

DEPARTMENT OF DEFENSE

DEOMI Organizational Climate Survey (DEOCS)



Sample DEOCS (v4.1)

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Defense Equal Opportunity Management Institute
Directorate of Research
Patrick AFB, FL

FOR OFFICIAL USE ONLY

PART I - Demographics

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, Military/Civilian, 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, Puerto Rican, Cuban, Central or South American, or other Spanish/Hispanic/Latino
 - 3 = Decline to respond

3. **What is your race?** Select 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. **I am a(n):**
 - 1 = Military member
 - 2 = Civilian employee
 - 3 = Other

5. **CIVILIAN ONLY: In which category are you a member?**
 - 1 = Civilian (GS 1 – 6)
 - 2 = Civilian (GS 7 – 12)
 - 3 = Civilian (GS 13 – 15)
 - 4 = Senior Executive Service
 - 5 = Wage Grade (WG/WS/WL)
 - 6 = Non-Appropriated Fund Employee (NAF)

6. **CIVILIAN ONLY: In which supervisory category are you a member?**

1 = Non-Supervisor

2 = Supervisor

7. **MILITARY ONLY: In which category are you a member?**

1 = E1 – E3

2 = E4 – E6

3 = E7 – E9

4 = WO1 – CW5

5 = O1 – O3

6 = O4 – Above

8. **MILITARY ONLY: My branch of service is:**

1 = Army

2 = Navy

3 = Marine Corps

4 = Air Force

5 = Coast Guard

9. **MILITARY ONLY: I am a(n):**

1 = Active duty member

2 = Traditional guardsman (Drilling)

3 = Guardsman on active duty

4 = Traditional reservist (Drilling)

5 = Reservist on active duty

6 = N/A

PART II - Organizational Effectiveness (OE)

Terms Defined

Chain of Command/Supervision: refers to the line of authority from your immediate supervisor to your senior leader (unit commander or civilian equivalent).

Coworker: refers to peers within your immediate workplace.

Immediate Supervisor: refers to the individual to whom you directly report.

Organization: refers to the unit/agency in which you currently work and is led by your commander or civilian equivalent.

Senior Leader: refers to your current unit commander or civilian equivalent.

Workgroup: refers to the collective personnel with whom you work.

Workplace: refers to the physical location where you perform your duties.

IMPORTANT – PLEASE READ: Use the following scale to respond to each item on this portion of the survey.

Response Scale for questions 10 - 28

1 = Strongly Disagree

2 = Disagree

3 = Slightly Disagree

4 = Neither Agree nor Disagree

5 = Slightly Agree

6 = Agree

7 = Strongly Agree

Organizational Commitment: *Emotional attachment to, identification with, and involvement of military members/employees to their units, characterized by a strong desire to maintain membership within the unit.*

10. I feel like “part of the family” in this workgroup.

11. This workgroup has a great deal of personal meaning to me.

12. I feel a strong sense of belonging to this workgroup.

Senior Leadership: *The perception that the organization’s senior leader demonstrates concern for the well-being of his or her organization’s military members/employees and provides clear communication of the organization’s goals, direction, and vision.*

13. My senior leader puts processes in place to facilitate the sharing of information throughout the organization.

14. My senior leader clarifies our organization’s goals and priorities.

15. My senior leader communicates a clear vision for the future.

16. My senior leader listens to the concerns of the organization’s military members/employees.

Organizational Performance: *The perception that the organization operates well to accomplish goals and deliver high-quality output when pressured by demanding deadlines.*

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. My organization makes good use of available resources to accomplish its mission.

Group Cohesion: *A dynamic process that is reflected in the tendency for a group to stick together within your immediate workplace and remain united in the pursuit of its objectives and/or for the satisfaction of participants' interpersonal needs.*

20. My workgroup is united in trying to reach its goals for performance.
21. We all take responsibility for the performance of the workgroup.
22. If members of our workgroup have problems in the workplace, everyone wants to help them so we can get back on task.

Trust in Leadership: *The expectation that a leader will act in your organization's best interest that he or she will follow through with actions which affect the outcomes of others, and that he or she will act in a fair and equitable manner.*

23. I can rely on my immediate supervisor to act in my organization's best interest.
24. My immediate supervisor follows through with commitments he or she makes.
25. Please select "Disagree" for this item.
26. I feel comfortable sharing my work difficulties with my immediate supervisor.
27. My immediate supervisor treats me fairly.

Connectedness: *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.*

28. My future seems dark to me.

IMPORTANT – PLEASE READ: Use the following scale to respond to each item on this portion of the survey.

Response Scale for questions 29 - 31

- 1 = Not at all true for me
- 2 = Untrue for me
- 3 = Somewhat untrue for me
- 4 = Somewhat true for me
- 5 = True for me
- 6 = Very true for me

29. These days, I think I am a burden on people in my life.
30. These days, I feel like I belong.
31. These days, I feel that there are people I can turn to in times of need.

32. I know someone in my organization who has thought of, attempted, or died by suicide.

(Select all that apply)

- 1 = Thought of
- 2 = Attempted
- 3 = Died by Suicide
- 4 = None of the above

IMPORTANT – PLEASE READ: Use the following scale to respond to each item on this portion of the survey.

Response Scale for questions 33 - 41

- 1 = Strongly Disagree**
- 2 = Disagree**
- 3 = Slightly Disagree**
- 4 = Neither Agree nor Disagree**
- 5 = Slightly Agree**
- 6 = Agree**
- 7 = Strongly Agree**

Job Satisfaction: *Refers to an attitude that reflects a positive or negative judgment of your current job.*

- 33. I like my current job.
- 34. I feel satisfied with my current job.
- 35. I am happy with my current job.

Organizational Processes: *Perception that policies and procedures are informed, fair, and leaders seek to achieve goals that are in military members'/employees' best interest. Reflect holistic organizational dynamics conducive to mission accomplishment.*

- 36. Programs are in place to address military members'/employees' concerns.
- 37. Discipline is administered fairly.
- 38. Decisions are made after reviewing relevant information.

Engagement: *Engagement refers to a persistent positive and fulfilling state of mind characterized by mental resilience, dedication, and immersion in the work role.*

- 39. At my workplace, I am mentally resilient (*mentally resilient is defined as: able to press on and adapt to psychologically challenging work situations while still maintaining your sense of confidence*).
- 40. I am enthusiastic about my work.
- 41. Time flies when I am working.

PART III - Equal Opportunity/Equal Employment Opportunity (EO/EEO)/Fair Treatment

IMPORTANT – PLEASE READ: Use the following scale to respond to each item on this portion of the survey.

Response Scale for questions 42 - 47

- 1 = Strongly Disagree**
- 2 = Disagree**
- 3 = Slightly Disagree**
- 4 = Neither Agree nor Disagree**
- 5 = Slightly Agree**
- 6 = Agree**
- 7 = Strongly Agree**

Inclusion at work: *Involves the ways in which organizations, groups, leaders, and military members/employees allow everyone (diverse in identities, cultures, and ways of thinking and acting) to participate, contribute, have a voice, and feel that they are connected and belong, all without losing individual uniqueness or having to give up valuable identities or aspects of themselves.*

- 42. Coworkers are treated as valued members of the team without losing their unique identities.
- 43. I feel excluded by my workgroup because I am different.
- 44. Within my workgroup, I am encouraged to offer ideas on how to improve operations.
- 45. Military members/employees in my workgroup are empowered to make work-related decisions on their own.
- 46. Outcomes (e.g., training opportunities, awards, and recognition) are fairly distributed among military members/employees of my workgroup.
- 47. The decision-making processes that impact my workgroup are fair.

Hazing: *Any conduct through which a military member or members, or a Department of Defense civilian employee or employees, without a proper military or other governmental purpose but with a nexus to military service or Department of Defense civilian employment, physically or psychologically injure or create a risk of physical or psychological injury to one or more military members, Department of Defense civilians, or any other persons for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or as a condition for continued membership in any military or Department of Defense civilian organization. Hazing can be conducted through the use of electronic devices or communications, and by other means, as well as in person (Deputy Secretary of Defense Memo, 23 December 2015).*

- 48. Individuals in my workplace are pressured to engage in which of the following acts as part of an initiation or admission process (without a proper military or other governmental purpose).
(Select all that apply)
 - 1 = Physically harmful acts
 - 2 = Psychologically harmful acts
 - 3 = Illegal or dangerous acts
 - 4 = N/A

Bullying: *An act of aggression by a military member or members, or Department of Defense civilian employee or employees, with a nexus to military service or Department of Defense civilian employment, with the intent of harming a military member, Department of Defense civilian, or any other persons, either physically or psychologically, without a proper military or other governmental purpose. Bullying may involve the singling out of an individual from his or her co-workers, or unit, for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim. Bullying can be conducted through the use of electronic devices or communications, and by other means, as well as in person (Deputy Secretary of Defense Memo, 23 December 2015).*

49. Individuals in my workplace who are seen as “different” are targets of:

(Select all that apply)

- 1 = Aggression
- 2 = Abusive or malicious pranks
- 3 = Active attempts to damage their reputation
- 4 = Physical harm
- 5 = Psychological harm
- 6 = N/A

IMPORTANT – PLEASE READ: Use the following scale to respond to each item on this portion of the survey.

Response Scale for questions 50 - 53

- 1 = Strongly Disagree**
- 2 = Disagree**
- 3 = Slightly Disagree**
- 4 = Neither Agree nor Disagree**
- 5 = Slightly Agree**
- 6 = Agree**
- 7 = Strongly Agree**

Discrimination: *Perception that military members/employees of the organization are denied equal opportunity or are a victim of an unfair employment practice by virtue of their race, color, national origin, religion, sex, sexual orientation, age, disability, etc.*

50. Discrimination based on _____ does **not** occur in my workplace.

- a. Race/Color/National Origin (**Military & Civilian**)
- b. Religion (**Military & Civilian**)
- c. Sex (**Military & Civilian**)
- d. Sexual Orientation (**Military & Civilian**)
- e. Age (**Civilian Only**)
- f. Disability (**Civilian Only**)
- g. Equal Pay (**Civilian Only**)
- h. Genetic Information (**Civilian Only**)
- i. Pregnancy (**Civilian Only**)

51. Racial slurs, comments, and/or jokes are used in my workplace.

52. Sexist slurs, comments, and/or jokes are used in my workplace.

53. I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal.

IMPORTANT – PLEASE READ: Use the following scale to respond to each item on this portion of the survey.

Response Scale for questions 54 - 57

- 1 = Strongly Disagree**
- 2 = Disagree**
- 3 = Slightly Disagree**
- 4 = Neither Agree nor Disagree**
- 5 = Slightly Agree**
- 6 = Agree**
- 7 = Strongly Agree**

Sexual Harassment: *Involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.*

- 54. My chain of command/supervision adequately responds to allegations of sexual harassment.
- 55. My chain of command/supervision plays an active role in the prevention of sexual harassment.
- 56. Individuals from my workplace use offensive gestures that are sexual in nature.
- 57. Individuals from my workplace have been offered rewards or special treatment in return for engaging in sexual behavior.

Unwanted Workplace Experience: *Measures the sexual harassment risk within the organization. The items contain behaviors associated with the increased probability that sexual harassment could be occurring.*

Please be aware that some individuals may find question 58a - e to be sensitive in nature. We are interested in hearing if you personally experienced any of the behaviors while working under your current senior leader, during the past 12 months.

- 58. While under your current senior leader **and** within the last 12 months, did someone from your workplace:
 - a. Repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset?
 - 1 = Yes
 - 2 = No
 - b. Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to? *For example, if you are a male being called a “fag” or “gay,” if you are a female being called a “dyke” or “butch.”*
 - 1 = Yes
 - 2 = No

- c. Make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?
1 = Yes
2 = No
- d. Make repeated attempts to establish an unwanted romantic or sexual relationship with you? *These could range from repeatedly asking you out for coffee to asking you for sex or a "hook-up."*
1 = Yes
2 = No
- e. Intentionally touch you in a sexual way when you did not want them to? *This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.*
1 = Yes
2 = No

PART IV - Sexual Assault Prevention and Response

IMPORTANT – PLEASE READ: Use the following scale to respond to each item on this portion of the survey.

Response Scale for questions 59 - 60

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Slightly Disagree
- 4 = Neither Agree nor Disagree
- 5 = Slightly Agree
- 6 = Agree
- 7 = Strongly Agree

Sexual Assault Prevention Climate: *Military members’/employees’ perceptions that their immediate supervisor takes action to prevent sexual assault by promoting a respectful and safe command climate and deterring sexism and sexual harassment in the workplace.*

59. My immediate supervisor:
- a. Models respectful behavior.
 - b. Promotes responsible alcohol use.
 - c. Would correct individuals who refer to coworkers as “honey,” “babe,” “sweetie,” or use other unprofessional language at work.
 - d. Would stop individuals who are talking about sexual topics at work.
 - e. Would intervene if an individual was receiving sexual attention at work (e.g., staring at someone’s chest, standing too close, rubbing someone’s shoulders).
 - f. Encourages individuals to help others in risky situations that could result in harmful outcomes (example harmful outcomes include: sexual assault, violence, or suicide).
60. Please select “Agree” for this item.

Bystander Intervention Experience in Past 12 Months: *Member’s observation of a high-risk situation (i.e., a situation that may precede a sexual assault), and how they intervened.*

61. In the past 12 months, I observed a situation that I believe was, or could have led to, a sexual assault. (*Intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. The term includes a broad category of sexual offenses consisting of the following specific UCMJ offenses: rape, sexual assault, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts.*)
- 1 = Yes
 - 2 = No

61a. **Follow-up:** If yes, 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.

IMPORTANT – PLEASE READ: Use the following scale to respond to each item on this portion of the survey.

Response Scale for questions 62a - e

- 1 = Yes, can take a restricted report**
- 2 = No, cannot take a restricted report**
- 3 = Not sure/Do not know**

Sexual Assault Reporting Knowledge: *Member's knowledge of the sexual assault reporting options.*

62. All 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.
- a. Sexual Assault Response Coordinator
 - b. Victim Advocate
 - c. Military Service Healthcare Personnel
 - d. Anyone in my chain of command/supervision
 - e. Criminal investigator and/or military police officer
63. **MILITARY ONLY:** Service members who report they were sexually assaulted are eligible for the service of a military attorney (examples include Special Victims' Counsel – Army/Air Force or a Victims' Legal Counsel – Navy/Marine Corps).
- 1 = True
 - 2 = False
 - 3 = Not sure/Do not know

IMPORTANT – PLEASE READ: Use the following scale to respond to each item on this portion of the survey.

Response Scale for questions 64 – 66

- 1 = Strongly Disagree**
- 2 = Disagree**
- 3 = Slightly Disagree**
- 4 = Neither Agree nor Disagree**
- 5 = Slightly Agree**
- 6 = Agree**
- 7 = Strongly Agree**

Sexual Assault Response Climate: *Military member's/employee's perception of whether their chain of command/supervision would take appropriate action to address an Unrestricted Report of sexual assault and the extent to which leadership would support and encourage recovery.*

64. If a coworker were to report a sexual assault, my chain of command/supervision would:
- a. Take the report seriously.
 - b. Keep the knowledge of the report limited to those with a need to know.
 - c. Discourage military members/employees from spreading rumors and speculation about the allegation.
 - d. Promote healthcare, legal, or other support services to the reporter.
 - e. Support the individual for speaking up.

Sexual Assault Retaliation Climate: *Military member's/employee's perception of whether retaliation would occur if a sexual assault was reported in their unit/organization.*

65. In my workgroup, reporters of sexual assault would be:
- a. Excluded from social interactions or conversations.
 - b. Subjected to insulting or disrespectful remarks or jokes.
 - c. Blamed for causing problems.
 - d. Denied career opportunities (e.g., denied training, awards, or promotions).
 - e. Disciplined or given other corrective action.
 - f. Discouraged from moving forward with the report.

Sexual Harassment Retaliation Climate: *Military member's/employee's perception of whether retaliation would occur if a sexual harassment complaint was made in their unit/organization.*

66. In my workgroup, military members/employees who file a sexual harassment complaint would be:
- a. Excluded from the social interactions or conversations.
 - b. Subjected to insulting or disrespectful remarks or jokes.
 - c. Blamed for causing problems.
 - d. Denied career opportunities (e.g., denied training, awards, or promotions).
 - e. Disciplined or given other corrective action.
 - f. Discouraged from moving forward with the complaint.