



DEOMI Organizational Climate Survey 4.0 (DEOCS)

2-Dec-13





DEOCS 4.0

General Description

Measures factors associated with Organizational Effectiveness, EO/EEO/ Fair Treatment, Perceptions of Sexual Harassment/Discrimination, and Sexual Assault Prevention & Response (SAPR)

- DMDC Survey Control Number established
- A 95 item survey with 23 climate factors
- Suitable for organizations, comprised of military &/or civilian personnel, of any size (however, must have 16 completed surveys)
- DEOCS can be broken into 15 sub-groups. All sub-groups will receive individual breakout reports; along with a rollup report
- Multiple DEOCS reports can be rolled up upon request



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General Description

- Anonymity features include:
 - Less than 5 respondents of any demographic: system does not display demographic
 - Option of individual access (Email Password) or direct access (Print Password)
 - No single line of individual data associated with response displays
- 10 LDQs and 5 SAQs available
- SAQs and additional comment text areas allow up to 1,000 characters
- Four-point Likert scale (Strongly Agree – Strongly Disagree)
- Completion of survey within 25 minutes, depending on comments





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OE Factors

- Organizational Commitment
- Trust in the Leadership
- Organizational Performance
- Organizational Cohesion
- Leadership Cohesion
- Job satisfaction
- Diversity Management
- Organizational Processes
- Help Seeking Behaviors
- Exhaustion/Burnout

Additional Items

- Intention to Stay
- Favoritism

EO/Fair Treatment Factors

- Hazing
- Demeaning Behaviors
- Racial Discrimination
- Sex Discrimination
- Religious Discrimination
- Sexual Harassment
- Racist Behaviors
- Sexist Behaviors
- Age Discrimination (civilian only)
- Disability Discrimination (civilian only)

New SAPR Items



DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

Organizational Climate Survey (DEOCS)

RCS: DD-P&R (AR) 2338

DEOCS VIDEO

25-minute informational video covering important aspects of the DEOCS.

- [For Dial-up User \(56K\)](#)
- [For Broadband User \(256K\)](#)

13-minute informational video covering important aspects of the DEOCS request process.

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Demographics





PART I

The information provided below WILL NOT be used to identify you. It is used by a computer to identify groups of people (e.g., Male, Female, etc.). If fewer than five responses are given for a particular group, those responses are not reported for that group.

YOUR ACCURACY IS IMPORTANT IN GETTING AN HONEST ASSESSMENT OF YOUR ORGANIZATION.

1. I am
 - 1 = Male
 - 2 = Female
2. Are you Spanish/Hispanic/Latino?
 - 1 = No, not Spanish/Hispanic/Latino
 - 2 = Yes, Mexican, Mexican-American, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino
 - 3 = Decline to respond
3. What is your race? Mark one or more races to indicate what you consider yourself to be.
 - 1 = American Indian or Alaska Native
 - 2 = Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
 - 3 = Black or African American
 - 4 = Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro)
 - 5 = White
 - 6 = Decline to respond
4. Where do you reside?
 - 1 = On-base/post/station
 - 2 = Off-base/post/station
5. Are you currently deployed?
 - 1 = No
 - 2 = Yes (CONUS)
 - 3 = Yes (OCONUS)
6. I am a(n):
 - 1 = Military
 - 2 = Federal civilian employee
 - 3 = Other



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7. **MILITARY ONLY:** If you are a military member, in which category are you a member?
 - 1 = E1 – E3
 - 2 = E4 – E6
 - 3 = E7 – E9
 - 4 = W1 – W5
 - 5 = O1 – O3
 - 6 = O4 – Above
8. **CIVILIAN ONLY:** If you are a federal civilian employee, in which category are you a member?
 - 1 = Civilian (Grades 1 – 8 or equivalent)
 - 2 = Civilian (Grades 9 – 15 or equivalent)
 - 3 = SES (All SES grades)
9. **MILITARY ONLY:** My branch of service is:
 - 1 = Army
 - 2 = Navy
 - 3 = Marine Corps
 - 4 = Air Force
 - 5 = Coast Guard
10. **MILITARY ONLY:** I am a (n):
 - 1 = Active duty member (including Coast Guard)
 - 2 = Traditional guardsman (Drilling)
 - 3 = Guardsman on active duty
 - 4 = Traditional reservist (Drilling)
 - 5 = Reservist on active duty
 - 6 = N/A



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Organizational Effectiveness Factors





Response Scale:

1 = Strongly Disagree

2 = Disagree

3 = Agree

4 = Strongly Agree

Organizational Commitment

- 11. I feel motivated to give my best efforts to the mission of my organization.
- 12. I am proud to tell others that I belong to this organization.
- 13. I feel a strong sense of belonging to this organization.

Trust in Leadership

- 14. I trust that my organization's leadership will represent my best interests.
- 15. I trust that my organization's leadership will treat me fairly.
- 16. I trust that my organization's leadership will support my career advancement.

Organizational Performance

- 17. When short suspense/tasks arise, people in my organization do an outstanding job in handling these situations.
- 18. My organization's performance, compared to similar organizations, is high.
- 19. All members of my organization make valuable contributions to completing tasks.
- 20. My organization makes good use of available resources to accomplish its mission.

Organizational Cohesion

- 21. Members look out for each other's welfare.
- 22. Members support each other to get the job done.
- 23. Members work well together as a team.
- 24. Members trust each other.

Leadership Cohesion

- 25. Leaders in my organization work well together as a team.
- 26. Leaders in my organization support each other to get the job done.
- 27. Leaders in my organization are consistent in enforcing policies.
- 28. Leaders in my organization communicate well with each other.



Job Satisfaction

- 29. I like my job.
- 30. I feel satisfied with my present job.
- 31. Most days I am enthusiastic about my work.
- 32. I find real enjoyment in my work.

Diversity Management

- 33. Members' skills and other attributes are taken into account when assigning tasks.
- 34. Members are encouraged to perform to their fullest potential, regardless of their background.
- 35. Efforts are made to make everyone feel like part of the team.
- 36. Members have access to a mentoring program.

Organizational Processes

- 37. Programs are in place to address members' concerns.
- 38. Relevant job information is shared among members.
- 39. Discipline is administered fairly.
- 40. Personnel are accountable for their behavior.
- 41. Decisions are made after reviewing relevant information.

Intention to stay

- 42. What best describes your current career intentions?
 - 1 = If provided the opportunity, definitely stay until retirement.
 - 2 = If provided the opportunity, probably stay until retirement.
 - 3 = If provided the opportunity, definitely stay for the next several years, but not until retirement.
 - 4 = Probably leave after completion of current obligation or within the next couple of years.
 - 5 = Definitely leave after completion of current obligation or within the next couple of years.
 - 6 = N/A

Help Seeking Behaviors

- 43. Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) is a sign of strength.
- 44. Members are well trained to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD).
- 45. Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) would negatively impact a member's career.



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Exhaustion/Burnout

- 46. I feel mentally worn out.
- 47. I feel physically worn out.
- 48. I feel emotionally worn out.

You will have the opportunity to provide written comments directly associated with Organizational Effectiveness (OE). All comments will be provided to your Commander exactly as they are written. Please do not provide any personally identifiable information (PII).





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EO/EEO/ Fair Treatment Factors





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Fair Treatment

Part III

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

Response Scale:

1 = Strongly Disagree

2 = Disagree

3 = Agree

4 = Strongly Agree

Hazing

- 49. Newcomers are harassed or humiliated prior to being accepted into the organization.
- 50. To be accepted in this organization, members must participate in potentially dangerous activities that are not related to the mission.
- 51. Newcomers in this organization are pressured to engage in potentially harmful activities that are not related to the mission.

Demeaning Behaviors

- 52. Certain members are excessively teased to the point where they are unable to defend themselves.
- 53. Certain members are purposely excluded from social work group activities.
- 54. Certain members are frequently reminded of small errors or mistakes they have made, in an effort to belittle them.

Favoritism

- 55. People in my work area do not practice favoritism.
 - 1 = Strongly Disagree
 - 2 = Disagree
 - 3 = Agree
 - 4 = Strongly Agree



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EO/EEO

Racial Discrimination

- 56. Qualified personnel of all races/ethnicities can expect the same training opportunities.
- 57. Qualified personnel of all races/ethnicities can expect similar job assignments.
- 58. People of all races/ethnicities can expect to be treated with the same level of professionalism.

Sex Discrimination

- 59. Qualified members of both genders can expect the same training opportunities.
- 60. Qualified members of both genders can expect similar job assignments.
- 61. Qualified members of both genders can expect to be treated with the same level of professionalism.

Religious Discrimination

- 62. Qualified personnel of all religions can expect the same training opportunities.
- 63. Qualified people of all religions can expect similar job assignments.
- 64. Leaders do not publicly endorse a particular religion.

Sexual Harassment

- 65. Sexual harassment does not occur in my work area.
- 66. Leaders in my organization adequately respond to allegations of sexual harassment.
- 67. Leaders play an active role in the prevention of sexual harassment.

Racist Behaviors

- 68. Racial slurs are not used in my work area.
- 69. Racial comments are not used in my work area.
- 70. Racial jokes are not used in my work area.



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EO/EEO

Sexist Behaviors

- 71. Sexist slurs are not used in my work area.
- 72. Sexist comments are not used in my work area.
- 73. Sexist jokes are not used in my work area.

Age Discrimination—CIVILIAN ONLY

- 74. Qualified personnel over 40 years old can expect the same training opportunities as younger personnel.
- 75. Qualified personnel over 40 years old can expect the same career enhancing opportunities as younger personnel.
- 76. Qualified personnel over 40 years old can expect similar job assignments as younger personnel.

Disability Discrimination—CIVILIAN ONLY

- 77. Qualified personnel who are disabled can expect the same training opportunities as non-disabled personnel.
- 78. Qualified personnel who are disabled can expect the same career enhancing opportunities as non-disabled personnel.
- 79. Qualified personnel who are disabled can expect similar job assignments as non-disabled personnel.

You have the opportunity to provide written comments directly associated with EO/EEO/Fair Treatment. All comments will be provided to your Commander exactly as they are written. Please do not provide any personally identifiable information (PII).



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Sexual Assault Prevention & Response Factors





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Part IV

Sexual Assault Prevention and Response

Sexual Assault Prevention and Response

RESPONSE SCALE for questions 80 and 81:

- 4 = Very Safe
- 3 = Safe
- 2 = Unsafe
- 1 = Very Unsafe

- 80. To what extent do you feel safe from being sexually assaulted where you currently live?
- 81. To what extent do you feel safe from being sexually assaulted where you perform your work/duties?



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RESPONSE SCALE for questions 82:

- 4 = Great Extent
- 3 = Moderate Extent
- 2 = Slight Extent
- 1 = Not at all

82. To what extent does your chain of command:

- a. Promote a unit climate based on “mutual respect and trust”
- b. Refrain from sexist comments and behaviors
- c. Actively discourage sexist comments and behaviors
- d. Provide sexual assault prevention and response training that interests and engages you
- e. Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behavior
- f. Publicize the outcomes of sexual assault cases
- g. Publicize sexual assault report resources (e.g., Sexual Assault Response Coordinator contact information; Victim Advocate contact information; awareness posters; sexual assault hotline phone number)
- h. Publicize the Restricted (confidential) Reporting option for sexual assault
- i. Encourage victims to report sexual assault
- j. Create an environment where victims feel comfortable reporting sexual assault

- 1 = Negative impact to career or progress
- 2 = Loss of privacy/confidentiality
- 3 = Fear of professional retaliation for making the report
- 4 = Fear of social retaliation for making the report
- 5 = Lack of confidence in the military justice system
- 6 = Lack of confidence in the chain of command
- 7 = Takes too much time and effort to report
- 8 = Not knowing how to make a sexual assault report
- 9 = None of the above, sexual assaults would be reported



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85. Suppose you see someone secretly putting something in another person's drink. You're unsure what it was. Which of the following are you most likely to do in this kind of situation? (**Select one**)

- 1 = Nothing
- 2 = Leave to avoid any kind of trouble
- 3 = Watch the situation to see if it escalates
- 4 = Seek assistance from someone to help deal with the situation
- 5 = Tell the drink owner what you saw
- 6 = Confront the person who put the substance in the drink

86. Imagine you go to a bar with a group of people whom you just met. What is the earliest point at which you would intervene in the following escalating situation? (**Select one**)

- 1 = A senior leader buys a drink for a person in the group and tells him/her a drink cannot be refused, as doing so would go against tradition
- 2 = The senior leader buys a second and third drink for the same person despite his/her repeated objections
- 3 = The person appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention
- 4 = The senior leader repeatedly hugs the person, rubs his/her shoulders, and offers to walk him/her back to quarters
- 5 = You see the senior leader quietly escorting the intoxicated person out of the bar
- 6 = As they leave, the person resists the senior leader and says, "No"
- 7 = In this scenario, I would not intervene at any point





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87. All of the following 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:

Sexual Assault Response Coordinator

1 = YES, can take a Restricted Report

2 = NO, cannot take a Restricted Report

Victim Advocate

1 = YES, can take a Restricted Report

2 = NO, cannot take a Restricted Report

Military Service Healthcare Personnel

1 = YES, can take a Restricted Report

2 = NO, cannot take a Restricted Report

Anyone in my chain of command

1 = YES, can take a Restricted Report

2 = NO, cannot take a Restricted Report

Criminal investigator and Military Police Officer

1 = YES, can take a Restricted Report

2 = NO, cannot take a Restricted Report





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88. In the past 12 months, I observed a situation that I believe was, or could have led to, a sexual assault.

1 = Yes

2 = No

***If respondents select “Yes,” then they are asked, “In response to this situation: (Select the one response that most closely resembles your actions)”**

88a. In response to this situation: **(Select the one response that most closely resembles your actions)**

1 = I stepped in and separated the people involved in the situation

2 = I asked the person who appeared to be at risk if they needed help

3 = I confronted the person who appeared to be causing the situation

4 = I created a distraction to cause one or more of the people to disengage from the situation

5 = I asked others to step in as a group and diffuse the situation

6 = I told someone in a position of authority about the situation

7 = I considered intervening in the situation, but I could not safely take any action

8 = I decided to not take action





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Perceptions of Discrimination & Sexual Harassment





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Part V DISCRIMINATION / SEXUAL HARASSMENT

Perceptions of Discrimination/Sexual Harassment

89. Within the past 12 months, I have personally experienced an incident of discrimination or sexual harassment within my current organization.
(Mark all that apply)

Response Scale:

- 1 = YES, racial/national origin/color
- 2 = YES, sexual harassment
- 3 = YES, gender (sex)
- 4 = YES, religion
- 5 = YES, disability (CIVILIAN ONLY)
- 6 = YES, age (CIVILIAN ONLY)
- 7 = YES, retaliation (CIVILIAN ONLY)
- 8 = YES, pregnancy (CIVILIAN ONLY)
- 9 = YES, equal pay (CIVILIAN ONLY)
- 10 = YES, genetic information (CIVILIAN ONLY)
- 11 = NO, did not experience discrimination





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90. Did you report any of the incidents of discrimination to someone in your organization?

1 = I filed a formal complaint through my organization's EO/EEO representative

2 = I reported the incident through my organization's EO/EEO representative without filing a formal complaint

3 = I reported the incident to my supervisor/superior

4 = I confronted the individual who committed the act

5 = I did not report the incident to anyone

6 = N/A, I did not experience an incident of discrimination in the past 12 months

91. If you did not report the incident of discrimination to anyone in your chain of command, please indicate your personal reasons why. **(Mark all that apply)**

1 = The incident would not be taken seriously

2 = The incident would not be believed

3 = Lack of privacy/confidentiality

4 = Fear of reprisal

5 = Lack of support from chain of command

6 = Other (*Note: other comments can be documented in the comments section)

7 = N/A. I did not experience an incident of sexual harassment in the past 12 months.





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92. How satisfied are you with how your issue of discrimination was (or is being) resolved?

- 1 = Very Dissatisfied
- 2 = Somewhat Dissatisfied
- 3 = Somewhat Satisfied
- 4 = Very Satisfied
- 5 = N/A

(*Note: If someone is “somewhat” or “very dissatisfied” comments can be documented in the comments section)

93. Did you report any of the incidents of sexual harassment to someone in your organization?

- 1 = I filed a formal complaint through my organization’s EO/EEO representative
- 2 = I reported the incident through my organization’s EO/EEO representative without filing a formal complaint
- 3 = I reported the incident to my supervisor/superior
- 4 = I confronted the individual who committed the act
- 5 = I did not report the incident to anyone
- 6 = N/A, I did not experience an incident of sexual harassment in the past 12 months

94. If you did not report the incident of sexual harassment to anyone in your chain of command, please indicate your personal reasons why. (Mark all that apply).

- 1 = The incident would not be taken seriously
- 2 = The incident would not be believed
- 3 = Lack of privacy/confidentiality
- 4 = Fear of reprisal
- 5 = Lack of support from chain of command
- 6 = Other (*Note: other comments can be documented in the comments section)
- 7 = N/A. I did not experience an incident of sexual harassment in the past 12 months.



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95. How satisfied are you with how your issue of sexual harassment was (or is being) resolved?

1 = Very Dissatisfied

2 = Somewhat Dissatisfied

3 = Somewhat Satisfied

4 = Very Satisfied

5 = N/A

(*Note: If someone is “somewhat” or “very dissatisfied” comments can be documented in the comments section)

You have the opportunity to provide written comments directly associated with Discrimination/Sexual Harassment/SAPR. Additionally, this area allows you to provide additional comments to your Commander/Director. All comments will be provided to your Commander exactly as they are written. Please do not provide any personally identifiable information (PII).





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Part VI

***** Locally Developed Questions *****

Please use the following scale to answer local questions:

1 = Strongly Disagree

2 = Disagree

3 = Agree

4 = Strongly Agree

96. LDQ1

97. LDQ2

98. LDQ3

99. LDQ4

100. LDQ5

101. LDQ6

102. LDQ7

103. LDQ8

104. LDQ9

105. LDQ10

***** Short Answer Questions *****

106. SAQ1

107. SAQ2

108. SAQ3

109. SAQ4

110. SAQ5



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DEOCS 4.0 Report





DEPARTMENT OF DEFENSE

DEOMI Organizational Climate Survey (DEOCS) Report



Organization: SAMPLE DEOCS
Commander: Commander
Admin Number: 12001
November 25, 2013

FOR ASSISTANCE CONTACT:
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Defense Equal Opportunity Management Institute
Directorate of Research
Patrick AFB, FL

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Table of Contents

I. How to Interpret your DEOCS Results.....	xx
II. Demographic Breakout.....	xx
III. DEOCS Executive Review.....	xx
IV. Perceptions of Discrimination & Sexual Harassment.....	xx
V. Sexual Assault Prevention and Response.....	xx
VI. Climate Factor Subgroup Comparison.....	xx
VII. Overall Unit Summary.....	xx
VIII. DEOCS Summary of Survey Item Responses.....	xx
IX. Recommendation.....	xx
Appendix A.....	xx
Appendix B.....	xx
X. Written Comments from Your Organization.....	xx



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DEOCS Executive Review

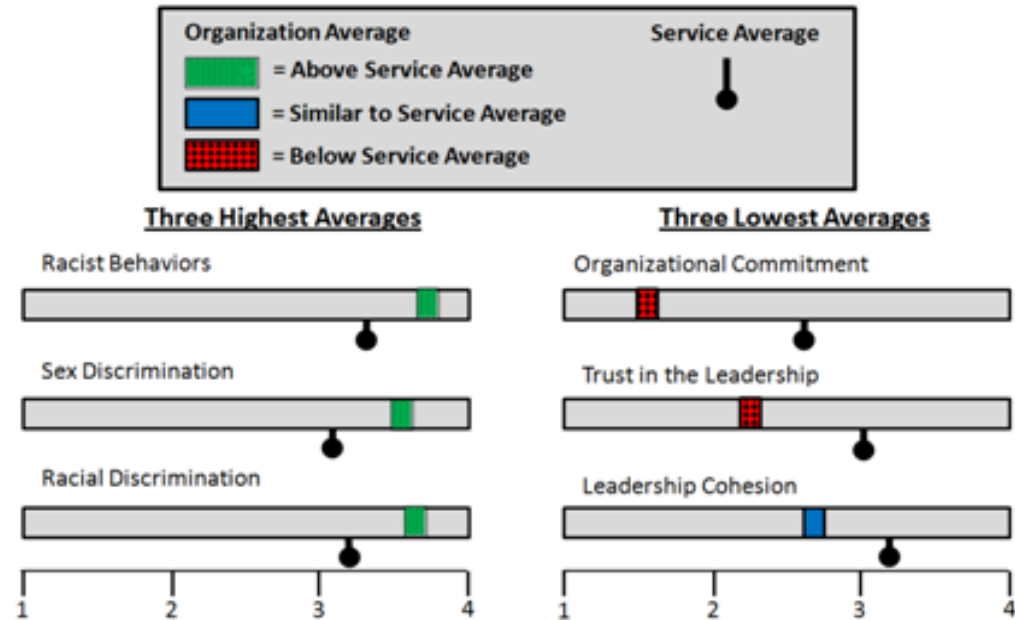




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III. DEOCS Executive Review

EXPERIENCED DISCRIMINATION		Number		Percent	
Yes					
No					
EXPERIENCED SEXUAL HARASSMENT		Men	Women	Men	Women
YES					
NO					



* Age and Disability Discrimination (Civilian Only) factors not included in this display.



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Perceptions of Discrimination & Sexual Harassment



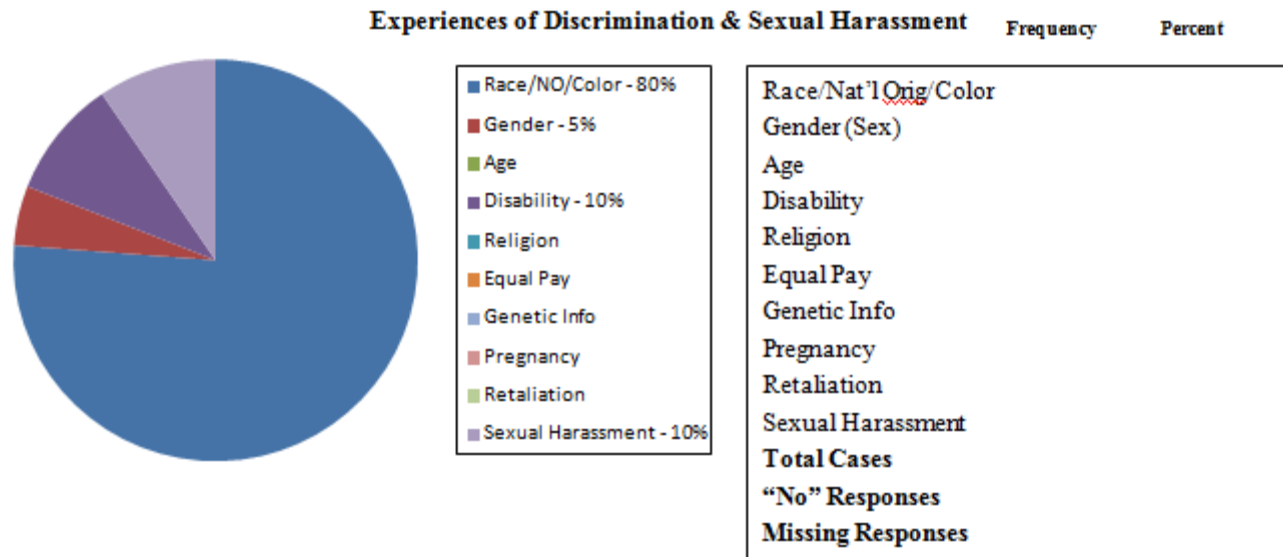


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IV. Perceptions of Discrimination & Sexual Harassment

This section addresses whether members of the organization experienced discrimination and sexual harassment, directed from members of the organization, during the last 12 months; whether they reported the incident; and their satisfaction with how the reported incident was resolved.

Within the past 12 months, I have personally experienced an incident of discrimination or sexual harassment within my current organization (Mark all that apply):





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Additional displays within the report based on initial response:

- Experiences of Discrimination based on Race/National Origin/Color
- Experiences of Discrimination based on Gender (Sex)
- Experiences of Sexual Harassment
 - Actions Taken
 - Filed Formal Complaint, reported to EO/EEO or Supervisor
 - Satisfaction with Issue Resolution
 - Perceived Barriers to Reporting





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Sexual Assault Prevention & Response





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SAPR Breakout Factors :

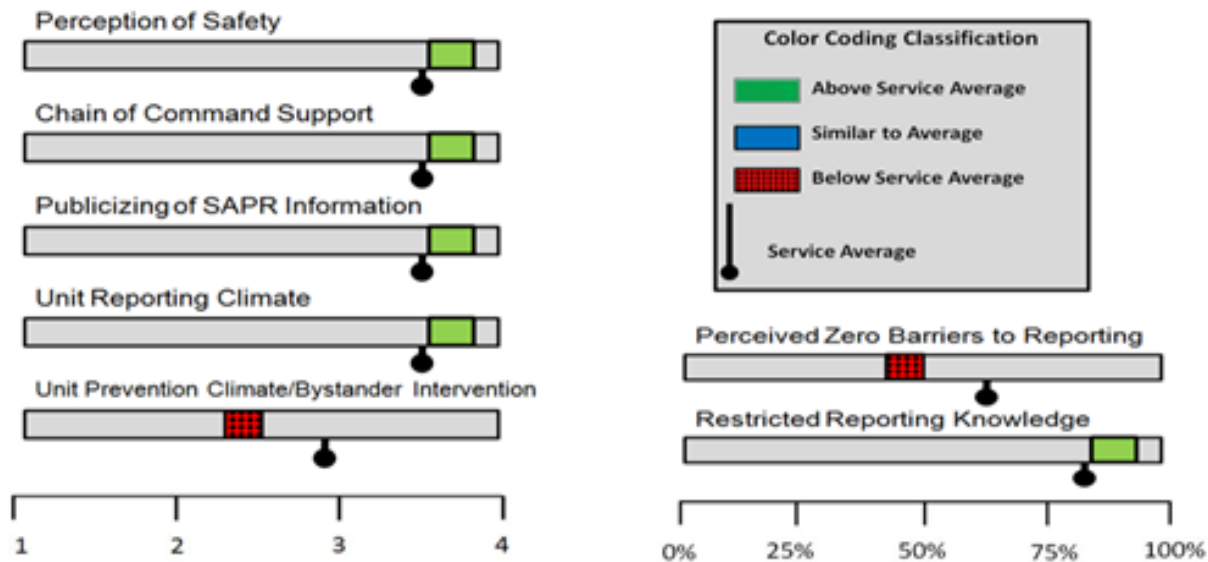
- Perception of Safety
- Chain of Command Support
- Publicity of SAPR Information
- Unit Reporting Climate
- Perceived Barriers to Reporting Sexual Assault
- Overall Unit Prevention Climate (Bystander Intervention)
- Prevalence of Respondents Observing High Risk Situations and Responses





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V. Sexual Assault Prevention and Response





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Climate Factor Subgroup Comparisons





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Climate Factor Subgroup Comparisons

The following charts provide a demographic summary of the, Organization Effectiveness, EO/EEO/Fair Treatment and SAPR Climate factors

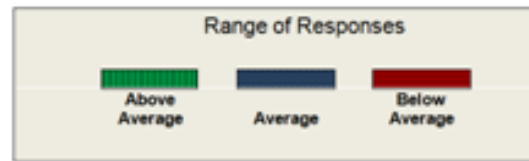
- Uses an ***above average – average – below average*** scale based on individual Service
- Color coded to help quickly identify patterns
- Allows for easy interpretation of demographic categories by survey factor





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SAPR Factors



	Perceptions of Safety	Chain of Command Support	Publicizing of SAPR Information	Unit Reporting Climate	Perceived Zero Barriers to Reporting	Unit Prevention Climate	Restricted Reporting Knowledge
Minority							
Majority							
Women							
Men							
Officer							
Enlisted							
Junior Enlisted							
Senior Enlisted							
Junior Officer							
Senior Officer							
Military							
Civilian							
Junior Civilian							
Senior Civilian							
Other							



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Organizational Effectiveness Factors



Fictioncom										
	Org Commit	Trust in Leader	Org Effective	Org Cohesion	Leader Cohesion	Job Satisfact	Org Process	Diversity Mgt	Help Seeking	Exhaustion
Minority	Below Average	Above Average	Above Average	Average	Above Average	Average	Average	Average	Average	Average
Majority	Above Average	Average	Below Average	Average	Below Average	Average	Average	Average	Average	Average
Women	Above Average	Average	Above Average	Average	Below Average	Average	Average	Average	Average	Average
Men	Average	Average	Above Average	Average	Below Average	Average	Average	Average	Average	Average
Enlisted	Average	Below Average	Above Average	Average	Below Average	Average	Average	Average	Average	Average
Officer	Below Average	Average	Above Average	Average	Below Average	Average	Average	Average	Average	Average
Junior Enlisted	Average	Below Average	Above Average	Average	Below Average	Average	Average	Average	Average	Average
Senior Enlisted	Average	Below Average	Above Average	Average	Below Average	Average	Average	Average	Average	Average
Junior Officer	Below Average	Average	Above Average	Average	Above Average	Average	Average	Average	Average	Average
Senior Officer	Below Average	Average	Above Average	Average	Above Average	Average	Average	Average	Average	Average
Military	Average	Average	Above Average	Average	Above Average	Average	Average	Average	Average	Average
Civilian	Above Average	Average	Above Average	Average	Above Average	Average	Average	Average	Average	Average
Junior Civilian	Above Average	Average	Above Average	Average	Above Average	Average	Average	Average	Average	Average
Senior Civilian	Average	Average	Average	Average	Average	Average	Average	Average	Average	Average
Other	Above Average	Above Average	Above Average	Average	Above Average	Average	Average	Average	Average	Average



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Equal Opportunity / Equal Employment Opportunity / Fair Treatment Factors



Fictioncom										
	Sexist Behav	Sexual Harass	Sex Discrim	Racist Behav	Racial Discrim	Disabil Discrim	Age Discrim	Religious Discrim	Bullying	Hazing
Minority	Green	Blue	Blue	Blue	Blue	Green	Green	Green	Blue	Blue
Majority	Green	Blue	Blue	Blue	Blue	Green	Green	Green	Blue	Blue
Women	Green	Blue	Blue	Blue	Blue	Green	Green	Green	Blue	Blue
Men	Green	Blue	Blue	Blue	Blue	Green	Green	Green	Blue	Blue
Officer	Green	Blue	Blue	Blue	Blue	Grey	Grey	Green	Blue	Blue
Enlisted	Green	Blue	Blue	Blue	Blue	Grey	Grey	Green	Blue	Blue
Junior Enlisted	Green	Blue	Blue	Blue	Blue	Grey	Grey	Green	Blue	Blue
Senior Enlisted	Green	Blue	Blue	Red	Red	Grey	Grey	Green	Red	Red
Junior Officer	Green	Blue	Blue	Red	Red	Grey	Grey	Green	Red	Red
Senior Officer	Green	Blue	Blue	Blue	Blue	Grey	Grey	Green	Blue	Blue
Military	Green	Blue	Blue	Blue	Blue	Grey	Grey	Green	Blue	Blue
Civilian	Green	Blue	Blue	Blue	Blue	Green	Green	Green	Blue	Blue
Junior Civilian	Green	Blue	Blue	Blue	Blue	Green	Green	Green	Blue	Blue
Senior Civilian	Green	Blue	Blue	Blue	Blue	Green	Green	Green	Blue	Blue
Other	Green	Blue	Blue	Blue	Blue	Green	Green	Green	Blue	Blue



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Overall Unit Summary

Identifies overall unit summary information compared to your Service. Unit summary shows Organization Effectiveness, EO/EEO/Fair Treatment, and SAPR Climate factors

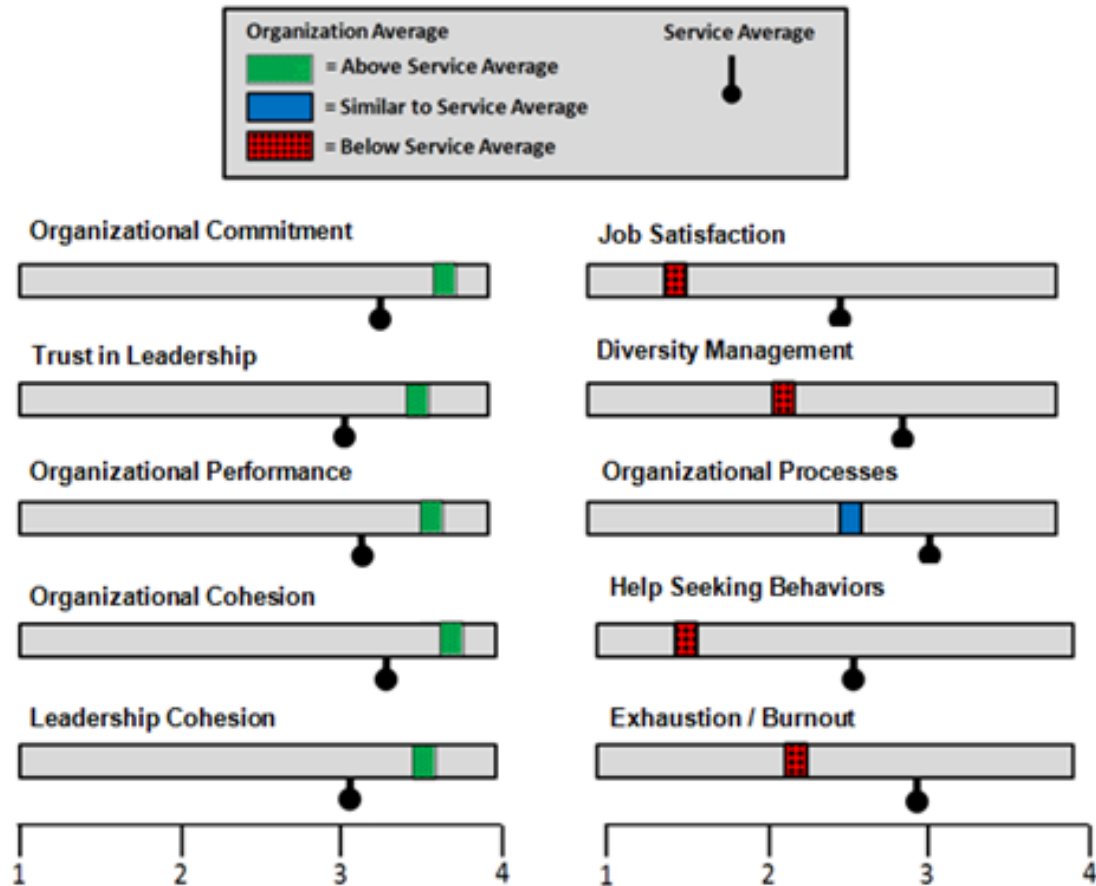
- Displays an ***above average – average – below average*** scale based on individual Service
- Color coded to help quickly identify patterns





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Organizational Effectiveness Factors





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Summary of Survey Item Responses

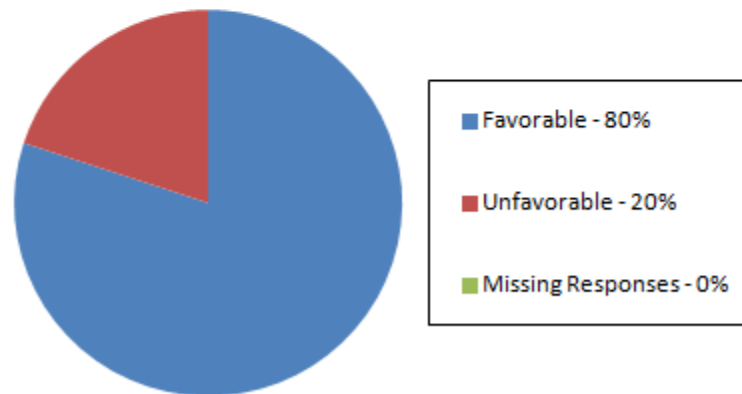




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VIII. DEOCS Summary of Survey Item Responses

Organizational Commitment	Favorable	Unfavorable
I feel motivated to give my best efforts to the mission of my organization.	0 / 0%	0 / 0%
I am proud to tell others that I belong to this organization.	0 / 0%	0 / 0%
I feel a strong sense of belonging to this organization.	0 / 0%	0 / 0%
Total	0 / 0%	0 / 0%





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Appendix A: Your Locally Developed Questions

Appendix A: Locally Developed Questions (x10)

Appendix B: Your Short Answer Questions

Appendix B: Short Answer Questions (x5)

X. Written Comments from Your Organization

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

Organizational Effectiveness Comments:

Equal Opportunity/Equal Employment Opportunity/Fair Treatment Comments:

Discrimination/Sexual Harassment/SAPR Comments:

Additional Comments:



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Recommendations





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Highest Averages

Racist Behaviors:

Share these positive results. Seek to identify--andreinforce--thosepractices and programs in place that enhance members' sense of organizational effectiveness.

Sex Discrimination:

Share these positive results. Seek to identify--andreinforce--thosepractices and programs in place that enhance members' sense of organizational cohesion.

Racist Discrimination:

Share these positive results. Seek to identify--andreinforce--thosepractices and programs in place that enhance members' sense of organizational effectiveness.

Lowest Averages

Organizational Commitment:

Develop plan to address issues and rectify dynamics that diminish commitment--as well as those factors that enhance commitment--that may be put into practice in a way that benefits all members.

Trust in Leadership:

Use focus groups and individual interviews, determine why leaders are not trusted, whether more positive perceptions are more prevalent among specific groups, andthe sources of those perceptions. Pay particular attention to rank structure. Develop plan to address issues and rectify dynamics that diminish trust in leadership--as well as those factors that enhance trust.

Organizational Commitment:

Develop plan to address issues and rectify dynamics that diminish commitment--as well as those factors that enhance commitment--that may be put into practice in a way that benefits all members.



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HOME

ORGANIZATIONAL EFFECTIVENESS

EO/EEO/FAIR TREATMENT

SAPR

CONSULTATION

Assessment to Solutions

is designed to support leaders and equal opportunity professionals by providing tools and products designed to address the mission-impacting issues that were identified during the climate assessment process.



DEOMI's campus is located at:

366 Tuskegee Airmen Drive | Patrick Air Force Base, FL 32925-3399.

DEOMI Information Hotline Number: (321) 494-0352

[Freedom of Information](#).

Questions and Comments may be sent by e-mail to:

[Public Affairs](#) or the [Webmaster](#).

[Privacy & Security Notice](#).





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HOME

ORGANIZATIONAL EFFECTIVENESS

EO/EEO/FAIR TREATMENT

SAPR

CONSULTATION

INTRODUCTION

DIVERSITY MANAGEMENT

EXHAUSTION

HELP SEEKING BEHAVIORS

INTENTION TO STAY

JOB SATISFACTION

LEADERSHIP COHESION

ORGANIZATIONAL COHESION

ORGANIZATIONAL COMMITMENT

ORGANIZATIONAL PERFORMANCE

ORGANIZATIONAL PROCESSES

TRUST IN LEADERSHIP

Organizational Effectiveness


These factors help determine whether members support leadership in carrying out the organization's mission. The DEOCS provides 11 climate factors that reflect different aspects of organizational effectiveness.

Select each factor for a detailed definition, additional information, and various products that will assist your organization in developing effective solutions.





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HOME

ORGANIZATIONAL EFFECTIVENESS

EO/EEO/FAIR TREATMENT

SAPR

CONSULTATION

INTRODUCTION

DIVERSITY MANAGEMENT

EXHAUSTION

HELP SEEKING BEHAVIORS

INTENTION TO STAY

JOB SATISFACTION

LEADERSHIP COHESION

ORGANIZATIONAL COHESION

ORGANIZATIONAL COMMITMENT

ORGANIZATIONAL PERFORMANCE

ORGANIZATIONAL PROCESSES

TRUST IN LEADERSHIP

Diversity Management

Perception of members' sense of inclusion, benefits, and justice, and that their individual talents, skills, and interests are accurately identified and leveraged to maximize mission effectiveness.

The purpose of these products are to assist you in increasing unit awareness and skills related to this factor. This process will aid in developing a comprehensive plan to resolve identified challenges.

DIRECTIVES / REGULATIONS & INSTRUCTIONS

FACT SHEET

FOCUS GROUPS / INTERVIEW
QUESTIONS

ONLINE LESSONS

PPT PRESENTATION

WEB LINKS

Directives / Regulations & Instructions

Instructions, regulations, policies that apply to respective Military Equal Opportunity Programs and Equal Employment Opportunity Programs.

EO/EEO Advisor Toolkit

★ [Military Equal Opportunity Programs and Equal Employment Opportunity Programs](#)

DEOCS



CONCERNS
IDENTIFIED



ADDITIONAL
METHODS



SOLUTIONS





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Consultation Service

- Offered to any requesting Commander at Flag Officer or SES employee level
 - Report Analysis
 - Executive Summary
 - Telephonic out-brief
- DEOMI's Assessment to Solutions site provides Commanders and administrators with factor information and training aids





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Questions and Answers





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Contact Information

DEOCS Support Team
(321) 494-2675/4217/2538
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After hours line:
(321) 536-1583

