

# **DEPARTMENT OF DEFENSE**

## **DEOMI Organizational Climate Survey (DEOCS) Report**

**Organization: 2ND Marine Div Roll-up**

**Commander/Director: Colonel Bianca**

**Admin Number: MCDRS18376**

**Wednesday, October 17, 2018**

**Defense Equal Opportunity Management Institute  
Climate Enhancement Department  
Patrick AFB, FL**

The data for this report was compiled based on the organizations that completed the DEOCS during this timeframe. While the report can provide strong indicators, the data utilized to generate this report did not go through a cleaning process per industry standard.

**RCS: DD-P&R (AR) 2338**

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

## II. DEMOGRAPHIC BREAKOUT

Table 1: Demographic Representation

REPRESENTATION		
2ND Marine Div Roll-up	Number	Percent
Majority	604	56.6%
Minority	333	31.2%
Declined to Respond	131	12.3%
American Indian or Alaskan Native	20	1.9%
Asian	14	1.3%
Black	69	6.5%
Native Hawaiian or Other Pacific Islander	15	1.4%
White	736	68.9%
Selected Multiple Races	55	5.1%
Declined to Respond	159	14.9%
Hispanic	194	18.2%
Not Hispanic	736	68.9%
Declined to Respond	138	12.9%
Women	20	1.9%
Men	1,048	98.1%
Junior Enlisted (E1 - E6)	927	86.8%
Senior Enlisted (E7 - E9)	58	5.4%
Warrant Officer (WO1 - CW5)	10	0.9%
Junior Officer (O1 - O3)	60	5.6%
Senior Officer (O4 - Above)	7	0.7%
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)	1	0.1%
Other	3	0.3%
Supervisor (civilian only)	1	100.0%
Non-Supervisor (civilian only)	0	0.0%

Total 1,068

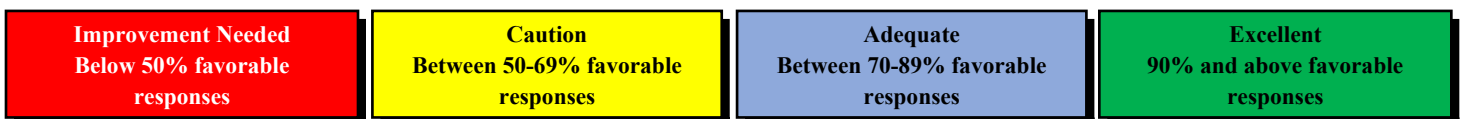
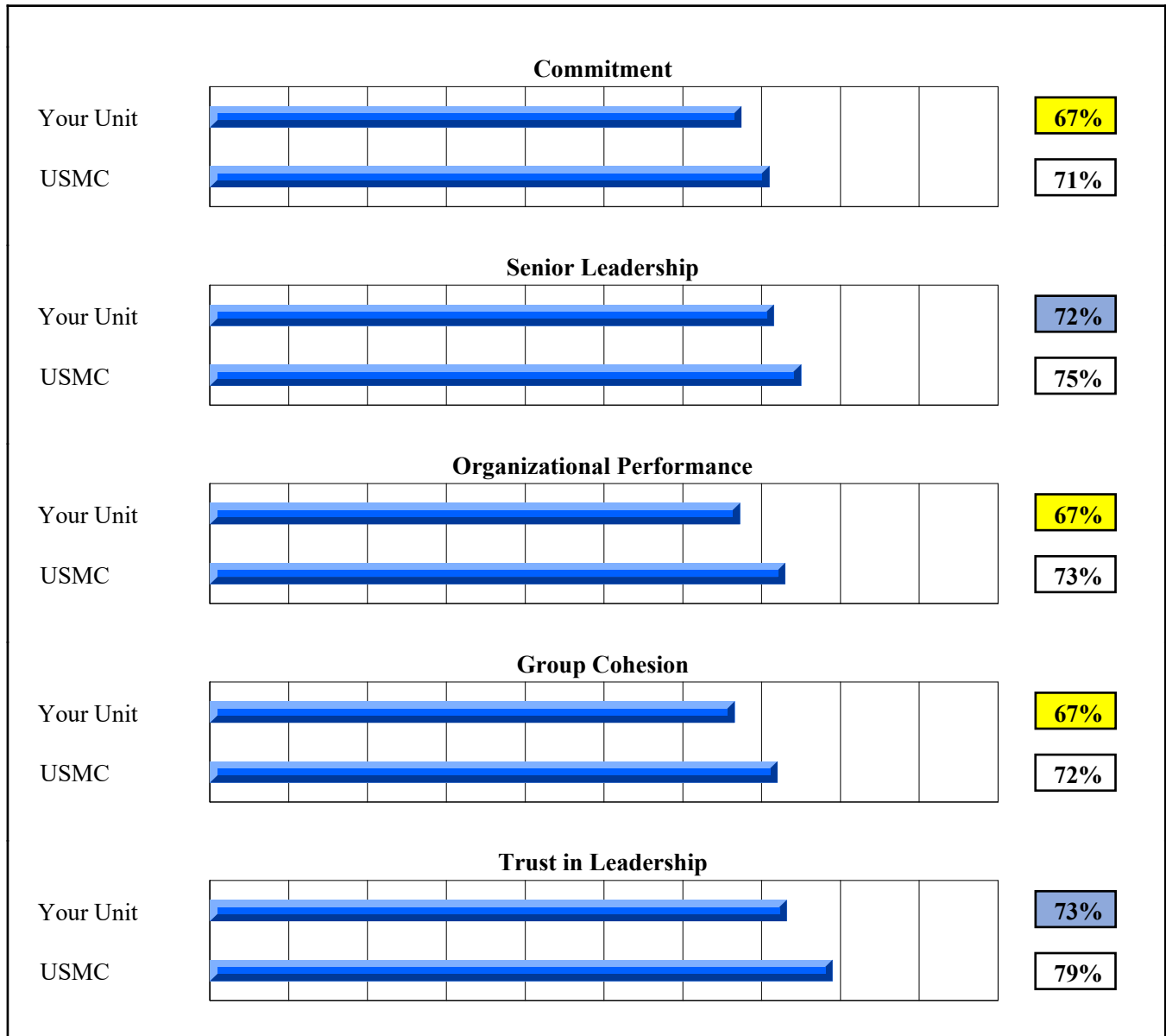
For the majority/minority subgroup categories, the majority category includes all respondents who listed their race as "White," and their ethnicity as "not Hispanic." All respondents who select any other race and/or Hispanic are included in the minority subgroup; the "Declined to Respond" designation 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*.

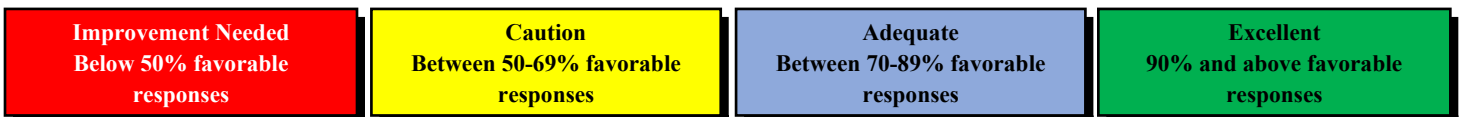
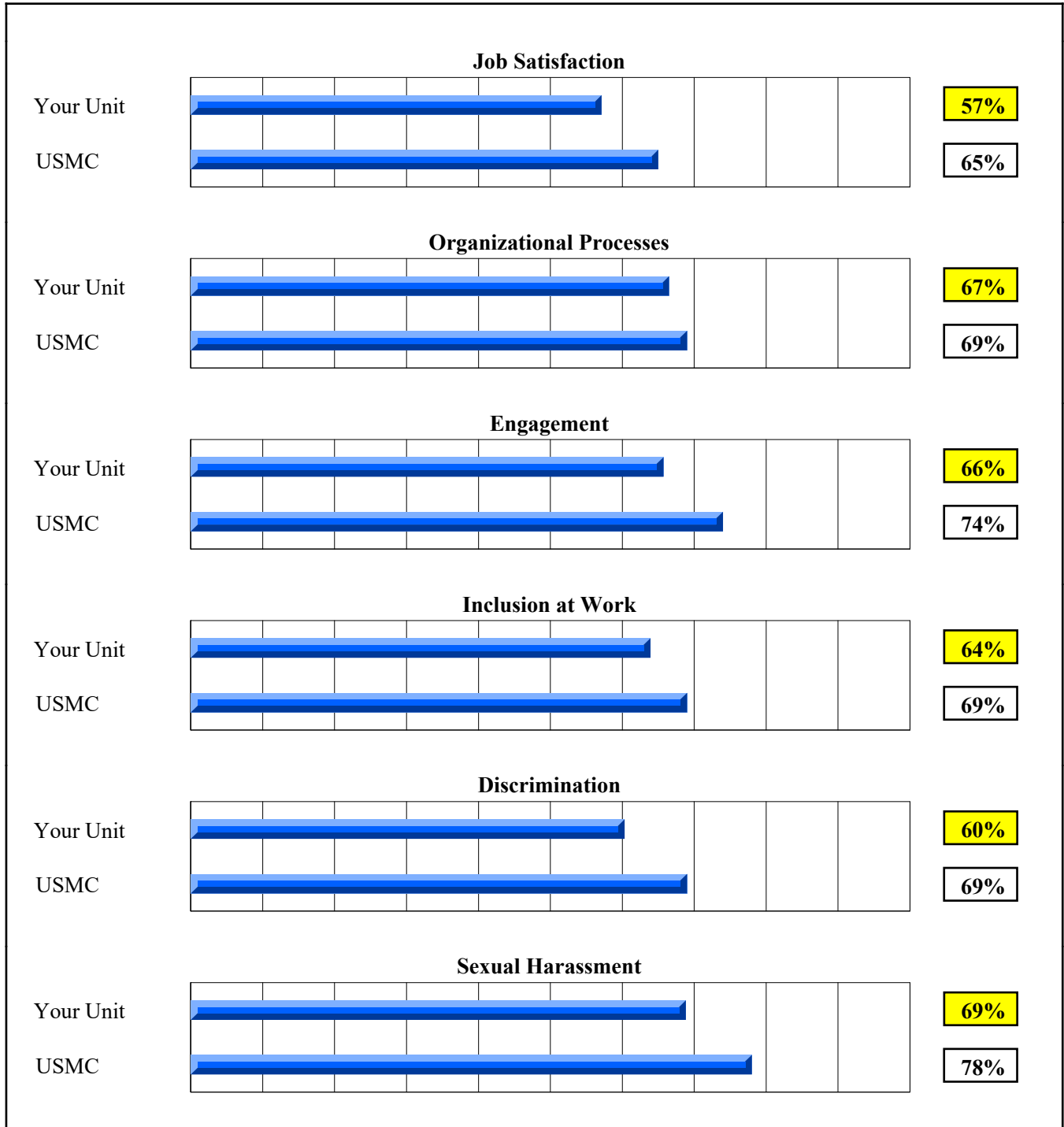
### III. OVERALL UNIT SUMMARY

The figures below compare your organization's percent 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.

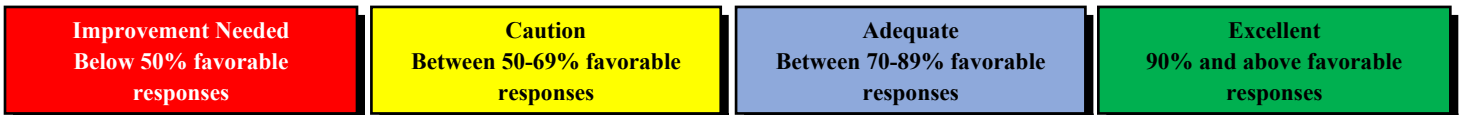
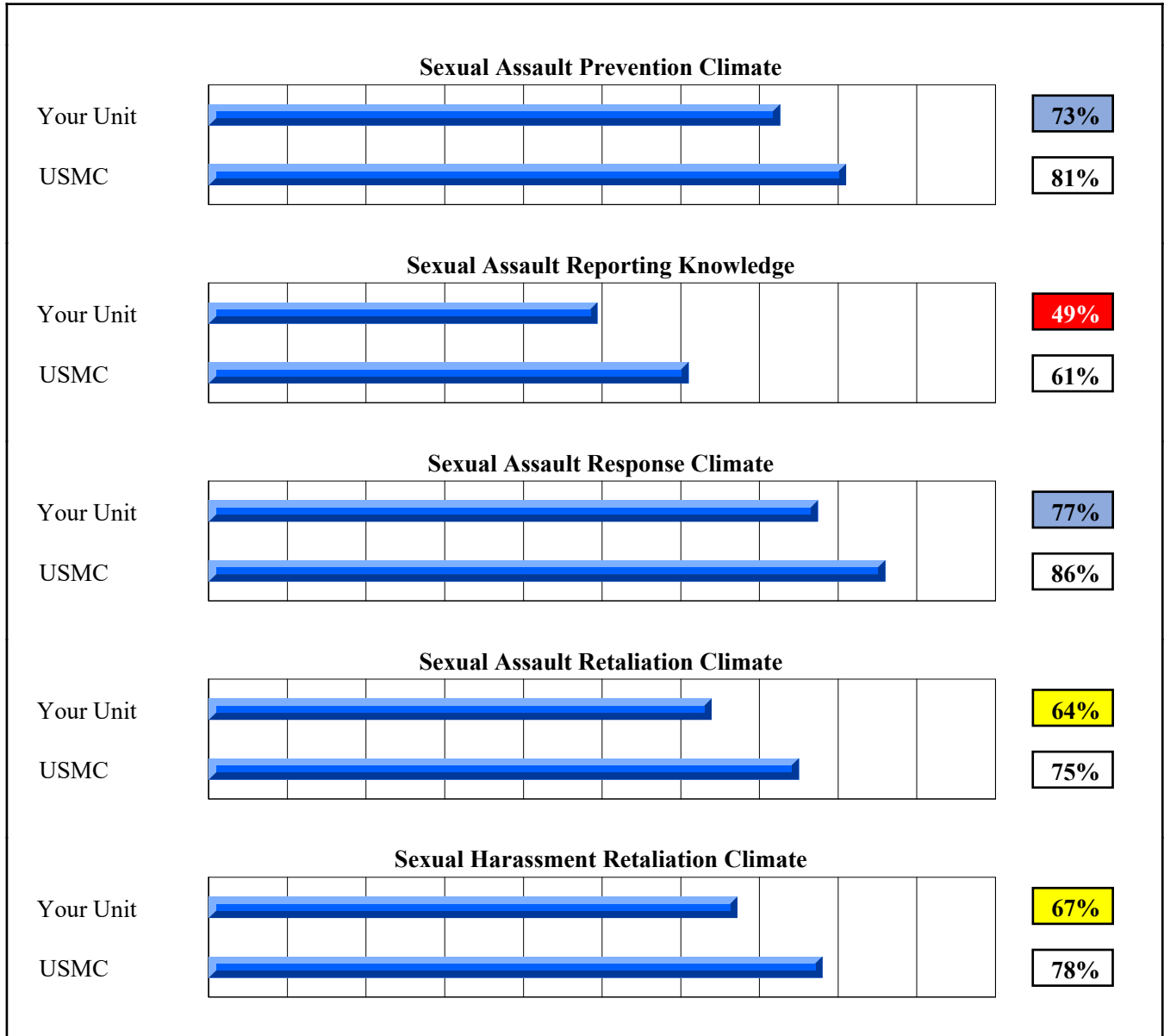
Figure 2: Unit Summaries



**Figure 2 (cont): Unit Summaries**



**Figure 2 (cont): Unit Summaries**





## 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

<b>2ND Marine Div Roll-up</b>								
<b>Organizational Effectiveness</b>								
	Commit	Senior Leader	Org Perform	Group Cohesion	Trust in Leader	Job Satisfact	Org Process	Engage
Minority	63%	69%	65%	64%	70%	54%	65%	60%
Majority	72%	75%	71%	70%	77%	61%	70%	71%
Women	45%	46%	45%	47%	51%	33%	52%	50%
Men	68%	72%	68%	67%	74%	58%	67%	66%
Enlisted	66%	71%	67%	66%	73%	56%	66%	65%
Officer	82%	80%	78%	78%	81%	68%	80%	82%
Junior Enlisted	65%	71%	66%	65%	72%	55%	65%	63%
Senior Enlisted	83%	75%	71%	80%	88%	82%	76%	82%
Junior Officer	81%	80%	77%	78%	81%	69%	80%	83%
Senior Officer	86%	86%	86%	86%	86%	62%	71%	67%
Military	68%	72%	67%	67%	73%	57%	67%	66%
Civilian								
Junior Civilian								
Senior Civilian								
Non-Supervisor								
Supervisor								
Your Unit	67%	72%	67%	67%	73%	57%	67%	66%

Improvement Needed  
Below 50% favorable  
responses

Caution  
Between 50-69% favorable  
responses

Adequate  
Between 70-89% favorable  
responses

Excellent  
90% and above favorable  
responses

## 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**

2ND Marine Div Roll-up								
EO/EEO/Fair Treatment					SAPR			
	Inclusion	Discrim	SH	SH Retaliation	SA Prevent	SA Report Knowledge	SA Response	SA Retaliation
Minority	60%	56%	65%	63%	69%	46%	72%	58%
Majority	69%	65%	73%	71%	76%	52%	82%	68%
Women	43%	48%	53%	63%	58%	57%	63%	59%
Men	64%	61%	69%	67%	73%	49%	78%	64%
Enlisted	63%	59%	68%	66%	72%	48%	77%	62%
Officer	81%	77%	83%	89%	87%	74%	89%	87%
Junior Enlisted	61%	58%	67%	64%	71%	46%	76%	60%
Senior Enlisted	83%	71%	84%	92%	87%	72%	93%	90%
Junior Officer	81%	80%	84%	89%	88%	76%	91%	87%
Senior Officer	71%	51%	75%	86%	86%	55%	71%	86%
Military	64%	60%	69%	67%	73%	49%	78%	64%
Civilian								
Junior Civilian								
Senior Civilian								
Non-Supervisor								
Supervisor								
Your Unit	64%	60%	69%	67%	73%	49%	77%	64%

**Improvement Needed**  
Below 50% favorable  
responses

**Caution**  
Between 50-69% favorable  
responses

**Adequate**  
Between 70-89% favorable  
responses

**Excellent**  
90% and above favorable  
responses

## 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.	58 (5%)	49 (5%)	43 (4%)	171 (16%)	131 (12%)	382 (36%)	233 (22%)
This workgroup has a great deal of personal meaning to me.	51 (5%)	54 (5%)	44 (4%)	203 (19%)	128 (12%)	359 (34%)	228 (21%)
I feel a strong sense of belonging to this workgroup.	54 (5%)	60 (6%)	62 (6%)	191 (18%)	149 (14%)	336 (31%)	215 (20%)
Total	5%	5%	5%	18%	13%	34%	21%
	15%				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.	44 (4%)	48 (4%)	54 (5%)	163 (15%)	144 (13%)	387 (36%)	227 (21%)
My senior leader clarifies our organization's goals and priorities.	44 (4%)	31 (3%)	35 (3%)	159 (15%)	124 (12%)	418 (39%)	256 (24%)
My senior leader communicates a clear vision for the future.	44 (4%)	44 (4%)	50 (5%)	163 (15%)	138 (13%)	405 (38%)	223 (21%)
My senior leader listens to the concerns of the organization's military members and employees.	54 (5%)	45 (4%)	42 (4%)	191 (18%)	110 (10%)	392 (37%)	233 (22%)
Total	4%	4%	4%	16%	12%	38%	22%
	13%				72%		

**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.	59 (6%)	48 (4%)	53 (5%)	190 (18%)	149 (14%)	356 (33%)	212 (20%)
My organization's performance, compared to similar organizations, is high.	48 (4%)	41 (4%)	45 (4%)	200 (19%)	130 (12%)	352 (33%)	251 (24%)
My organization makes good use of available resources to accomplish its mission.	59 (6%)	62 (6%)	61 (6%)	180 (17%)	147 (14%)	358 (34%)	200 (19%)
Total	5%	5%	5%	18%	13%	33%	21%
	15%				67%		

**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.	42 (4%)	46 (4%)	55 (5%)	187 (18%)	165 (15%)	349 (33%)	223 (21%)
We all take responsibility for the performance of the workgroup.	57 (5%)	57 (5%)	69 (6%)	179 (17%)	146 (14%)	339 (32%)	220 (21%)
If members of our workgroup have problems in the workplace, everyone wants to help them so we can get back on task.	55 (5%)	64 (6%)	59 (6%)	198 (19%)	155 (15%)	340 (32%)	196 (18%)
Total	5%	5%	6%	18%	15%	32%	20%
	16%				67%		

**Table 2.5 Trust in Leadership**

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I can rely on my immediate supervisor to act in my organization's best interest.	45 (4%)	33 (3%)	28 (3%)	164 (15%)	108 (10%)	398 (37%)	291 (27%)
My immediate supervisor follows through with commitments he or she makes.	41 (4%)	27 (3%)	42 (4%)	166 (16%)	119 (11%)	398 (37%)	274 (26%)
I feel comfortable sharing my work difficulties with my immediate supervisor.	55 (5%)	48 (4%)	45 (4%)	185 (17%)	118 (11%)	380 (36%)	236 (22%)
My immediate supervisor treats me fairly.	36 (3%)	19 (2%)	36 (3%)	171 (16%)	83 (8%)	411 (38%)	311 (29%)
Total	4%	3%	4%	16%	10%	37%	26%
	11%				73%		

**Table 2.6 Job Satisfaction**

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I like my current job.	94 (9%)	80 (7%)	58 (5%)	207 (19%)	147 (14%)	280 (26%)	201 (19%)
I feel satisfied with my current job.	100 (9%)	100 (9%)	49 (5%)	205 (19%)	161 (15%)	268 (25%)	184 (17%)
I am happy with my current job.	104 (10%)	85 (8%)	72 (7%)	217 (20%)	141 (13%)	270 (25%)	178 (17%)
Total	9%	8%	6%	20%	14%	26%	18%
	23%				57%		

**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.	47 (4%)	29 (3%)	31 (3%)	195 (18%)	153 (14%)	404 (38%)	208 (19%)
Discipline is administered fairly.	75 (7%)	51 (5%)	60 (6%)	199 (19%)	129 (12%)	378 (35%)	175 (16%)
Decisions are made after reviewing relevant information.	57 (5%)	45 (4%)	61 (6%)	220 (21%)	139 (13%)	374 (35%)	171 (16%)
Total	6%	4%	5%	19%	13%	36%	17%
	14%				67%		

**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.	30 (3%)	16 (1%)	27 (3%)	211 (20%)	131 (12%)	412 (39%)	240 (22%)
I am enthusiastic about my work.	70 (7%)	51 (5%)	56 (5%)	210 (20%)	175 (16%)	311 (29%)	194 (18%)
Time flies when I am working.	100 (9%)	61 (6%)	49 (5%)	214 (20%)	159 (15%)	258 (24%)	226 (21%)
Total	6%	4%	4%	20%	15%	31%	21%
	14%				66%		

**Table 2.9 Inclusion at Work**

<b>Question</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Neither Agree nor Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>
<b>Coworkers are treated as valued members of the team without losing their unique identities.</b>	46 (4%)	47 (4%)	41 (4%)	227 (21%)	152 (14%)	363 (34%)	192 (18%)
<b>Within my workgroup, I am encouraged to offer ideas on how to improve operations.</b>	47 (4%)	41 (4%)	44 (4%)	214 (20%)	164 (15%)	336 (31%)	222 (21%)
<b>Military members/employees in my workgroup are empowered to make work-related decisions on their own.</b>	39 (4%)	47 (4%)	55 (5%)	209 (20%)	163 (15%)	370 (35%)	185 (17%)
<b>Outcomes (e.g., training opportunities, awards, and recognition) are fairly distributed among military members/employees of my workgroup.</b>	82 (8%)	66 (6%)	52 (5%)	262 (25%)	142 (13%)	310 (29%)	154 (14%)
<b>The decision-making processes that impact my workgroup are fair.</b>	36 (3%)	45 (4%)	62 (6%)	251 (24%)	147 (14%)	368 (34%)	159 (15%)
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Slightly Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Slightly Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
<b>I feel excluded by my workgroup because I am different.*</b>	39 (4%)	45 (4%)	79 (7%)	237 (22%)	51 (5%)	293 (27%)	324 (30%)
<b>Total</b>	5%	5%	5%	22%	13%	32%	19%
		14%				64%	

\* 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
<b>Discrimination Items</b>							
<b>Discrimination based on _____ does not occur in my workplace.</b>							
<b>Race/Color/National Origin</b>	106 (10%)	49 (5%)	26 (2%)	172 (16%)	42 (4%)	272 (25%)	401 (38%)
<b>Religion</b>	117 (11%)	51 (5%)	14 (1%)	184 (17%)	37 (3%)	272 (25%)	393 (37%)
<b>Sex</b>	118 (11%)	57 (5%)	18 (2%)	208 (19%)	30 (3%)	256 (24%)	381 (36%)
<b>Sexual Orientation</b>	125 (12%)	50 (5%)	19 (2%)	205 (19%)	37 (3%)	257 (24%)	375 (35%)
<b>Age (Civilian Only)</b>	**	**	**	**	**	**	**
<b>Disability (Civilian Only)</b>	**	**	**	**	**	**	**
<b>Equal Pay (Civilian Only)</b>	**	**	**	**	**	**	**
<b>Genetic Information (Civilian Only)</b>	**	**	**	**	**	**	**
<b>Pregnancy (Civilian Only)</b>	**	**	**	**	**	**	**
<b>Discrimination Behavioral Subfactor</b>							
<b>I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal.</b>	52 (5%)	27 (3%)	33 (3%)	195 (18%)	68 (6%)	367 (34%)	326 (31%)
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Slightly Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Slightly Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
<b>Racial slurs, comments, and/or jokes are used in my workplace.*</b>	135 (13%)	121 (11%)	68 (6%)	247 (23%)	36 (3%)	174 (16%)	287 (27%)
<b>Sexist slurs, comments, and/or jokes are used in my workplace.*</b>	136 (13%)	112 (10%)	73 (7%)	244 (23%)	45 (4%)	176 (16%)	282 (26%)
<b>Total</b>	11%	6%	3%	19%	<b>4%</b>	<b>24%</b>	<b>33%</b>
		<b>20%</b>				<b>60%</b>	

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

\*\* Note. The items marked with the asterisks (\*\*) indicates cases where fewer than five civilians complete the survey.

Table 2.11 Discrimination Summary

Discrimination based on _____ does not occur in my workplace.	Unfavorable	Neutral	Favorable
<b>Race/Color/National Origin</b>	181 (17%)	172 (16%)	715 (67%)
<b>Religion</b>	182 (17%)	184 (17%)	702 (66%)
<b>Sex</b>	193 (18%)	208 (19%)	667 (62%)
<b>Sexual Orientation</b>	194 (18%)	205 (19%)	669 (63%)
<b>Age (Civilian Only)</b>	**	**	**
<b>Disability (Civilian Only)</b>	**	**	**
<b>Equal Pay (Civilian Only)</b>	**	**	**
<b>Genetic Information (Civilian Only)</b>	**	**	**
<b>Pregnancy (Civilian Only)</b>	**	**	**



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.	32 (3%)	13 (1%)	8 (1%)	274 (26%)	36 (3%)	366 (34%)	339 (32%)
My chain of command/supervision plays an active role in the prevention of sexual harassment.	29 (3%)	11 (1%)	10 (1%)	234 (22%)	57 (5%)	381 (36%)	346 (32%)
	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.*	51 (5%)	55 (5%)	34 (3%)	267 (25%)	43 (4%)	279 (26%)	339 (32%)
Individuals from my workplace have been offered rewards or special treatment in return for engaging in sexual behavior.*	32 (3%)	31 (3%)	16 (1%)	234 (22%)	14 (1%)	196 (18%)	545 (51%)
Total	3%	3%	2%	24%	4%	29%	37%
	8%				69%		

\* 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.	36 (3%)	15 (1%)	18 (2%)	174 (16%)	76 (7%)	374 (35%)	374 (35%)
My immediate supervisor promotes responsible alcohol use.	36 (3%)	15 (1%)	11 (1%)	189 (18%)	52 (5%)	395 (37%)	369 (35%)
My immediate supervisor would correct individuals who refer to coworkers as 'honey', 'babe', 'sweetie', or use other unprofessional language at work.	60 (6%)	37 (3%)	22 (2%)	205 (19%)	45 (4%)	357 (33%)	341 (32%)
My immediate supervisor would stop individuals who are talking about sexual topics at work.	40 (4%)	26 (2%)	28 (3%)	246 (23%)	72 (7%)	356 (33%)	299 (28%)
My immediate supervisor would intervene if an individual was receiving sexual attention at work.	25 (2%)	15 (1%)	17 (2%)	195 (18%)	51 (5%)	390 (37%)	374 (35%)
My immediate supervisor encourages individuals to help others in risky situations that could result in harmful outcomes.	58 (5%)	50 (5%)	18 (2%)	212 (20%)	58 (5%)	313 (29%)	358 (34%)
Total	4%	2%	2%	19%	6%	34%	33%
	8%				73%		

**Table 2.14 Sexual Assault Response Climate**

<b>Question</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Slightly Disagree</b>	<b>Neither Agree nor Disagree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Strongly Agree</b>
<b>If a coworker were to report a sexual assault, my chain of command/supervision would take the report seriously.</b>	25 (2%)	12 (1%)	16 (1%)	158 (15%)	31 (3%)	309 (29%)	516 (48%)
<b>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.</b>	27 (3%)	17 (2%)	14 (1%)	189 (18%)	49 (5%)	320 (30%)	451 (42%)
<b>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.</b>	33 (3%)	22 (2%)	14 (1%)	194 (18%)	45 (4%)	312 (29%)	447 (42%)
<b>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.</b>	26 (2%)	6 (1%)	10 (1%)	193 (18%)	38 (4%)	341 (32%)	453 (42%)
<b>If a coworker were to report a sexual assault, my chain of command/supervision would support the reporter for speaking up.</b>	23 (2%)	8 (1%)	18 (2%)	195 (18%)	37 (3%)	329 (31%)	457 (43%)
<b>Total</b>	3%	1%	1%	17%	<b>4%</b>	<b>30%</b>	<b>44%</b>
		<b>5%</b>				<b>77%</b>	

The items for both the Sexual Assault Retaliation and Sexual Harassment Retaliation factors are negatively worded; therefore agreement with these items indicates an unfavorable response. Because all of the questions on this scale are negatively worded, the total disagreement responses to the items are color coded. Following the color-coding convention as in the rest of this report, this color coding reflects the percentage of favorability on the questions/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.	316 (30%)	261 (24%)	41 (4%)	292 (27%)	37 (3%)	65 (6%)	55 (5%)
In my work group, reporters of sexual assault would be subjected to insulting or disrespectful remarks or jokes.	361 (34%)	290 (27%)	40 (4%)	272 (25%)	26 (2%)	40 (4%)	38 (4%)
In my work group, reporters of sexual assault would be blamed for causing problems.	372 (35%)	288 (27%)	33 (3%)	272 (25%)	27 (3%)	40 (4%)	35 (3%)
In my work group, reporters of sexual assault would be denied career opportunities.	393 (37%)	282 (26%)	26 (2%)	282 (26%)	22 (2%)	29 (3%)	33 (3%)
In my work group, reporters of sexual assault would be disciplined or given other corrective action.	378 (35%)	276 (26%)	26 (2%)	278 (26%)	24 (2%)	43 (4%)	42 (4%)
In my work group, reporters of sexual assault would be discouraged from moving forward with the report.	394 (37%)	285 (27%)	35 (3%)	282 (26%)	22 (2%)	22 (2%)	27 (3%)
Total	35%	26%	3%	26%	2%	4%	4%
	64%				10%		

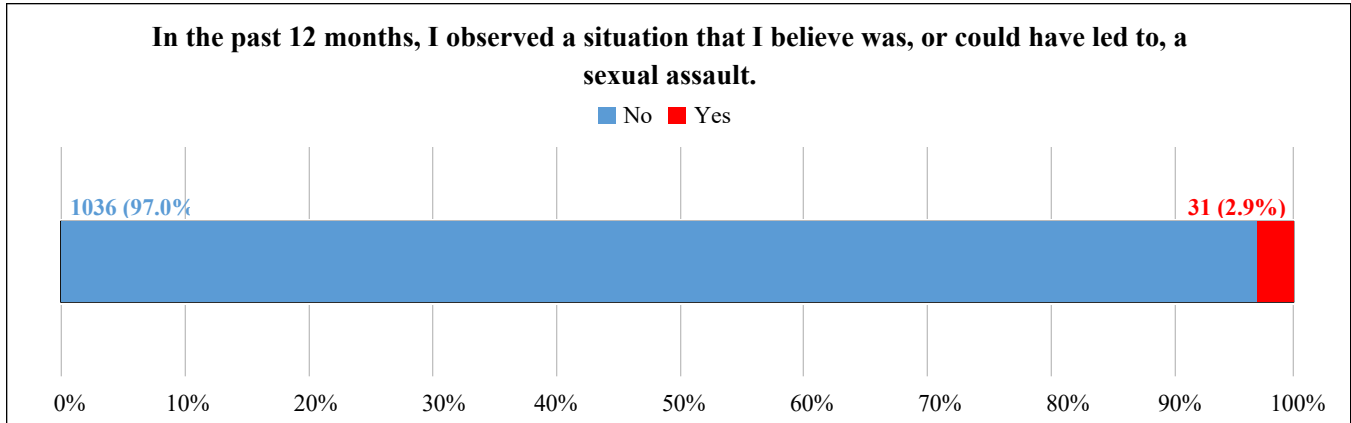
**Table 2.16 Sexual Harassment Retaliation Climate**

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.	371 (35%)	292 (27%)	36 (3%)	283 (26%)	28 (3%)	30 (3%)	27 (3%)
In my work group, military members or employees who file a sexual harassment complaint would be subjected to insulting or disrespectful remarks or jokes.	381 (36%)	303 (28%)	33 (3%)	278 (26%)	25 (2%)	25 (2%)	22 (2%)
In my work group, military members or employees who file a sexual harassment complaint would be blamed for causing problems.	381 (36%)	305 (29%)	35 (3%)	278 (26%)	21 (2%)	26 (2%)	21 (2%)
In my work group, military members or employees who file a sexual harassment complaint would be denied career opportunities.	408 (38%)	290 (27%)	30 (3%)	277 (26%)	22 (2%)	20 (2%)	20 (2%)
In my work group, military members or employees who file a sexual harassment complaint would be disciplined or given other corrective action.	399 (37%)	286 (27%)	32 (3%)	281 (26%)	19 (2%)	28 (3%)	22 (2%)
In my work group, military members or employees who file a sexual harassment complaint would be discouraged from moving forward with the complaint.	406 (38%)	295 (28%)	24 (2%)	281 (26%)	19 (2%)	20 (2%)	22 (2%)
Total	37%	28%	3%	26%	2%	2%	2%
	67%						
						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**

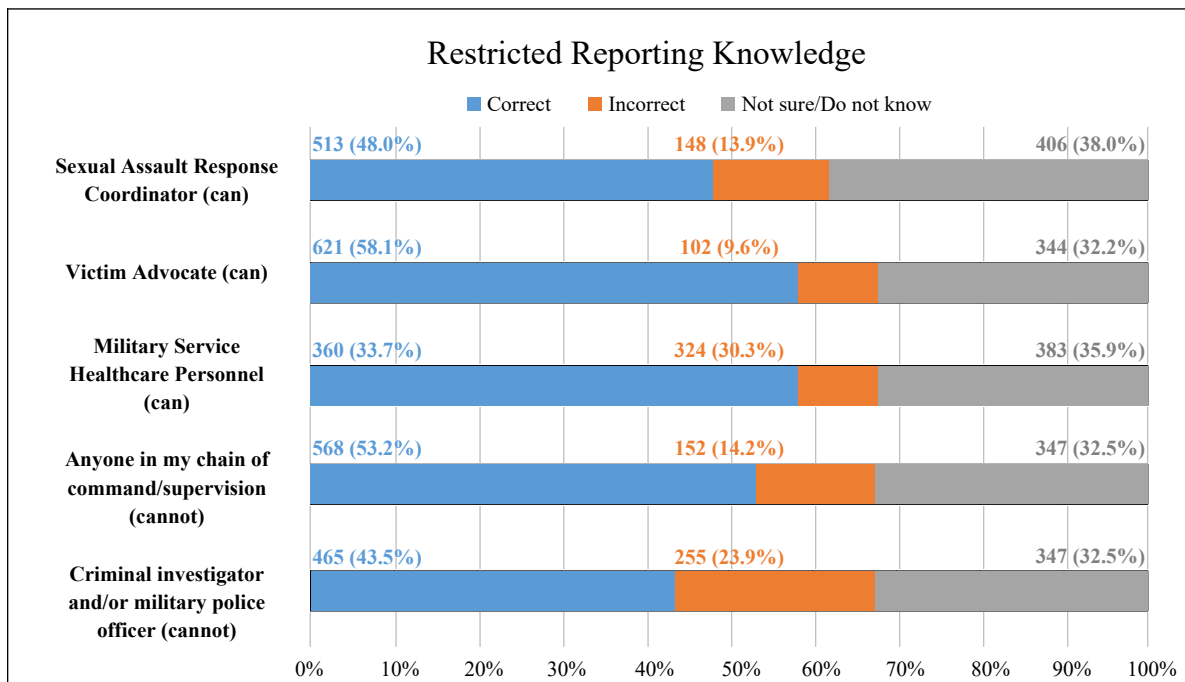
If yes, in response to this situation, select the one response that most closely resembles your actions.		
	Number	Percent
I stepped in and separated the people involved in the situation.	7	23.3%
I asked the person who appeared to be at risk if they needed help.	2	6.7%
I confronted the person who appeared to be causing the situation.	3	10.0%
I created a distraction to cause one or more of the people to disengage from the situation.	2	6.7%
I asked others to step in as a group and diffuse the situation.	3	10.0%
I told someone in a position of authority about the situation.	2	6.7%
I considered intervening in the situation, but I could not safely take any action.	2	6.7%
I decided to not take action.	9	30.0%
<b>Total</b>	<b>30</b>	<b>100.0%</b>

## Sexual Assault Reporting Knowledge

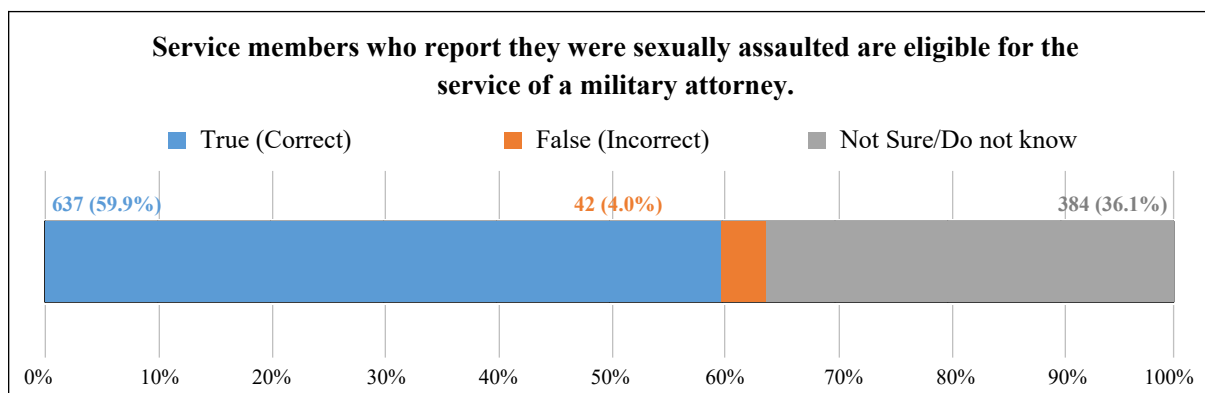
Knowledge of the sexual assault reporting options is assessed using two questions. The first item reads, “All of the following types of people can receive an Unrestricted Report of sexual assault. However, a Restricted (confidential) Report can only be made to certain people. Please identify which of 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.**



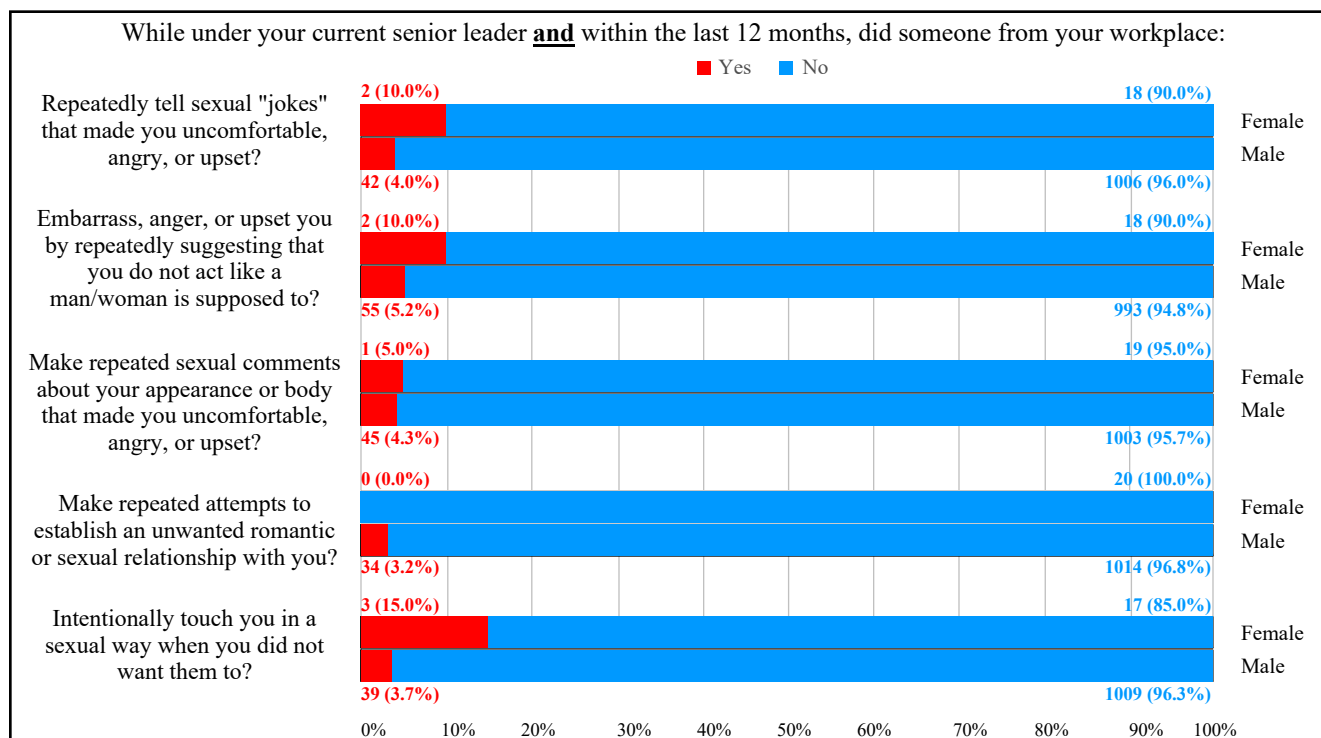
## Unwanted Workplace Experiences

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 <u>and</u> within the last 12 months, did someone from your workplace: (Overall)				
	Yes	Percent	No	Percent
Repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?	44	4.1%	1,024	95.9%
Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to?	57	5.3%	1,011	94.7%
Make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?	46	4.3%	1,022	95.7%
Make repeated attempts to establish an unwanted romantic or sexual relationship with you?	34	3.2%	1,034	96.8%
Intentionally touch you in a sexual way when you did not want them to?	42	3.9%	1,026	96.1%

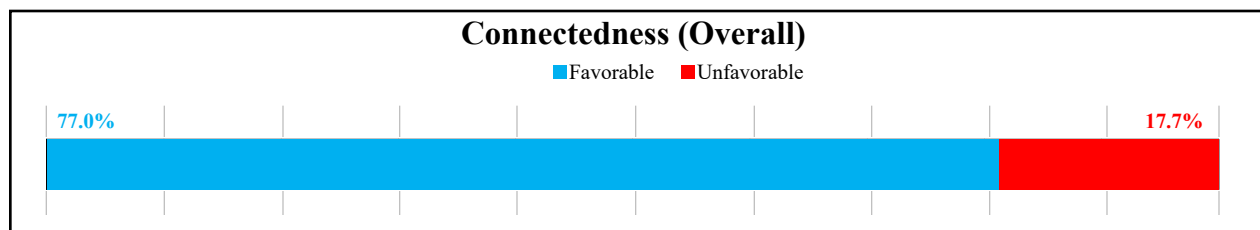
**Figure 8. Respondents' Overall Unwanted Workplace Experience Responses by Sex**



## Connectedness

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

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



**Table 5. Respondents' Connectedness Responses**

Burdensomeness							
Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
My future seems dark to me.	65 (6%)	69 (6%)	58 (5%)	227 (21%)	61 (6%)	258 (24%)	329 (31%)
	Very true for me	True for me	Somewhat true for me		Somewhat untrue for me	Untrue for me	Not at all true for me
These days, I think I am a burden on people in my life.	37 (3%)	38 (4%)	104 (10%)	-	90 (8%)	267 (25%)	531 (50%)
Belongingness							
	Not at all true for me	Untrue for me	Somewhat untrue for me		Somewhat true for me	True for me	Very true for me
These days, I feel like I belong.	59 (6%)	53 (5%)	110 (10%)	-	222 (21%)	392 (37%)	231 (22%)
These days, I feel that there are people I can turn to in times of need.	44 (4%)	43 (4%)	76 (7%)	-	187 (18%)	396 (37%)	321 (30%)
Total*	5%	5%	8%	-	13%	31%	33%
	18%				77%		

\* Note. The total may not equal 100% due to the changing from a seven point scale to six point scale. The loss of a response option accounts for the difference in percentage for the factor overall.

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

I know someone in my organization who has thought of, attempted, or died by suicide.		
	Number	Percent
Thought of	191	17.9%
Attempted	62	5.8%
Died by Suicide	29	2.7%
Thought of, Attempted	62	5.8%
Attempted, Died by Suicide	5	0.5%
Thought of, Died by Suicide	5	0.5%
Thought of, Attempted, Died by Suicide	28	2.6%
None of the above	685	64.2%

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

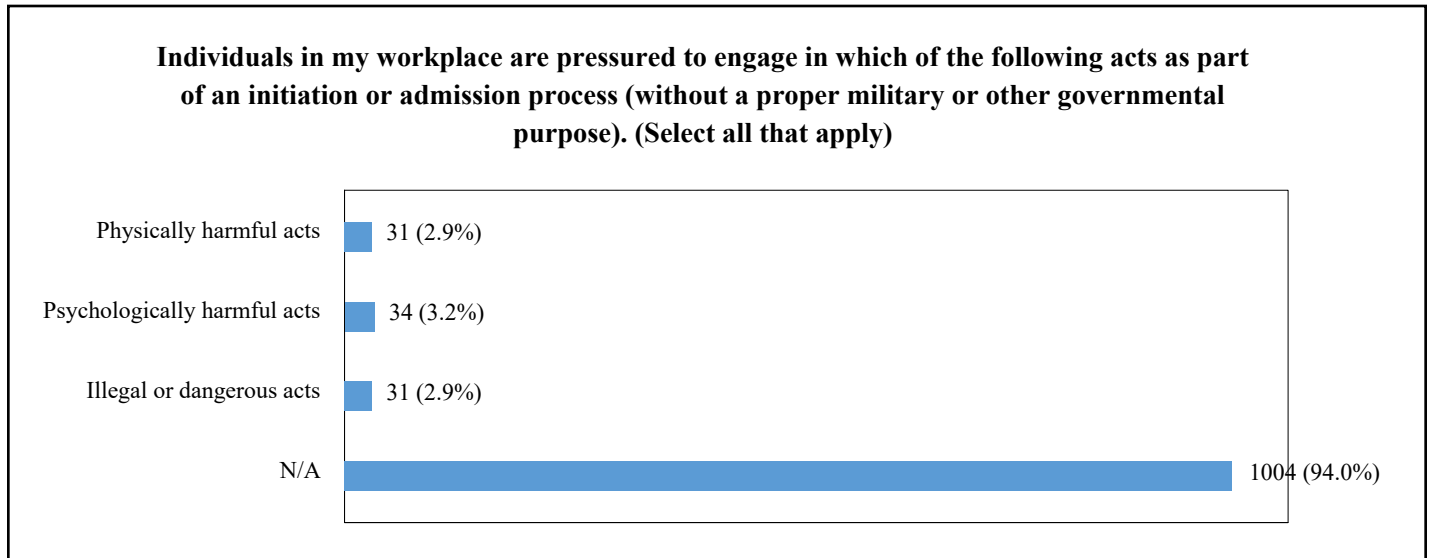


The definitions of Hazing and Bullying were obtained directly from the Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," dated 23 December 2015.

## Hazing

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

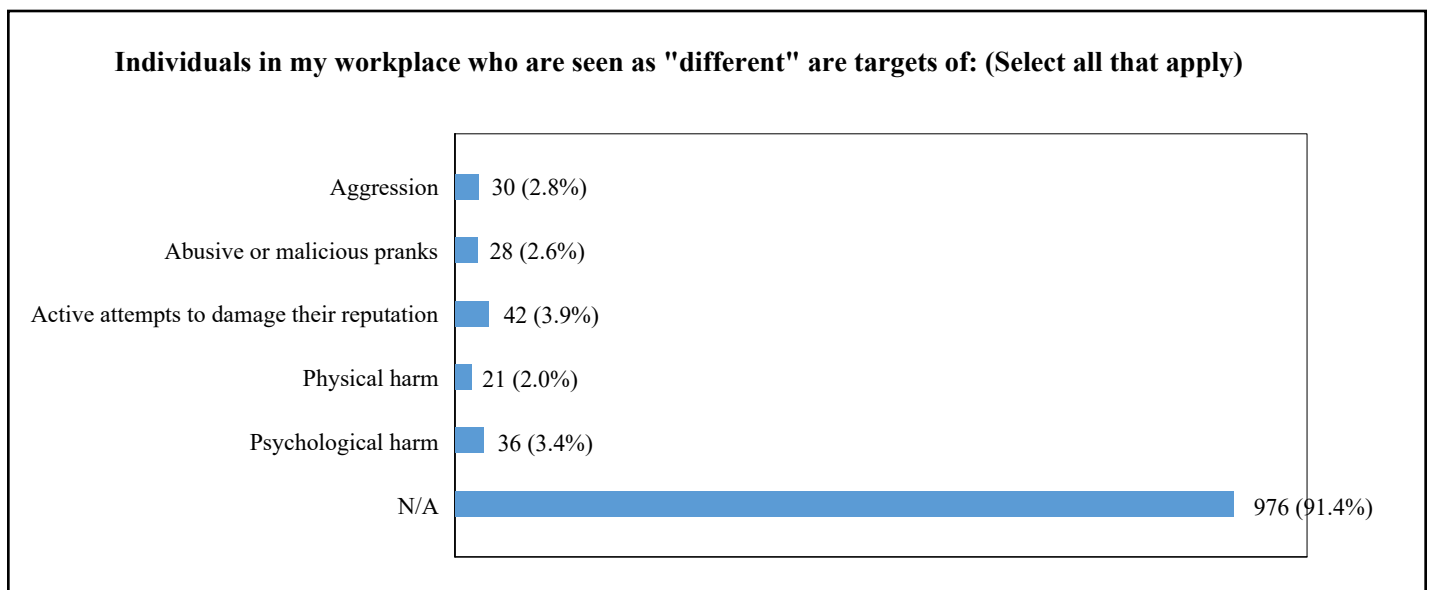
**Figure 11. Respondents' Responses to Hazing**



## Bullying

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

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



## VI. RECOMMENDATIONS

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

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

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

### **Excellent/Adequate**

Seek to identify and reinforce those practices and programs currently in place.

Reinforce behaviors that create a climate of inclusion, supporting and preserving the dignity and worth of all members.

Continue to promote and maintain a healthy human relations climate. This can be done by ensuring all members in the unit understand their roles and responsibilities.

Share positive results to enhance members' commitment to the organization and its mission.

Consider utilizing training aids to further provide awareness and knowledge regarding key factors.

### **Caution/Improvement Needed**

Examine favorability ratings among specific climate factors and demographic subgroups to determine whether diminished perceptions are more obvious among some of them.

After identifying the specific climate factors with low favorability ratings and those demographic subgroups that harbor negative perceptions regarding them, use these findings to plan follow-on assessment efforts, including focus groups, interviews, and written record reviews.

Conducting focus groups and interviews with members of these subgroups can help determine the source and extent of specific perceptions.

Develop an action plan to address each specific validated concern, 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](http://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

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[support@deocs.net](mailto:support@deocs.net)