



# **DEOMI Organizational Climate Survey (DEOCS) Anonymity Features**



# DEOCS Anonymity

The DEOCS is an anonymously-administered survey that can be completed without a Common Access Card (CAC) from any computer with internet access.





# DEOCS Anonymity

Respondents' anonymity is protected when completing the survey by using a computer-generated, untraceable password that cannot be linked to unit members or their computer systems (work or home).

In addition, no personally identifying information is collected.



# DEOCS Anonymity

In order to generate a DEOCS report a minimum of 16 surveys must be completed.

The survey **will not** display group data if fewer than five members of that demographic completes the survey. However, your input and comments **will** appear in your unit's overall report.



# DEOCS Anonymity

For example, if your unit has 17 members that completed the survey—3 females and 14 males—there will be no data displayed for females, since fewer than 5 females completed the survey.







# DEOCS Demographic Groups



- Minority/Majority
- Women/Men
- Military/Civilian
- Officer/Enlisted
- Junior Officer/Senior Officer
- Junior Enlisted/Senior Enlisted
- Junior Civilian/Senior Civilian

**NO** single line of demographic data  
is **EVER** produced.



# DEOCS Anonymity



Meet Captain Kim Peters



# Demographic Data Example

Captain Peters' responses will be displayed with the following demographic groups:

- White
- Female
- Captain (O-3)

**Can you identify Captain Peters in  
the data listed below?**





# Captain Peters' Demographic Information

Unit Demographic Data	
Majority 93	Minority 27
Male 95	Female 29
Officer 25	Enlisted 87
Senior Officer 11	Junior Officer 14
Military 112	Civilian 12



# DEOCS Comments

The DEOCS survey allows participants to provide written comments to their Commanders/Directors.

It is important to know that these comments are provided verbatim and any self-identifying information could effect your anonymity.



# DEOCS Comment Example

*“In our weekly staff meetings, each male staff member is addressed by their rank and last name and yet when they address me, they call me by my first name, not Captain Peters. His disrespect for female officers fosters a negative climate and is intolerable!”*

As comments are provided verbatim  
**Captain Peters identified herself.**



# Conclusion



Responses provide perceptions about policies and procedures and gives insight to the general human relations climate of your unit.



# Why Complete the DEOCS

The survey helps commanders understand what is important to you, what concerns you have, and your feelings about the work environment.

Your anonymity is important and protected as honest responses are the basis for improving the climate.

