected to insulting or disrespectful remarks or jokes.	78 (30%)	79 (30%)	10 (4%)	74 (28%)	10 (4%)	3 (1%)	7 (3%)
In my work group, military members or employees who file a sexual harassment complaint would be blamed for causing problems.	81 (31%)	76 (29%)	8 (3%)	78 (30%)	7 (3%)	6 (2%)	5 (2%)
In my work group, military members or employees who file a sexual harassment complaint would be denied career opportunities.	82 (31%)	78 (30%)	8 (3%)	75 (29%)	4 (2%)	5 (2%)	9 (3%)
In my work group, military members or employees who file a sexual harassment complaint would be disciplined or given other corrective action.	85 (33%)	67 (26%)	7 (3%)	76 (29%)	5 (2%)	15 (6%)	6 (2%)
In my work group, military members or employees who file a sexual harassment complaint would be discouraged from moving forward with the complaint.	90 (34%)	71 (27%)	6 (2%)	76 (29%)	6 (2%)	5 (2%)	7 (3%)

Total	32%	28%	3%	29%	2%	3%	2%
	63%				7%		

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	33.3%
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.	1	33.3%
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.	1	33.3%
I considered intervening in the situation, but I could not safely take any action.	0	0.0%
I decided to not take action.	0	0.0%
Total	3	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 who is eligible for the service of a military attorney.

Figure 6. Respondents' Restricted Reporting Knowledge.

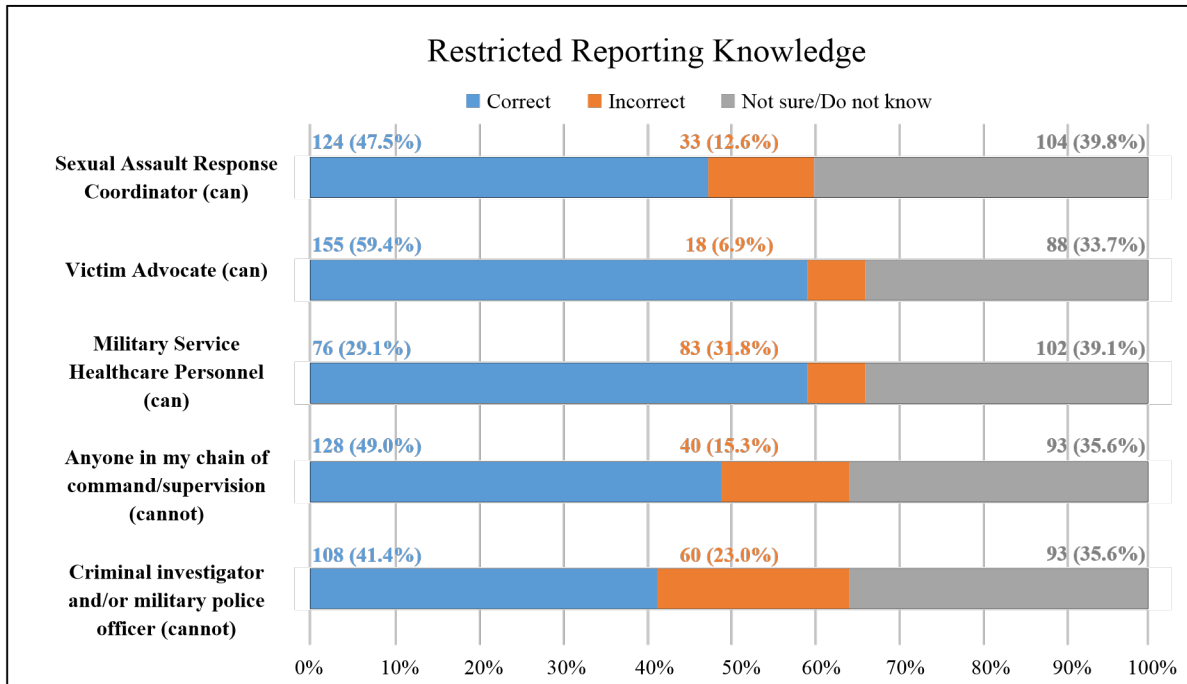


Figure 7. Respondents' Knowledge of Military Attorney Eligibility.

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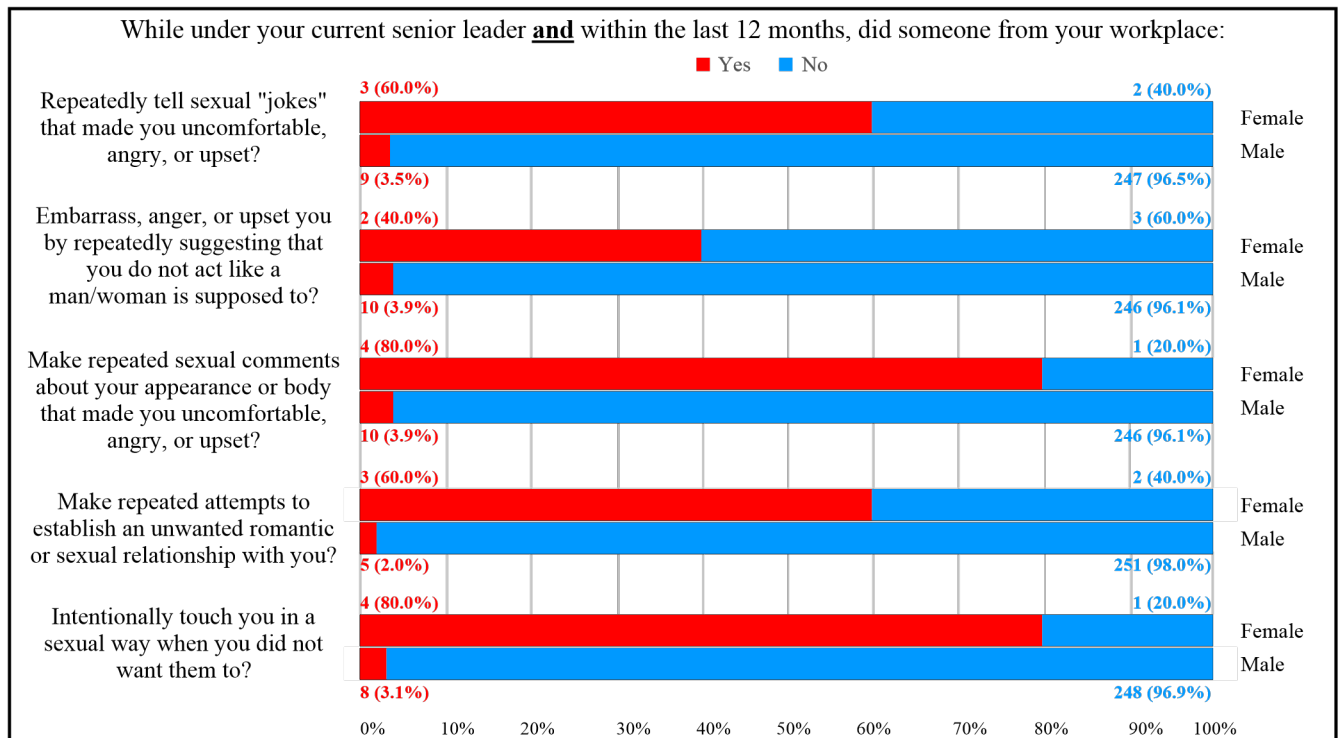
Unwanted Workplace Experiences

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 and 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?	12	4.6%	249	95.4%
Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to?	12	4.6%	249	95.4%
Make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?	14	5.4%	247	94.6%
Make repeated attempts to establish an unwanted romantic or sexual relationship with you?	8	3.1%	253	96.9%
Intentionally touch you in a sexual way when you did not want them to?	12	4.6%	249	95.4%

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



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.

Table 5. Respondents' Connectedness Responses

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

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Attempted, Died by Suicide	0	0.0%
Thought of, Died by Suicide	0	0.0%
Thought of, Attempted, Died by Suicide	7	2.7%
None of the above	167	64.0%

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 factors and demographic subgroups to determine whether diminished perceptions are more obvious Reinforce behaviors that create a climate of among some of them. inclusion, supporting and preserving the dignity and worth of all members. After identifying the specific climate factors with

low favorability ratings and those demographic Continue to promote and maintain a healthy human subgroups that harbor negative perceptions. This can be done by ensuring the unit understand their roles

and assess
ment efforts, including downstaging responsibilities.

Conducting focus groups and interviews with Share positive results to enhance members' members of these subgroups
can help determine and enhance the organization's and its mission.

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

Assessment to Solutions (www.deocs.net) 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

Appendix A: Your Locally Developed Questions

1.	The unit orientation program is adequate for new personnel/employees.			
Frequency				Percent
%1 5.0				
7				2.7
88				33.6
92				35.1
62				23.7
Total		262		100.0
2.	My command displays high standards of discipline.			
Frequency				Percent
%1 5.3				
17	6.5	48	18.3	
109	41.6	74	28.2	
Total		262		100.0
3.	The leaders in my command deal effectively with adversity or conflict within the command.			
Frequency				Percent
24				9.2
16	6.1	60	22.9	
96				36.6
66				25.2
Total		262		100.0
4.	My commander takes steps to ensure I am treated with respect.			
Frequency				Percent
20				7.6
13	5.0	58	22.1	
90				34.4
81				30.9
Total		262		100.0
5.	I believe this unit works as a team.			

Frequency	Percent
26 9.9	
21 8.0 55 21.0	
91 34.7	
69 26.3	
Total	262 100.0

6. The current level of morale is high.

Frequency	Percent
47 17.9 24 9.2 77 29.4	
65 24.8	
49 18.7	
Total	262 100.0

7. My command is well prepared to perform its wartime duties.

Frequency	Percent
17 6.5	
15 5.7 62 23.7	
91 34.7	
77 29.4	
Total	262 100.0

8. My present assignment motivates me to continue a career in the military.

Frequency	Percent
60 22.9	
31 11.8	
73 27.9	
54 20.6	
44 16.8	
Total	262 100.0

Appendix B: Your Short-Answer Questions

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

1. What does 1st LAR Battalion do well? Please give examples.

Hold Marines accountable.

Encourage section leadership. Build comradery.

THE BN DOES A GOOD JOB WITH THE NEW JOIN BRIEF. THIS BRIEF GIVES A FULL RUNDOWN OF EVERYONE HELPFUL AND IMPORTANT IN THE BN AS WELL AS INTRODUCE YOU TO THE RICH HISTORY OF THE BN. THE HISTORY CLASS IS GOOD BECAUSE IT HELPS TO LAY THE FOUNDATION OF HIGH STANDARDS AND BUILD MORALE.

It would be easier to ask what is does not do well. Morale and self worth within the unit is what the Highlanders do well.

- Take care of Marines when trouble arises.
- Protect the good Marines from the ones who make costly mistakes.
- Comes together as a team when necessary.
- Works well together.
- Achieves a high production level.
- Maintains an extremely high operational tempo.

Unit cohesion

Fight

High standards for performance.

Unit cohesion

The Battalion has great commodity.

WIN.

Motivation and Comradery

Everything except moral, different companies have different things. We work on days where we are suppose to be off. Common sense stuff comes up in which an E-3-5 can't say much of it.

Yes they do

Road march

give LAR a task doesn't matter what the take it we will take it and do much more then complete it we will overachieve all expectations while still keep composure and staying humble
We excel in various functional areas.

They do nothing well

Taking care of the marines, ensuring everything is taking care of.

Motivate. Train to fight

They are very good with training plans. We get lots of training g

Cares for marines. Discipline. And winning everything we do.

We get the job done above standard

Leaving issues to the end of the day that could've been resolved early in the day.

Work together

Field excersices & teamwork between the lowest to highest level of chain of command

1st LAR does a great job at making everyone feel like they are apart of a family.

Prepare for war.

LAR is good at teaching and educating the marines in the unit.

Win at everything they do.

Maintenance

N/a

Accomplishes the mission and keeps marines informed. Leaves no one behind and everyone is there for each other no matter who they are.

1ST LAR Battalion does an outstanding job at completing tasks in a timely and organized manner, as well as building strong camaraderie between its members.

The commradery of the unit such as highland night it brings in the BLT together and to perform better.

We take great care of our vehicles.

Leadership

Jenne

Comes together as a family. Care about Each other and work together

They always preach what "right" looks like.

Ramp day

Fills a unique niche that is effective at being good at many things but a master of none.

They train for combat consistently and realistically.

We don't get DUI's or 72's

Looks after it's marines. Maintains high expectations.

It provides grate training in the field

N/a

Kdoensindjenjnd

Pretends to care. Training over Safety. keeping Officers in a position they shouldn't be in due to a lack of company morale at an all time low and your chain of command refuses to acknowledge it. LAR is just a place for 03xx Marines to go to hate life and develop a bad taste for the Marine Corps. I really can't comment on something that the battalion has done "well". I mean it definitely succeeded in my disappointment and future service of wanting to be a Marine... so it does well at ruining motivation. one thing that the command can do well at is holding a certain 2ndLT accountable for

his shit actions during a field training event that injured 5 Marines, but he was ok to laugh about it afterwards. so if the battalion wants to be better at anything. maybe get some competent officers or get rid of those who can't be trusted. its pretty sad if enlisted Marines don't trust to ride in the same vehicle as the officer because he doesn't listen to NCOs who have been doing the job longer.

Maintain high morale and good discipline.

Hard to say, at times it's motivating but at others it really breaks moral.

Nothing

There is a sense of team here that seems uncommon; I am proud to work here and proud to tell others what unit I am with. I feel as though I am fortunate to work here and it pushes me to leave it all on the field when I complete a task.

Planning: During planning meetings for PTT, every key leader in the Bn was present, but for execution there was very little participation.

Meetings.

Take marines who express any desire to pursue a goal that doesn't align with the command's plan for that marine and make it impossible to accomplish them. Makes empty promises and deals to its own ends and leaves the hardworking marines to pick up the slack and do the work of the lazy marines. While the marines of poor quality skate and spread malcontent. I hate the environment of the unit but will never talk negatively about it to others.

Highly motivated

Makes good Marines not want to re-enlist.

This unit shows us the right way how to act and hold yourself as a marine.

Hike fight recon

I have no examples to give.

Combat Readiness.

Focusing on the vehicle and crewman billets

We train hard and get the job done at all cost

Fights and Wins. There is not a single Marine in the company who would not fight and expect to win or have the hunger to win. Everyone in my company has tasted their own blood. We train with a purpose and keep unit moral high.

Resilience

Take care of their personal.

LAR does well by inspiring marines to keep fighting. They let there NCOs take charge of tasks at there level without SNCOS.

one of my homies was eaten this girls ass one night he hit a sweet spot and she farted on him

1st LAR has the highest readiness .

Very good in keeping its traditions

This battalion integrates new Marines into the team very well. Through a deliberate orientation and welcome aboard process Marines regardless of MOS understand the MOS learn the mission and how they fit into the team. Those Marines are followed up with 90 days later to ensure integration into the battalion is still on track for success. The battalion also ensures all hands understand the priorities and focuses training on those tasks. This allows more focused planning and does not let external events overcome the battalion goals.

Their readiness for war.

I believe one thing that 1st LAR does well is hold career progression back on every MOS and demotivate everyone in the 03 field to not want to re-enlist. I joined to fight not observe and report and "kill people with other people's rounds."

Fight together as a unit

1st LAR Bn does a fantastic job of building a fighter spirit in all their Marines regardless of their MOS. They also do a great job of letting Marines know their work is valued and how their actions have contributed to our continued success.

I believe that 1st LAR does great in taking care of Marines and their dependents, building resiliency, train like we fight, and setting the example.

I believe we work together well, and if anyone has issues we come together as a unit to help them with those problems.

Can't think of one thing

We work great together and are amazing at vehicle maintenance. Great team cohesion and work to get the job done and get it done right.

work and comrodody

we work as a team well

Keeping scouts busy

we do a great job standing by to do nothing.

1st LAR has a lot of Esprit de Corps.

1st LAR does extremely well with mission and unit readiness, does and exceptional job with getting involved with volunteer opportunities. Also with setting the standards for other units with how we conduct ourselves and train.

Keep me late at work for no reason

Battalion commander has the correct idea to act like men and be treated like men. This allows for confidence in profficiency in troop as they handle more responsibility on there own however leadership micromanages too much and should stay out of things that are not need to know.

Build comraderie. Train Marines.

Unit Cohesion.

1st LAR does well at maintaining moral and comraderie amongst all members. Between Monday morning formations and events like Highlander night, each Marine is fiercely loyal to the command and to one another.

Combat Readiness

Work on the LAV

Roll vehicles and disregard the safety concerns that that entails for the sake of looking good.

Focuses on field craft. Regular field ops

Keep Marines informed

They bring a warriors mentality to everything they do. Highlanders night is the best example. To have fun we fight and compete to be the best.

1st LAR BN, does a great job of watching out for the Marines and sailors in the unit. From top to bottom, everyone has a way to communicate efficiently to get the correct message across to minimize the issue/s if any. All resources are designed to help anyone who needs external assistance.

None

Work together

Brotherhood and getting work done

Highlanders win

1st LAR is very family oriented and everyone looks out for one another.

CG cup events

Battalion formations on Mondays

- Fosters and inclusive environment that breeds a warrior mentality.

Vehicle maintenance because no matter what MOS you are, that's where you will be all day.

Kills your hopes and dreams

Destroy morale and motivation.

Maintenance on our Vic's and training

Letting you lose your moral

Have a tight community

Get the mission done efficiently

1st LAR Battalion only cares about the LAVs, but does not care about the marines in the unit. I can only speak for my Company though, I don't know if it's the same for the other Companies.

Micromanagement

Unit cohesion, as well as team building events. Sense of family

Maintain a real warriors mentality and are always combat effective

Capitalizes on successes and builds on them both inwardly within the unit and outwardly in broadcasting it to others. (i.e. the "great patriotic war" and effects of other LAR successes).

Unit cohesion and doing activities together.

Professional war fighters who are motivated and capable of conducting any and all infantry operations.

As a battalion I feel like we do most things well. Although not on a vehicle our ability to maintain and make them run

even though they are old is impressive.

This battalion takes care of its Marines especially in times of crisis. It supports the family of individual Marines during those difficult times.

1st LAR Bn does well is to make sure Marines are well taken care of and also provide the support we need to complete the mission.

employ scouts will good use of time

I

1st LAR battalion does well at controlling its image to the junior Marines. Prepping the battlespace in this manner allows the junior Marines to take pride in their work and creates a culture of success within the battalion. The battalion also does well at taking care of its Marines.

Making Marines realize what Unit not to go to.

They train hard.

2.

Can you describe an example where leadership has enabled you to succeed?

Given me the flexibility to fail. Provided trust and confidence.

SNCO'S AND NCO'S ARE ENCOURAGED TO BE JUST THAT. THYE ARE EMPOWERED TO MAKE DECISIONS AND HANDLE ISSUES AND PROBLEMS THAT DON'T NEED TO GO BEYOND THEM.

They listen to me and my ideas. I feel like part of the team...a family.

-My Commander has put me through the planning process for the execution of multiple training exercises which has made me grow as an individual.

-PME's to share information, ideas, and create a resilient mind have made me a better officer, mentor, and Man.

While checking in to my unit, leadership helped me make sure I checked in with all the places that I needed to

I am usually given adequate resources and support to accomplish my mission.

Plt Sgt is always there to help and teach

My leaders lead by example.

IT HAS NEVER ENCOURAGED SUCCESS FOR MYSELF.

Supported ideas and free thinking

The term "Weapons Plt don't deploy" got me un-motivated. I was BSO'd to another company where they put me as a clerk instead of my original MOS. When going on the board for Sgt I was not recommended due to the fact that I haven't done my job. "Marine Corps needs"

When I picked up corporal

My leadership has allowed me to attend PME and deploy regardless if it's a one person fighting hole.

No leadership has done this specifically for me

Lead me to the right direction with positive energy for me to keep going forward.

Bn Commander demonstrates what right looks like. Makes us want to follow him into any situation.

Yes our leaders and marines I lead are very successful at taking charge.

When I first got to the fleet I got a speeding ticket and wasn't really a good marine. Then a Cpl gave me a bit of knowledge and took me under his wing and gave me the tools I needed to succeed and become a hard worker and leader to my fellow marines.

My leaders trust me to lead my junior marines

They have given me all the tools I needed to pick up my next rank

Giving me the tools & knowledge to pass courses & to be more technically & tactically efficient in my MOS

When I was in the field and was ready to give up the BC said all the things that needed to get done and how he is proud of the work we have done and to finish strong.

Hip pocket classes and the passing on of knowledge on the small unit leader level.

Leadership in our unit has enabled me in the field to learn how to better operate the AT system.

I was led by my immediate chain of command during an absence of high command to do the right thing and be productive.

N/a

37

Whenever I felt I was having trouble learning new skills pertaining to the LAV, my leadership was sure to teach me in a way I was able to understand and were sure I was able to complete the task on my own so I could teach others.

Alpha company allowed me to go to SGT school and another school so I can be set up in the future. They been behind me every steps of the way even tho I am new to the company.

My superiors always motivated me to excel.

End

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Allowing me to take charge when they feel is the right time.

When leadership has been maintained as decentralized as possible.

I got sent to CLS

The fact that you have a lot of responsibility as a senior Lance Corporal

N/a

Hduebxirndj rf

NOpe. none. never. nada. its there careers before yours. always. no one wants to succeed here they just want to get out. so thanks for making that the mindset for over 100+ Marines in Charlie Co. im sure the Marines will "succeed" in getting orders to another unit or getting out of the Marine Corps with a bad taste in its mouth thanks to this chain of command.

CAN YOU TELL ME HOW TO SUCCEED WITH THIS CHAIN OF COMMAND?

The leadership has kept me in the loop in terms of missions and what is to come to 1st LAR.

Our platoon Sgt really cares and looks out for our platoons welfare and ensures we are given the chance to do what we neee to do.

Not allowing marines to get promoted due to not advancing in mcmap but excelling in other areas

The Battalion Commander gives incredible L/R lateral limits then allows you to operate solely off intent. There are too many examples when this has been the case to list them all here.

No.

Sgt Jimenez was my mentor and taught me life lessons.

No examples

Courses

I have no examples to give.

Always make sure the weakest link is prepared to be the strongest.

N/a

I was able to attend an international exercise where the battalion was very hands off which allowed me to either succeed or fail by my own hand and I succeeded.

While deployed

Enable us to have the tools needed to carry out our mission on a daily basis.

fuckin her right in the pussy

With helping keep up with being PME complete.

They lead me to the right path through excellent leadership

Get better

I was provided with the opportunity to attend LAR Master Gunner's Course and obtain the MOS 0367. This privilege gave me the opportunity to take my knowledge and experience to develop, train, and mentor 14 LAV crews in my company. Further, it provided the opportunity to evaluate these crews in intermediate gunnery at Range 500.

I get put in positions where my OIC gives me the ability to make leadership decisions.

My squad leader, has put me in the front of stuff that I was not too familiar with to help me get familiar with it.

Our leadership doesn't do their job

Being new to my platoon and pretty much new to my job, my leadership was able to work with me and teach me things, on the way, about my job and correct ways of doing it.

no

on training exercises

Na

no I can not.

My leadership has gone above expectations to get better information on what our goals and mission are, which allows us to plan more accordingly and get what needs to be done more efficiently.

39

Our platoon commander is very enthusiastic and isn't afraid to ask for help from more experienced subordinates which makes each member of the platoon feel like a valuable asset

no.

When we are not micro-managed.

Encouraged me to attend more PMEs.

Positive attitude and always helping out

Cant read the question

No

No, they more often put me in situations that make it to were I would fail if I did not have the knowledge and adaptability to overcome their shortcomings.

Leaders above me have taught me that when it comes to your trade, you find a way to make it 2nd nature for yourself in order to adapt fluidly in any situation you may come across. You will have to train your mind, body and spirit to achieve your ideal job fitness. You will have to study, going over knowledge and research. You will need to train physically to allow your body to be at the same level and you will need to train your spirit by pushing yourself to your breaking points over and over. To get over your mental barriers you must go through them to get stronger.

None

My seniors helped me come a gunner

Monthly counselings

no

- Gave me the tools to successfully teach my Marines

The only type of leadership I trust is SGT and below.

no

Everyday. Because the leadership screws up so bad so ultimately somebody like me has to take charge.

Small unit leadership such as Sgt's and snco's and below will try to help out with personal problems or work related problems

Too new to answer

When my own knowledge has helped a younger Marine succeed

I don't recall a time where my leadership enabled me at all. My leadership only focuses on the LAVs. The only time my leadership enables marines is when the marines are doing something related to the LAVs, otherwise not.

No

When my command encouraged me to complete CPL's course in a timely manner to be promoted early.

Sending me to courses to help further my career.

I was given a large amount of responsibility at a junior rank and succeeded.

My company commander gives me the ability to succeed both in the field and in garrison. He mentors and teaches us in and effort to help us develop our own leadership style.

I have a new job and it shows me the need for fast and calm leaders.

Will

On several occasions. When I checked in with my company commander he provided a list of tasks of things he considered essential for platoon commanders in LAR to learn to be successful and tasked us to learn them and follow up with him. Along the way senior officers have provided guidance on how they have done things.

by providing a warrior culture and an attitude to never stop striving to do your best.

3. What things help you perform your work well?

Staff working well together.

Strong, competent leaders in leadership positions that understand everyone's contribution is what makes the unit succeed.

Sense of ownership.

having the right tool for the job. in this case it would be knowing what is coming up next and being able to prepare for that.

-Time.

-The access to SMEs.

-Support from the staff.

A happy working environment

Having actual work to do rather than looking for random tasks to fill my time, working on professional development.

Knowing I'd get off work

Any time that I am left to accomplish work on my own. I am often pulled in too many directions and given duty at very unfortunate times.

Less restrictions on how to do my job

My coworkers perform to their best which pushes me to perform my best.

NOT WORKING.

My Supervisor

The brotherhood around me who are also suffering the same pain. My inner work ethic.

Smokes and energy drinks

Calm leadership

Leadership backing me up.

Adequate sleep

Moral within my peers.

Self discipline, personal motivation.

Being informed of the goal.

Marines I can rely on

Challenging tasks, and taking care of my Marines motivates me to be better every single day.

Proper tools and instruction and motivation

My marines

A fun and happy environment

Lower enlisted marines being able to their jobs without having to be supervised 24/7

When I'm given responsibility

Platoon cohesion.

Being well informed helps me perform.

Good instruction.

N/a

The thought of becoming a even better or greater marine to help the unit be successful.

A strong team and leadership who understand the best way to utilize our resources.

By having a set scheduled and stick by that schedule so I can perform my job .

Discipline. Motivation.

Jnsndnd

Good leadership

Experienced leadership allows me to develop and learn.

Chaw

Good leadership and resources. A better chow hall.

Knowing all the tasks required to be completed during the day as early as possible.

Naps

Proper tools, music.

Being a grate

N/a

Hdbeibriegusheu

things that help me perform well... knowing I'm either getting out of the Marine Corps or switching units so I don't ever have to deal with this command again. that usually helps me get through the day. watching every other company get off at a decent time but Charlie company doesn't because "mission readiness" or some bullshit like that. that doesn't help me get through the day. what else gets me through the day. hoping to go to schools or courses so I don't have to be around Charlie Companies chain of command. my fellow NCOs help me get work done, I can count on them more than I can count on my staff & O.

My chain of command is very friendly and hardworking and I follow their expectations.

Nothing, we are short on equipment most the time

Nothing

When my direct chain of command gives tasks and does not micromanage the efforts of my section, which is rare.

Being kept informed and helped when required.

Honestly, motivation to get off work.

No example

Sleep

Thinking forward towards the weekend.

Teamwork.

Gave me time to go take care of personal legal issues

My brothers to the left and right of me

Never wanting to let me CO, peers or the Battalion Commander down. He could punish me all he wants and give me extra duty but the words I fear most are "I just expected more out of you" "I'm just disappointed in you"

Great leadership

Knowing my commanders intent.

Doing unit functions and cookouts and letting you know there will always be work. Its the thought of actually coming to a stop and enjoying the company of your marines and getting to know them on a personal level. Its the little things that count and is taken in for.

yes I love

Steady work flow

Everyday I am guided in what to do

Nothing

Honestly the only thing that makes me want to get out of my bed and come to work for this unit is my marines. Teaching them to become lethal and not settle for not being heard drives me to preform well. I'd say almost everything I do is to better them so that hopefully one day they go to a victor unit and succeed.

When it is validated by my chain of command and I know our efforts are appreciated.

The ability to manage, mentor and train my Marines.

The brotherhood.

I'm only here so I don't get fined

Having my leadership and my crew work with me to get the job done.
not doing gay surveys

time, help from seniors

Nothing besides myself

being around other junior marines. no higher ups around, because it makes you feel like you're going to get into trouble if they are around.nothing

Having peers that to work with that can problem solve for themselves and need a small amount of guidance to accomplish tasks.

Knowing exactly what needs to be done over the course of the day

Coming up with my own agenda for the day allowing for better work flow and organization.

Everyone except for S-1 works throughout the workday. I can go to almost any shop and get support for all my needs. However S-1 closes for lunch and during CGIP prep. MSgt Packard has a heart attack if you asked for any support during that time.

I went into the S-3 and have heard MGuns Lopez tell the Marines "we are customer service and any Marine that walks in is a customer so you better help him immediately." SO thank you S-3 and I hope S-1 gets new leadership.

Excel, Word, and All Marine Corps webpages. Master Guns helps brings me to his office from time to time to ensure I am on right track and gives me some advice to make things better.

The knowledge that I have senior Marines dedicated to my wellbeing and plenty of outreach options at my disposal help me maintain a high level of moral and fervor for my job, my unit, and my Corps.

My Co Workers

Working and performing my job when I can

Not being lied to.

Proper time hacks and passing of word.

When senior leaders do not micromanage

Those around me and those that assist me in my work.

Simplicity. Knowing what needs to be done. Doing one thing at a time in a timely manner.

Yes

My senior

Energy drinks and libo

Adequate sleep

Being surround by those who genuinely care about the unit.

2 hour lunch breaks

- Time to teach my Marines

nothing

self endurance

Being treated like a professional. Not a kid.

Having help and music

Time trying to get them done so I can get off work

My fellow crew members with more experience

Leadership and Dedication

Nothing at all, since I'm not doing what my designated MOS was designed for.

Good NCO's

Higher leadership being present

My immediate leaderships guidance

Knowing that your actions are being checked on, verified, and inquired about during and after performance. Marines do what leaders check.

Water and good chow

Being able to approach my command.

Competent NCO's and staff NCO's allow the company to succeed on a day to day basis. They are the driving force of the company that allows it to perform well.

Things that help me perform well are friends that I work with and knowing that if I ever need anything that they will be there for me and I will be there for them as well time crisis

Not

Not being micro-managed all the time

Autonomy. Being told what needs to be done and then being left to execute it. Keeping plans more general the farther out they are planned. Not having too many leaders involved in the same task. The more people that are involved, the more conflicting tasks the Marines receive as everyone attempts to complete it in their own way.

Well planned, well thought out training exercises. I perform at my best when the BN/company is able to plan farther out. Right now it seems we are more reactive than proactive in our training. So in turn the training value that we are receiving is less than what it could be. Proficiency comes from proper planning and training coupled with proper down time in the rear to refit and prepare for what's coming next. If we are not careful, we can become proficient at nothing.

4. Are you proud to be a member of this unit? Please explain.

Yes. Unit's reputation is such that others assume you're a step up just for being a part of this unit.

I am very proud to be called a Highlander!

-This is the best unit that I've been a part of. I am honored to be a Highlander. I am extremely fortunate to be at this unit at this time.

-However, I don't believe the tempo/deployment cycle of the LAR units is sustainable for the junior enlisted since we have reduced the size of the unit to 3 line companies.

Yes, I'm proud to be a Marine in general but this unit makes it even more honorable

Yea

Yes.

Yes

I don't really feel like answering this question.

NO, SEND ME AWAY

yes

Yes and no, the term “weapons don’t deploy” still goes around which is sad. I joined for the purpose of serving my country and going on deployments. I believe my whole enlistment was just a joke and will not continue any longer. Highlanders night keeps the moral going.

Sometimes

hell yes this 1stLAR the best unit in the division

Very proud!!

No. This unit is completely broken and scrutinized beyond all belief. The chain of Command of staff NCOs is terrible and the officers too.

Yes because they care about us.

Yes.

absolutely

Not really I feel like this unit is all based on rank and not work performance. I personally don't like the unit at all. It's way to micro managed

I am extremely proud to be a highlander. We are the tip of the spear and motivation is knowing that no matter what we face we will win and overcome.

Somewhat

Yes. Everyone is willing to help eachother out and work together

Definetly

Extremely

Aside from the bad things, the good things are pretty good. We do well at our jobs, it can just be delt with better.

At times, but at others this unit is hard to get along with and break down cohesion on their own and tend to be narcissistic.

Yes, being a Highlander is an honor.

N/a

Most definitely.

I am very proud to be a member of 1ST LAR.

Yes because we are a strong unit

Yes, the members of this unit are all like a family.

Highlander's win

Ndndbd

Yes, I work hard and the leadership likes that

Yes; there is a lot of pride in this unit.

I've seen a massive improvement in quality training and motivation while here and I'm proud to be apart of the unit.

ERRRAH

Being a grate team leader

N/a

Grydyvfyg

i think that the lack of training provided for my MOS has left me less prepared and educated then members of other units I have had experience with, this makes me loose pride in my unit and gives me the desire to PCA to another unit.

oh, absolutely not. I don't enjoy telling people I'm in the infantry but with LAR because then they respond with "oh I heard that place is a black hole and the command sucks" well yeah its true. Charlie Company chain of command is horrible. its reasoning for training is stupid. an LAV roll-over and a Marine is sent to the hospital. so how can the leadership say everyone was able to walk away from the accident? why didn't they seize training to look for the missing MDO or anything else from the accident? because we need to "train like we fight" and "keep a combat mindset"? biggest crock of shit they've fed junior Marines. Charlie company should have stopped what they were doing. set up a security posture. taken care of the casualties. and then set up IED lanes to look for any equipment that fell off the vehicle. but what do I know, im just an NCO. if it was a enlisted Marine he would have gotten fried. but because it was an officer who was wrong.. he will probably get a stern talking.

Yes. The camaraderie is what I expect the Marine Corps to be about as well as combat effectiveness.

The unit, yes. The company, not always.

No there is no commradery

Yes. The Marines in this unit give a shit about themselves, their shop/company, and the unit as a whole. That is all I can ask for in a workplace and I am proud to serve with these Marines.

I am proud, but often frustrated. I know 1st LAR is a successful unit when compared to others, but the workload for certain billets is distributed EXTREMELY unevenly. Many SNCO's cannot be relied upon for basic supervision which turns a lot of training into Lieutenant driven events.

No. Everywhere we go on base and in the area other units and even other companies in the unit know our company as a company with a good number of hard working marines being led by a selfish chain of command with their own wellbeing as their only focus. Political goals outweigh the wellbeing and safety of the marines.

No. I explained previously in the comments. This unit puts a bad taste in my mouth for the Marine Corps however, I've had the opportunity to deploy with a different unit and it has shown me not all units in the Corps are ass backward.

N/A

No, haven't been afforded a chance to deploy my whole career in LAR
No.

Yes.

In a way, but not any where as much as I feel I should

Hell Yea! Highlanders win and talking to my peers in other battalions, most do not have the same unit identification and pride as we do. Battalion Commander fosters that and makes it grow.

Yes

Yes I am because I'm part of something that is greater than myself.

yes very proud to be part of this unit. It is one the best units I've been apart of. I enjoy the morale and spirit this battalion holds. The BC also gets me a chub when he talks and how motivating he is.

ass

I am proud to be a member of this unit because of the comradery.

Yes.

This is a proud unit that works hard to build cohesion and esprit de corps. I am proud everyday to tell people where I work and tell them they would be lucky to get assigned here.

Yes

That's a hard no from me. This battalion prides itself on "stealth" and "vehicle craft" when as someone in the combat arms field I'd like to provide myself on lethality. I completely understand there isn't much fighting going on in the world so I can't blame the battalion for not deploying but I think this units combat training is a joke. We hardly dismount and when we do it's still based around LAR and it's just the 11s. Give all of the 03s good dismounted training. I hear so many 03s talking about how all they want to do is go to a victor unit. Not very many 03s feel as if they're grunts here.

Yes

Absolutely, Yes. Aside from the obvious tactical and logistical readiness that this battalion is known for, the Marines of 1st LAR Bn; particularly the junior Marines are among the most motivated and committed Marines I've ever worked with. They have a strong desire to master their craft and have a deep sense of brotherhood that is uncommon to a company as junior as ours is. They continually inspire me and remind me why I've stuck around for as long as I have.

I am proud to be a member of this unit, this unit has set the bar high compared to other units.

Yes, I believe we are a unique unit and very well groomed.

Absolutely not I hate this place

Being that 1st LAR is the best of the three battalions and always up and ready, I am proud to be part of this amazing unit, who care about the job at hand and being well prepared for anything that comes our way.

yes i like it, other than the surveys

yes i am

Yea

it has its good days and bad days, our leaders are not good in this unit. being in this unit destroyed my motivation to continue my career in the military. leadership tries to fuck you over in this unit instead of helping each other out.

I am proud to be a member of a small, tight, close unit like 1st LAR. Everybody in this unit may not know everyone personally but we all know of each other. I can count on just about everybody in this unit to come to my help when in time of need and also to set the example for other units on how to conduct themselves.

I wouldn't say I'm exceptionally enthusiastic but I show up and do my job to the best of my ability.

yeah.

Yes, Been in a few LAR Units, by far this one is the best one, it offers more opportunities.

Yes, The People here are amazing to work with.

Yes and no I would want to do more 0311 things

Cant read the question.

Yes

Yes the Highlanders will always be my first unit and I will forever be a Highlanders and a warpig.

I am honored to be apart of 1st Light Armored Reconnaissance BN because I've always wanted to make it here. The skills I get to learn th people I get to meet and the location I get to be in. I couldn't ask for more

Yup

Yes!

Yes, because we have a great sense of brotherhood

I am blessed to a part of such a great unit. Being my first unit I couldn't have asked for a place to start my career in the United States Marine Corps.

yes

- Yes, 1st LAR does an excellent job of fostering pride in the battalion.

No, I am not going to deploy because of this unit. I have missed 2 deployments because they constantly move people around. This makes me want to get out because it shows that nobody cares about your career or your goals. I enlisted to deploy and I am not going to get the chance because of higher ups decisions.

no this unit will never do infantry stuff

Not anymore.

Yes I enjoy working and using our tools of our job

Not at all this place gives me nothing. I take no pride in this unit it's bad enough we get vonunfucked into being 0313s, then we get into this place that makes no sense. It makes me can't wait until I get out. I want nothing more than to leave this place

Very

Yes

Not at all. Because I'm not able to do what my MOS was designed for

Indifferent

Yes, This unit feels like a family to me

Yes I am this is a great unit that fixates on a real warriors mindset that way we always are going to have the mindset needed for combat

Yes; the reputation and morale of this unit is distinctly different than in other battalions.

Yes because we do it better than most and seem much closer than other units

Hell yes. We continue to set the standard for the division and I'm proud of it.

Yes, being a member of 1st LAR has been a great opportunity for me. Can honestly say I am proud to be member of the battalion.

I am proud to be a part of 1st LAR Bn. The comradery and work ethic of the Marines in this battalion make me feel like this is my home.

oh heck ya ia m

Re-enlist

Yes, the battalion seems to perform well at most functions. Officers in this battalion have more responsibilities and need to understand more things than their straight leg counterparts.

No. I am sick of Charlies terrible leadership.

I just arrived but already feel apart and I'm excited to be apart of the team

5.
leadership to all levels of the unit.

Describe how information is communicated from senior

Email and by phone, which is a necessary evil.

Too much information to not use technology.

Formations are good to ensure everyone's on the same page.

Every Monday morning there is a Battalion formation where we fight and then the senior leadership talks to the Marines about upcoming training events and where the Marine Corps is headed.

-Weekly battalion formations, Weekly company formations, monthly battalion training week, Rehearsals of Concept walks, PMEs.

The senior leadership spread information to all the junior Marines directly

Easily

I used to trust that NCOs and SNCOs could pass simple information but I have slowly lost confidence. I personally pass all critical information to the platoon.

Word of mouth

The Junior tells his NCO's, NCO's inform SNCO's, SNCO's inform Officer's.

THROUGH FORMATIONS AND GAY SHIT

N/A

Communication is the worst at least in Charlie. Everybody gets different word.

Getting in a school circle

Well

it trickles down from higher to snco to nco to jr

Through terrible text messages

Pass it on to your chain of command team leader to APL to squad leader and etc.

Company level commands do not embody the vision of the battalion command.

We pass it to our platoons and will remind one another.

Chain of command. Charlie company is to micro managed and I feel like snco's (not all but some) are just looking to micromanage younger marines.

Gets passed down the chain like a game of telephone.

Only at battalion formation

The leadership passes it down to the second most leader and then passes it down through group texts.

Slow at times, but the word gets around when it needs to.

Passed down or just passed to all in formation

Not well from the higher levels, but once on the platoon sergeant level, information gets passed well.

It is passed down by text through group chats.

Word is passed through group chats and in person communication after formations.

N/a

Morning formations. End of the day formations. Battalion and company formations.

Information is passed often from CO GySgt to all NCOs relevant to the task at hand, ensuring that information is reaching only those who need to know.

Staff passing it to the sgt's

Chain of command.

Ndndbbd

Small unit leadership is strong in LAR. Corporals take charge and make the work get done.

"Hey man do this"

Information is passed down from leadership.

Information is passed very efficiently.

Text

Information is passed from higher and is passed down by senior marines to the lower enlisted.

I feel higher should provide clear information

N/a

Furucyjcgvjju

from an email to the co to the 1stsgt to the pit commanders. its like telephone. it sucks. and then everybody asks our training NCO whats going on but he doesn't know because nobody communicates with him. Monday morning battalion formations. I understand they're a thing but the extra stuff... nobody cares about anymore. no one wants to communicate about how no one is motivated because they'll get looked at differently and everyone knows that when we say whats wrong or how to fix something, it turns into a consideration for the command. but again what do I know about leading im only an NCO. if I was an officer 2ndlt who messed up everything would be A okay for them.

The Captain briefs us personally.

There is a disconnect and the platoons are usually tasked out with too many events to where we need more marines for a certain event but all marines have already been tasked out. The platoons sometimes run very very thin. Too much going on at once and too much to support at once.

Also information is sometimes not passed with enough time to get it done so a mad rush to do what we can happens.

Poorly

It is not conveyed. Intent is never detailed to marines just the tasks to get done and often unrealistic timelines. This causes marines to work late and stay after hours with no warning. I live in the barracks but know many married marines who have had to stay in excess of 6 hours after the rest of the company was released for the day to do work that was passed down at the last minute. The marines were told they could not go home until work was completed. Work that the command knew had to be done but wasn't passed to the marines until the last minute.

Word of mouth

Word passing can be a huge problem here. Most the time lower enlisted (Sgt and below) have no idea what is going on.

Group chat

Very slow

Slowly and disorderly.

From Senior all the way down to Junior level as it's always been.

Usually passed in the morning and evening as they get the information

Through word or electronic devices

Email as well as through meetings. But there is a brief sync every Monday with the Battalion Commander.

Through the ranks
hole

Communication is passed at the end of the day with everything we need to know.

Leadership communicates 90% of information via face to face comms. E-mail is used as are task lists and meeting minutes sent out electronically. The electronic correspondence serves as a back stop for face to face comms and helps the unit track information better.

Chain of command, platoon commander- platoon sergeant- squad leader- team leader

Weekly, we have company "sync's" where information is shared and disseminated across all subordinate leaders. It is also, when necessary transcribed in email when amplifying guidance or instruction is requested.

The flow of communications from senior leadership is very fluid and simple to understand, making it easier to pass to all Marines.

Someone tell the team leader, team leader tells squad leader, squad leader tells platoon sergeant he tells platoon commander.
Etc

I don't get told word till like 5 mins before I need to be somewhere

As soon as my leadership gets word, he passes it down to the more senior, yet junior, marines and they then pass it to the rest of the platoon. When word changes, we are immediately informed.

very well. come watch and see us succeed

through phone calls, text messages

Slowly

communication is horrible in this unit. we all communicate by word of mouth so if someone hears something it won't speak until he tells someone.

Training schedules are posted for everyone to read outside company office along with any other relevant information. Tasks and goals for the week are passed to the platoon leadership where they are given to the platoon. Then platoon leadership expands on how we will complete the tasks for the week along with any other big events in the near future.

With overly long briefings at the end of the day

No effort to pass word some times. depends if I see someone and they say "oh by the way..."

The SgtMaj bad mouthed MGuns Breeze after a hike to all the enlisted Marines. And then after he made the comment "I shouldn't have said that out loud", as if reiterating the fact he said it. I hope he don't talk crap about me behind my back to the other Marines.

Email, Email print out, Formations, Schedules posted on windows.

We have mandatory formations every morning and evening to pass word from higher as well as maintain accountability for each Marine. If there are any rumors or stories passed amongst the platoons, the CO is swift to dispel said rumors and fill in the gaps with the truth.

Communication needs to get passed better.

We need to work on it

Cant read the question.

Extremely poorly

Pertinent information is passed from senior leadership to all levels in mass form, minor information is passed down through chain of command

It is communicated poorly if at all. word does not reach the lower levels until just before it happen. I don't know if it is the platoon leaders or the company leaders that are failing the Marines, but Marines aren't getting the information soon enough.

Information is trickled down. The senior leadership will give a broad range of ideas and information to those below them and then it will get more specified to the individuals level and it continues down

Yaaa

As good as it can

It is given in formation, or word is passed down the chain of command

Info is passed down well all the way from key leaders to small unit leaders.

read boards and talking after formations before we get off

Battalion formations, company formations, email.

Text message or long formations that nobody wants to be at

terribly, the higher ups change the word so much because it fits their schedule better and they don't care that its gonna screw the rest of us over. most of the time they tell us to be somewhere we show up and then get yelled at because they changed their mind 20 different times already.

Well

It's passed by our highest leader to the next step down till it reaches us or we gather up and talk about it or get told about it from our leadership

Through after work school circles or text messages off work

We communicate effectively through a shared group chat via text messages

Information always changes at the the last minute and it's not properly communicated from senior leadership to all levels of the unit, making it difficult for marines to accomplish the tasks.

From the company commander down, it is terrible at communication from the top down.

Information is passed down from each echelon of leadership, from higher, to the lowest tier to ensure all are informed

It is traditionally passed through the chain of command or at formations

Via the chain of command, formations, and informal conversations throughout the garrison/field environments.

As much as they possibly can from what I can tell

There are no secrets. As soon as higher knows we know.

Chain of Command, formations in the morning and afternoons, the read board.

Tasks and word are passed down to platoon commanders and platoon sergeants where the word is disseminated from there. Once information is passed to NCO's it reaches each individual Marine.

The senior leadership passes inform well and accurate

group texts most of the time

Rah

Takes too long

Information is communicated at the battalion level through the large amount of meetings that are held. Relevant information for the companies is then passed to the platoon level through company sync meetings on Monday, or through the XO or company commander himself. Platoons are largely responsible for executing the tasks assigned.

Poorly.

BN formation every Monday.

Appendix C: Written Comments from Your Organization

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

Organizational Effectiveness Section Comments

Effective considering multiple competing interests.

Certain Sections get overwhelmed.

Poor long term planning, very good short term execution.

This Command is well above others that I have served in. There is a passion within this command and is passed down to the lowest levels.

no comment

-Meetings do not equal work production and reduce effectiveness. Frequency of meetings is too close to capture improvement to statistics.

-Meetings are redundant and cover the same/similar information in different meetings. E.G. C/S has current medical readiness stats and FOPS does too. Purpose leads to focus, focus helps prioritize. We have lost the purpose for some of our meetings.

-We plan ideas but don't assign tasks to individuals.

-Every single thing needs to be managed by the 3 Shop-from PME to ceremonies to the Commanding Officer's Schedule.

Amazing unit. The cohesion here is the best I've ever seen

Effective organization. Processes in place to ensure that initiatives are met.

our supply officer rules with an iron fist and makes marines stay over weekends, stay late, and tasks them out with tasks he himself should be doing. he is horrible leader and I do not feel safe around him, and would not feel comfortable

deploying with him.

The battalion is effective but word and plan change a lot so we aren't as effective as we could be.

I feel supervisors can show a little more interest in the Marines that work for them, well being. For example, taking more interest in their personal life and accomplishments. What they need to establish in their careers, instead of always putting mission completion as priority. I understand mission completion is important, but if the Marines that are making the mission is completed aren't squared away, how can you expect the job to be done correctly to your standards and expectations.

Ever since I have transferred out of Charlie co and into HS co I've never had a problem with the command in HS co.

N/A

This is a great command and I'm proud to call myself a Highlander. This command is very effective and excels beyond previous commands I have been to.

This has been the absolute worst time of my life. The 15th MEU specifically has been the worst deployment ever for 1st LAR Charlie co. All of the higher staff NCOs are the worst role models throughout the Marine corps. Everything they say or do is completely hypocritical and never look after anyone but themselves. Everyone I'm this has been selfish and completely narcissistic.

Senior leadership such as incompetent Commanders, such as Captain Phippen and racist and careerist staff NCOs such as First Sergeants Barkley should not exist in an operational environment. These individuals are corrosive to Unit effectiveness.

I feel that the SNCOs aren't as close as they should be. As a Marine in zone for promotion, I was never asked if I needed assistance with anything. It was never even acknowledged that I was in zone. I feel that the Company 1stSgt or SgtMaj could have reached out to check on the SNCOs to see if they had their OMPF in order and offer assistance in anyway.

I believe that there should be a system in place to help marines survive a roll over and to conduct roll over training regularly. Maybe add a handle or something on both sides of the scout hatches to hold on too

This is my first unit in the Marine corps, I really love being a member of this unit, the chain of command is awesome and very helpful to its limits. I have way great experience being LAR scout.

As long as the mission is accomplished there is no problem

Overall I feel like my platoon in general is extremely close knit. Our platoon has always been tight even since my early days. Our company is the best in the battalion and we're excited to potentially deploy with them early next year. I have full trust and confidence in my company leadership

I think we could use more events to bring the whole battalion together and grow camaradery.

The only thing I can think of is to ensure the safety in this battalion. When training is in effect I understand you have to take risks but if a person feels unsafe about a situation and ask permission to use a more safe way of getting through something they should be granted permission.

I feel that while our organization does well, resources and time could be better managed to facilitate effectiveness in the workplace. Such as knowledge of what all needs to be done at the beginning or before the day comes, as opposed to finding out you have to do a very time consuming task at what you believed should have been the end of the work day. Such as sitting around all day but at 1630 your leadership says that monthlies need to be done on several vehicles. It makes work feel like more of a burden.

Training has been ineffective since I have gotten here in late December. Either we spend too little time only skimming

the surface of topics or we are taught in a fashion not beneficial to marines with little current experience. I believe there needs to be a clear communication between junior marines and command as to what we are actually learning from our tasks and how we can learn more from a beneficial standpoint.

I have no comments on the organizational effectiveness of the command.

There are too many marines lost to motorcycle accidents, we should improve the quality/availability of brc.

N/A

I feel as though this unit has done an outstanding job building camaraderie and has greatly facilitated the growth of all Marines involved, both physically and mentally.

I am new to this company and I can say that they are a lot better than the previous company I was with.

I do not have any further comments.

I think that this battalion and the leadership in it couldn't not be better, we have some of the best NCOS, SNCOS, and officers out of all the marine corp training us and making sure we are sharp and ready to win wars. If I ever have a problem, I can go to anyone here if I have a problem work related, or in my personal life and I know people will be there for me no matter the rank they have on their collar. We are all brothers and are fighting all for the same reason and striving to reach the same goals and that's what makes this battalion the best in my eyes. HIGHLANDERS

Jdnne

I have no concerns or complaints.

I believe that there needs to be discipline involved to the Marines due to lack of Marines getting away with whatever they want. the NCOs not driving their Marines to be better in the jobs and as a man themselves. Lack a simple greeting of the day to higher, not standing in parade rest to high, and not even saluting an officer.

I think this bn should get more separation between scouts and crewmen

Scout effectiveness could be better with more live unknown distance shoots, mout, and buddy rush training.

Fuckers in the duty lounge telling me, always in the px barber shop

Sir ain't bout this, Sir ain't bout that

My boy a Highlander on fucking Alpha and them He, he

they say that nigga don't be putting in no work

SHUT THE FUCK UP!

Y'all niggas ain't know shit

All ya motherfuckers talk about

Sir ain't no hitta sir ain't this sir a fake SHUT THE FUCK UP Ya'll don't live with that nigga

Y'all know that nigga got caught with a NJP

Shootin' at the police and shit

Nigga been on probation since fuckin', I don't know when! Motherfuckers stop fuckin' playin' him like that Them niggas savages out there

If I catch another motherfucker talking sweet about sir I'm fucking beating they ass! I'm not fucking playing no more

You know those niggas roll with the XO and them.

No comment

This is a grate battle lion thing I would disagree is how 0311 are treated like 0313 and should go back to having an all scout platoon so they can focus on their job and becoming better war marines

Leadership in my section is fairly poor. 90% of the ways they handle certain situations are handled wrong. I strongly

believe a couple NCOs in my section abuse their power and rank and do NOT deserve to be the rank they are.

N/a

Bsiebisbdjdbdidbdu

I think I order to Improve my units effectiveness we should should offer more ranges, and more opportunities to “train like we fight” this is an infantry unit, and not counting annual rifle qual I have fired my weapon less than 5 times. Ranges are excellent training opportunities and I believe they increase moral, grunts like shooting so let us do it. I also believe there needs to be more scout oriented training and more school opportunities. Vehicle craft is a major priority but if the scouts are not adequately trained then the vehicles will not be able to employ all of the assets they possess. Working to better employ 0352s would be great as well. The new AT verients are great but adding jav teams to the scouts can be a great force multiplier.

I would not go to combat with the chain of command in Charlie Co. majority of the Marines in the company feel like the officers are just here to check off there boxes and continue forward in the military. the companies effectiveness is garbage if not a single lower enlisted Marines trusts the chain of command with there life. its a piss poor environment where they will put on a show seeming like they're here for the Marines when in reality they don't give a damn. I've never seen a company with the lowest morale probably ever in the Marine Corps. the fact that no one wants to be in Charlie Co. or LAR for that matter should say something about the command. but thats hidden by constantly working and running its Marines into the Ground. I honestly think that Marines don't say anything to the Battalion because they know nothing will get done and its basically pointless to be a Marine in the LAR community. everyone wants to leave the unit, so theres no unit effectiveness.

Moral is very low. I'm each platoon, there seems to be good cohesion. As a company, there is a lot of disconnect. Information is sometimes not passed down. At times it seems like the command isn't worried about personal welfare. There is definite favoritism and it's quite shown when some don't perform their task and are excused while others are reprimanded. It seems like the harder you work, the more you will be over worked while those who don't do anything get away with doing nothing. There are marines who are trying to leave the company to slow their pace down and be able to prepare for transition into the civilian sector but it's the Marines who don't do anything that gets the faps so it looks like the worse of a marine you are, the more you are rewarded. Over all moral is low within the company.

The standing by for word is excesive we live in the age of technology utilize phones to pass word.

The Battalion would be more effective if there was equal, consistent buy-in across the staff. At the Command Deck, the enthusiasm and aggressiveness I associate with effective Marine Corps leadership is present, however as that trickles down to the staff level, I find not all members of the team are willing to put in the sweat equity our Marines deserve. This is especially present during Prime Time Trainings, when every single staff officer could come up with a reason to not go to the field, yet it is the same members that find a way to embed with the RBE. There seem to be few repercussions for this attitude, in fact, it often ends up as 'performance punishment', i.e. those individuals that are known to have high levels of buy-in and dedication to the Battalion end up shouldering the brunt of the load, while those who are known to have less are able to maintain their standoff.

I see a trend throughout the Battalion where we speak about basic skills and training for all Marines no matter what rank, but it does not receive the proper attention during execution, especially in H&S Company. During May PTT, it was briefed that the setup of the Bn Main would be an integral part of training IOT refine SOPs and address the same AAR points regarding the Main that come up every time it is operated out off. During the conduct of PTT there were only two officers present for the entirety of the exercise. This lack of participation from key leaders kept us from conducting Drills and properly manning the Main. I believe if execution of training got the same focus and attention that the planning did, we would be more proficient.

I feel that our company as a part of the BN does not know where it fits and the command at the company level has no vision for the Marines in the company. Billets are filled by Marines who are completely out of their element for the sole reason to give them experience in that position. The problem arises when you have Marines that want and excel in particular billets but are put somewhere else just to let the Marines know they are subject to the commander's authority. It is the military we already know that we are subject to another's authority. This view is shared through all ranks from

junior enlisted to the company staff and officers.

I'm not going to write some long essay all I'm going to say is marines respect other marines who are straight up and honest, not full of crap and feed us just what we want to hear. If it's going to suck say so don't lie

N/A

Charlie company does not treat its Marines well. Morale is at an all time low because no one wants to work for people that don't care about them. Company leadership will turn on you in a heartbeat if the situation makes them look bad at all. Marines are supposed to look after each other, Charlie company doesn't seem to care about the needs of any of its Marines. They work us into the dirt and expect us to be a big happy family. We get out of the field and work everyday til at least 1630/1700.

I feel like the command is disorganized and disoriented at times. There is never a set schedule and our daily activities change at the flip of a switch.

Everything is in order and is in place. No complaints at the moment.

PFC ask a Ssgt if he could take leave to get married and the Ssgt just laughed and said no. Instead of talking to the marine. Then a different marine asked for time to get his marriage paper work done and was told to do it in his own time. So unless you want your life out side the military organized your fucked and left high and dry

I feel as though my command is incompetent. The tasking of work is horrendous. Some days we will stand around doing busy work, just to pass the work day, then at the end of the day they give us tasks that shouldve been tasked out in the morning causing us to stay much later than if we had known about it in the morning. It seems as though the higher ups are more concerned with making themselves look good and flexing their power, and will do anything to make themselves look good or not bad. For example something major happened with a vehicle causing it to fail on a road march and the first thing the higher ups did was try to pin it on me even though I had only done trivial tasks in dealing with getting the vehicle ready and they cleared it to go knowing there were preexisting problems. I do not feel there is one staff nco or officer that would look out for my well being or vouch for me especially if it made them look bad.

I feel that my command doesn't do so well with creating and keeping morale high, as well as trying to put us in high spirits to often. Our desires or goals don't mean as much to my command as I Believe they should and want to help us achieve those goals to better ourselves and an asset to the marine corps. False time lines are passed, when they are passed they never go according to plan. The comradity isn't any where to where it should be in Charlie. I think that has to do a lot with morale and motivation lacking behind.

Highlanders win. It is the winning mentality set forth by our Battalion Commander and executed through every Marine here that makes us great. We make things harder for ourselves than they need to be but I'm confident that is just the Marine Corps and admin processes in general. Highlanders WIN.

no comment

MY MSGT ASKED ME EVERYDAY HOW I AM DOING PERSONALLY AND PROFESSIONALLY!

The command needs to have more Machine gunners courses. Not all of the marines got to participate in the field ops for the grenade range and live fire. I think more of this training would be good for the unit.

lost in my own head

The fact that battalion Maintenance has more staff NCOs than junior marines seems like a conflict of interest. It is minimizing the opportunities that the actual NCOs have to lead their marines and take actual leadership roles. Staff NCOs are doing the NCOs jobs and the NCOs are just being treated like junior marines. I believe this is hurting the NCOs confidence and abilities of leader there juniors.

The command is fine nothing should change

Our organization is very effective when it comes to work

Having been a member of other teams I can state with confidence that this team functions with efficiency that I have not experienced before. Regular meetings and tasking with appropriate endstate provided allows for independent maneuver in order to meet the group goal.

I love this unit it is better than any other unit. I'm glad I'm here and not somewhere else.

I feel as if the various MOS's get treated extremely different. Certain MOS's get put on the back burner and their best interest is not met. I feel as if certain MOS's don't get used properly because of a lack of knowledge of the leadership and also when I've advised the command on the best way certain MOS's should be utilized my thoughts have been brushed over and it goes back to the way it was ex. Not being used properly. I feel all VCs and platoon sergeants and platoon commanders need to get together and discuss the best way for each MOS to be used.

LAV Scouts spend too much time working on the vehicles, even when it's clearly a crewman job and the scouts don't have the training for the task. Scouts need more time to get together during work to discuss their job, how to excel in their MOS field and train while the crewman are working on the vehicles on the ramp so when we go to the field, scouts are better prepared to accomplish the tasks given to them.

1st LAR Bn is my home. I am proud that we have been consistently recognized for the high level of readiness and proficiency of our equipment and Marines.

I feel like 1st LAR is a unique and important unit for the marine corps. I feel that if there has been any ways of better performance we have achieved that and/or are striving to achieve it.

I feel like junior marines are playing too many to games during work because NCOs and SNCO think it's funny to make us look stupid.

I feel that in our Bn. there is a divide between workers ie. scouts, 13s, and mech. we work only because we have to. but a decent amount of us don't get along. the SNCO(s) do nothing to try and help with this issue.

in my opinion NCOs do not always look out for the best interest of the marines under them they tend to do what is better for themselves not what is better for the entire platoon or section or vehicle crew

I like the way our BC runs things around the battalion. The fighting every Monday builds camaraderie and insures that we fight pure and that is what us junior Marines, and above, need. This organization is strong and has a very good bond. The unit could be more effective if team leaders could operate as such

I have noticed a lack of communication or unclear communication with certain details, intentions or goals coming from the administration part of the company towards the platoon leadership. Give better word and improve communication to platoon leadership so junior Marines can have a better understanding and know more details about current events, goals and mission.

Superiors shouldn't have subordinates working unnecessarily late to look good to higher ups

Communication of word from higher to lower is non-existent at times and makes for unpreparedness at times.

As the Bn Commander's tour is almost over, he micro-manages even more. I have sat in on multiple confirmation briefs for the same event. I figure at this point we would have gained his trust and he let the staff do more important tasks than have to repeat a slide show.

We need to update the Battalion SOPs. Companies need to follow the Battalion SOPs at the individual and crew levels.

I believe that, as a unit, we are well organized and that it is done in a manner that beats both current and future threats. I also understand that, from time to time, organizational decisions must be made in the interest of the group that may not be best for the individual. However, in these times, I feel as though both sides are represented.

I feel as though the organizational effectiveness would greatly increase, if the small unit leaders and NCOs, had more pull in the way of how training should be conducted, as well as the resources available for said training. More attention needs to be paid to the simple processes in which training plans are set up, as to not miss small details that end up causing simple mistakes that could have been avoided, saving the Marines time, efforts, and morale, as well as allowing the most productive training possible to occur.

Better time management.

Scouts need more hands on training

Poo poo

In order for an organization to be successful in their pursuit of hard work and dedication to apply skill of trade, the branches of the tree must be as strong as the roots, each individual must find their own drive and motivation to steady their ground and strengthen themselves. Once one can understand themselves then they can help others. A great organization must understand each other and be willing to learn to adapt to their surroundings. The strength of the pack is in the wolf, and the strength of the wolf is in the pack. Once there is a solid foundation for the roots and branches then nothing can knock down the tree.

Fix time crisis 3 please

Fix the arcade games in company lounge IE time crisis and Marines should be able to drink in SMP lounge so people actually go

Fix time crisis 3 in the lounge

It's all good but chow hall needs more variety and different options and Time Crisis in the lounge needs to be fixed.

Some SNCO's and officers in certain sections and/or companies are micromanaging too much. They say they are going to treat the Marines like men and even when the Marines have proved that they can be treated like men, they still tend to micromanage. That is what kills the overall morale of the junior enlisted and makes us less motivated.

I dread going to work. I have a countdown on my phone to my EAS date because this place is so negative and toxic. I'm doing jobs that have nothing related to my MOS.

I believe the way which this unit has been running is very effective. The only thing I see that may be a problem is the units motivation and morale at the lowest ranks.

We are not effective at all. All our equipment sucks because we run it to the dirt and don't have the resources to fix it.

To be very delicate, Charlie Company, 1st LAR is a huge disappointment. The Marine Corps has changed, yes. But 1st LAR has changed even more. Nowhere in my military career have I ever met a group of unprofessional, undisciplined, unmotivated Marines. They don't take their job seriously. They promote too quickly. Very lackadaisical. NCO's aren't being NCO's. They're not mentoring. They're not showing discipline. It's not how it used to be. Too soft for me. I don't like where this organization is going and don't want to be a part of it anymore. The leadership is very incompetent. Two field ops in a row. Two hospital visits in a row. 2 bright LT's responsible for both incidents. They don't take advice from the senior NCO's and in return, we have accidents like this. But if I yoke a little LT up because he's being incompetent, I'm in the wrong. Charlie Company needs a lot of work done internally before we go out in the field and operate. We need to learn how to Marine better first.

The junior NCOs is what drives this company. GSgt up are bringing this company the ground. They do not look after their Marines all they worry about are themselves just to make themselves look better and to better their careers

This company sucks the moral, motivation, out of us. When it comes to the staff NCO and below I have minimum to no problems but the higher ups that run the company make me wish my EAS date was sooner. This place is disorganized and just plain awful. I hate it so much that I refer to it as a cancer slowly depleting everyone's motivation and ambition. I

question why we decided to take in guys who were in faps who have no cif gear and only a couple of months left on their contract. This place makes no sense at all. This is probably why everyone seems to wish they were not here. It's also great having a higher ranking enlisted search rooms to make sure they're clean not on field by using the master key. We literally get our hands held through the dumbest of shit. And some of the training is really questionable. Why did we have someone holding a satcom on a vic during a road march, why? I don't know how anybody would want to try to reenlist after their first term after being here for 4 years.

I personally think that since we are utilizing camo netting to the extent that we are we should be given a proper class by maybe snipers or recon to see how to effectively construct a gillie suit and transfer the same ideology of a gillie suit to our vehicles to be more effective and save time and money on wasted camo netting due to trial and error.

Often the organization as a whole attempts to do too much at a single time, but it tends to work out in the end.... if we set our sights lower, we would accomplish less.

I believe that if TIME CRISIS in the Battalion lounge would get fixed it would cut back on marines going out and getting into trouble because a number of them will be preoccupied with spending time in the lounge.

Although we are a newly forming company, and I would consider us still in the crawl stage, I believe the cohesion between higher (staff and O) and NCO's and juniors is strong. This company has great potential.

If more money was spent to fix recreational activities (time crisis and pool tables in the battalion lounge) the marines of 1st LAR would have more opportunities to build unit cohesion and a reason to stay on base instead of drinking or getting in trouble in town.

I feel that if the Battalion would take the time to find a way to fix Time Crisis and the pool tables in the lounge, marines may spend more time engaging in those team building exercises that create unit cohesion, improve hand eye coordination, and reduce the risk of disgruntled irresponsible drinking, thereby reducing the risk of irresponsible and reckless behavior, making us far more effective as an organization, and keep morale higher in general.

Our unit is extremely efficient when it comes to organizational effectiveness. Tasks are passed to platoon leadership and effectively make their way to the individual Marine. I feel confident in the competence and capabilities of my leadership.

we are really effective in our jobs

Strongly agree

Fix time crisis

For the most part I am content with my workplace, there are certain individuals of the bars rank that are also junior in rank and lack experience who sometimes refuse to listen to the advice of more experienced Marines. I get it we normally stay in our box but it seems like they go out of their way in order to "harden the Marines". I'm all about hardship because the enemy will have no mercy on us but at what point is the training and tasks at hand still relevant in learning and a thin line away from negligence and overworking Marines?

I could go on and on and explain why it's ass to be where I am but for the most part I am always mentally drained and I hate where I am now with many others. I've seen a guy attempt to break his knee. We never know when we're getting off due to the fact there's no actual schedule anyone follows and most of the time even if we're finished with work we have to wait until everyone is done. Why? Why am I being punished and wasting my time because my chain of command decides to keep us around for no reason. I get anxiety attacks over the weekends as I dread going into work and I can feel myself getting more and more depressed every day. I do not wish to be where I am now and my leadership doesn't make me feel like I can openly discuss my issues and any pains I feel.

Charlie Company 1st LAR's leadership compared to the other companies is without a doubt, the worst leadership. This does not include all higher up Marines. But a selected few. Those individuals being First Sgt Barkley, Gunnery Sgt Ruiz, and Staff Sgt Watkins. Here is why. These particular Marines do not care about their Marines. They only care about themselves, and their career. Gunny Ruiz, and SSgt Watkins were trouble makers when they were junior Marines.

themselves, with multiple NJP's. Yet, they punish good Marines for minor things like as if they had never even thought of doing. They constantly invoke rash decisions of mass punishment thinking it will solve a problem when it doesn't. Attitude reflects leadership. Our attitude is that we hate our jobs, we don't want to work for these people, all we think of doing is surviving our leadership. If we get punished even though we do the right thing, then where is the drive to even do the right thing? They make Marines want to leave.

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

Everyone's treated the same.

Everyone is treated the same in this Battalion. They are treated like Highlanders!

no comment

-Everybody is treated fairly here.

-That being said, individual performance standard is high. Individuals that are not pulling their weight find/create reasons to not be a Highlander.

-Everybody just do their job-well.

-If anything, we are loyal to fault to the Marines and give them plenty of opportunities for equal promotion, rewards, and awards.

No EO fair treatment comments.

Everyone is treated fair.

They treat us like kids and not men. This is why I'm not re-enlisting.

Never had an encounter with this at all

N/A

My unit is so supportive of me and my spouse. I feel comfortable bringing her to unit functions and enjoy the fact that I am treated with respect no matter what.

No one has ever been treated fair in this organization. Special treatment is a very common aspect of the Marines.

First Sergeant Barkley is a racist vindictive man, who personally and professionally slights those he does not agree with.

I've never witnessed any violations

I think the chain of command should be applied more and correctly and there should be no such thing as senior lance

N/A

I feel there isn't discrimination based on race, gender, orientation, or religion.

I believe this unit is nailing equal opportunity and it is obvious it is a major focus of the group.

I have no comments in regards to EO/EEO/FAIR TREATMENT within the command

N/a

No further comments

This isn't a problem in our battalion, atleast that i an not aware of

Hsbnd

I have no complaints or concerns.

My squad leader can't tell the white people apart

No comments necessary

I like the marine corps because it reminds me of father who molested me.

No comment

The opportunity for marines of a different race is equal

N/a

Ndidbeidtveidbeisbx

one thing that this company does is ensure the prevention of sexual assault/harrasment.. so thats a plus I guess. still doesn't change the fact that this company is garbage

No one is treated any different due to race, religion, sexual orientations, or beliefs.

I have no comments on EO. I don't feel anyone has any opportunity here. Any desire to better yourself or transfer to a different workplace puts a huge target on your back. A specific SNCO told me to give a Marine a negative counselling and non-rec because the Marine wanted to eas and pursue college. The sole reason for the negative counseling was because the marine had a "bad attitude" about wanting to be a marine in the future. I wonder why.

N/A

N/A

I feel like you must be liked by your current command to be chosen for activities.

There is no issues at the moment.

Make this shorter I've lost interest in this shit

99% of work place is male therefor discrimination is difficult for Sexism. Racism does occur in humor but I do not see it malicious or adversely affecting the work place.

NO ONE IN THE MARINE CORPS HAS EVER TOUCHED ME IN A WRONG WAY

hunter lick asshole

Fair

Members are treated with respect and dignity. When other members come close to crossing a red line leaders step in and stop unwanted actions.

Everyone is treated equally.

I believe all personnel in 1st LAR are treated fairly and rightly. And I believe that if anyone saw otherwise they would immediately report to chain of command.

I don't see any unfair treatment to marines

The way this battalion goes about handling any kind of equal opportunity is great. Everyone makes sure that everyone is treated equally and that nobody is given any special treatment over color, religion, or sexual favors.

Everybody in the group has had equal opportunities for all training and treatment, I have not noticed any intolerance's towards anyone regarding race, gender or sexual preference.

No comment

I believe this unit does an outstanding job to prevent any violations of EO/Sexual Harrassment. I have no complaints

Poo poo

We are fair here. Work hard get the job done and you will pick up

Fix time crisis 3

It's all good but the chow hall needs more variety of food and more options, also Time Crisis in the lounge needs to be fixed.

I was force to shave my head the day I hit the fleet and was treated like a child for months because I was a boot.

we are all men only the strong should survive.

I am treated with fairness. As is the rest of my unit.

if you put out and act the rank above you will go far

Yes

Fix time crisis

NCO's are treated very well when compared to the junior enlisted Marines when Marines of both ranks do the same tasks. NCO's are always highlighted for what they do yet rarely Lance Corporals and below are ignored just because of our rank. We are always seen as not having the ability to things just because of our rank.

Crewman of the year award should be an award given to a Vehicle Commander based on a vote from his peers not by the command staff who "think" he earned it. Last years VC award was bullshit there were better Marines who could have been awarded.

Heres an example of unfair treatment by First Sgt Barkley. We go out to a field op Monday through Friday in early 2017. We come back Friday evening around four. First Sgt Barkley came back early from the field. He inspected rooms, knowing we were unable to properly field day them. He made the entire company clean our rooms before we got liberty because he said the rooms were not cleaned. Also, he made the entire company come in that next day at 0530 for an inspection of our rooms. He who got liberty before everyone else, and knowing we could not clean our rooms, elected to punish the entire company for a few dirty rooms. This is one of several examples of unfair punishment going on in Charlie Company. On the 15th MEU Gunny Ruiz would not let any of us in our berthing area from 0800 until 1600 because some of the Marines in his platoon did not keep their area cleaned. This went on for several days. This is one of several examples of unfair treatment, which is extremely irritating.

Sexual Assault Prevention and Response Section Comments

Sexual Assault allegations are taken seriously.

No comments.

N/A

The conman does there best when it comes to sexual assault/harassment reports

N/A

We're infantry so it doesn't really happen

None

I feel we have no issues with this.

I have not heard of any of these events and believe our unit is doing well at preventing it.

I have no comment in regards to sexual assault prevention and response within the command.

N/a

No comments.

Hdb

I have no concerns or comments.

Stop doing the "don't rape me classes"

No comments necessary

I don't get raped here so that's pretty nice

No comment

We make jokes that are appropriate

N/A

Jxidbdiehdijeixheidbe

N/A

No comment.

N/A

I feel like any command including my company would not take the situation lightly I feel as if they would make sure the issue was taken care of.

No complaints

N/A

asshole is bomb as fuck my nigga

Not tolerated

Everyone in this unit is briefed on sexual assault prevention and response, so everyone knows how to respond and take action. Safety is paramount.

No comment

Poop in my butt

None

It's all good but the chow hall needs more variety of food and more options, also Time Crisis in the lounge needs to be fixed.

there are no girls in Charlie company therefore no sexual comments are made that offend anyone

Sexual assault is not accepted in any manner in our unit.

Everything is conducted professionally

iv never seen it here

Good to go

Fix time crisis

General Written Comments

None.

N/A

Senior leadership such as incompetent Commanders, such as Captain Phippen and racist and careerist staff NCOs such as First Sergeants Barkley, Gunnery Sergeant Ruiz, Staff Sergeant Watkins, and Staff Sergeant Guillermo, should not lead or be responsible for the careers and wellbeing of marines. These individuals are self preserving selfish individuals who only promote their own advancement, and degrade the morale and effectiveness of any under their charge. These individuals should not be eligible to serve in any supervisory position.

None

Our unit overall is performing well and the only corrections I would like have been stated in a previous comment section.

I have no additional comments

N/a

No comments.

Bdbbd

N/A

No comment

I love this battalion

N/a

Ydducuddifudufufuf

The company needs help.

N/A

Pros: I feel like the ops had some great training points along the way when we did spend the necessary time focusing on things other than white space and coils. Cons: Training was bland and felt as if a lot of time was wasted. The Op could have been shortened by a number of days bc of how much time we spent sitting in our vehicles.

No complaints.

N/A

hgjhn

Command is fine nothing should change

No comment

Poop from my butt into your butt

None

Fix time crisis

It's all good but the chow hall needs more variety of food and more options, also Time Crisis in the lounge needs to be fixed.

Charlie companys chain of command is terrible. they do not care about there marines at all. they have not promoted a 0311 in over 2 years and try to burn you every chance they get.

Semper fi

Fix time crisis

In retrospect, the 3 individuals that i said before who do not care about their Marines, (First Sgt Barkley, Gunny Ruiz, SSgt Watkins) cause Marines to think nothing but want to leave the Marine Corps. They do not make Marines want to stay in. The little decision they make and rash punishments, although overlooked, cause large psychological problems with their Marines. These problems result in a very low morale. The attitude all junior Marines have is that they cannot wait to get out of the Marines. Everyone under those Marines charge wants to either get out of the Marine Corps, or leave charlie in order to avoid being under their charge. No one will ever speak their opinion for their own safety. Only here can anyone voice the truth about the terrible leadership. If those higher up Marines wont defend their own Marines and dont care about them, then why should we care about them? Just because they have rank doesnt mean they are good Marines.