

## **Sexual Assault Request for Information (RFI) –DEOMI Response**

**33. (DoD) Please provide the following information regarding the DEOMI command climate surveys:**

**a. (I) Questions are used in the DEOMI climate surveys; (II) methodology used to develop them and (III) administration of the surveys?**

I. Questions used in the DEOMI Climate Surveys: The first set of items represents the DEOCS currently being used, Version 3.3.5. Beginning March 2012, the DEOCS contained sexual assault prevention and response (SAPR) climate questions as a core component of the survey. The second set of items represent the future version of the DEOCS scheduled to be released January 2014, Version 4.0.

### **Question/Factor Breakdown for DEOCS Version 3.3.5**

#### **Factor 1: Sexual Harassment & Discrimination**

When a person complained of sexual harassment, the supervisor said, "You're being too sensitive."

A supervisor referred to subordinates of one gender by their first names in public while using titles for subordinates of the other gender.

Sexist jokes were frequently heard.

Someone made sexually suggestive remarks about another person.

#### **Factor 2: Differential Command Behavior**

A supervisor did not select for promotion a qualified subordinate of a different race/ethnicity.

A member was assigned less desirable office space because of their race/ethnicity.

The person in charge of the organization changed the duty assignments when it was discovered that two people of the same race/ethnicity were assigned to the same sensitive area on the same shift.

While speaking to a group, the person in charge of the organization took more time to answer questions from one race/ethnic group than from another group.

#### **Factor 3: Positive EO Behavior**

Supervisors of different racial or ethnic backgrounds were seen having lunch together.

Personnel of different racial or ethnic backgrounds were seen having lunch together.

Members from different racial or ethnic groups were seen socializing together.

Members joined friends of a different racial or ethnic group at the same table in the cafeteria or designated eating area.

#### **Factor 4: Racist Behaviors**

A person told several jokes about a particular race/ethnicity.

Offensive racial/ethnic names were frequently heard.

Racial/ethnic jokes were frequently heard.

**Factor 5: Age Discrimination**

A younger person was selected for a prestigious assignment over an older person who was equally, if not slightly better qualified.

An older individual did not get the same career opportunities as did a younger individual.

A young supervisor did not recommend promotion for a qualified older worker.

**Factor 6: Religious Discrimination**

A well-qualified person was denied a job because the supervisor did not like the religious beliefs of the person.

A demeaning comment was made about a certain religious group.

A supervisor favored a worker who had the same religious beliefs as the supervisor.

**Factor 7: Disability Discrimination**

A worker with a disability was not given the same opportunities as other workers.

A career opportunity speech to a worker with a disability focused on the lack of opportunity elsewhere; to others, it emphasized promotion.

A supervisor did not appoint a qualified worker with a disability to a new position, but instead appointed another, less qualified worker.

**Factor 8: Organizational Commitment**

I find that my values and the organization's values are very similar.

I am proud to tell others that I am part of this organization.

There's not too much to be gained by sticking with this organization until retirement (assuming I could do so if I wanted to).

Often, I find it difficult to agree with the policies of this organization on important matters relating to its people.

Becoming a part of this organization was definitely not in my best interests.

**Factor 9: Trust in the Organization**

The values of this organization reflect the values of its members.

This organization is loyal to its members.

This organization is proud of its people.

**Factor 10: Work Group Effectiveness**

The amount of output of my work group is very high.

The quality of output of my work group is very high.

When high priority work arises, such as short deadlines, crash programs, and schedule changes, the people in my work group do an outstanding job in handling these situations.

My work group's performance in comparison to similar work groups is very high.

**Factor 11: Work Group Cohesion**

My work group works well together as a team.

Members of my work group pull together to get the job done.

Members of my work group really care about each other.

Members of my work group trust each other.

### **Factor 12: Leadership Cohesion**

Top leaders in my organization work well together as team.  
Top leaders in my organization pull together to get the job done.  
Top leaders in my organization really care about each other.  
Top leaders in my organization trust each other.

### **Factor 13: Job Satisfaction**

The chance to help people and improve their welfare through the performance of my job.  
My amount of effort compared to the effort of my co-workers.  
The recognition and pride my family has in the work I do.  
The chance to acquire valuable skills in my job that prepare me for future opportunities.  
My job as a whole.

### **Factor 14: Leadership Support for Sexual Assault Prevention and Response**

SAPR1: My leadership promotes a climate that is free of sexual assault.  
SAPR2: My leadership would respond appropriately in the event a sexual assault was reported.  
SAPR3: A restricted report allows a Service member to report a sexual assault and get help, but without notifying command or criminal investigators.  
SAPR4: Which of the following would be reasons why a victim of sexual assault would not report the incident within your unit.  
SAPR5: Suppose you see a Service member put something in a person's drink. You're unsure what it was and question if your eyes were playing tricks on you. What are you most likely to do in this kind of situation?  
SAPR6: Imagine you go TDY for some training. The first night you go to a restaurant/bar with a large group of colleagues, whom you just met. At what point would you intervene in the following escalating situation?

## **Question/Factor Breakdown for DEOCS Version 4.0**

### **Factor 1: Organizational Commitment**

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

### **Factor 2: Trust in Leadership**

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

### **Factor 3: Organizational Performance**

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

**Factor 4: Organizational Cohesion**

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

**Factor 5: Leadership Cohesion**

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

**Factor 6: Job Satisfaction**

I like my job.  
I feel satisfied with my present job.  
Most days I am enthusiastic about my work.  
I find real enjoyment in my work.

**Factor 7: Diversity Management**

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

**Factor 8: Organizational Processes**

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

**Factor 9: Intention to stay**

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

**Factor 10: Help Seeking Behaviors**

Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) is a sign of strength.

Members are well trained to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD).

Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) would negatively impact a member's career.

**Factor 11: Exhaustion/Burnout**

I feel mentally worn out.

I feel physically worn out.

I feel emotionally worn out.

**Factor 12: Hazing**

Newcomers are harassed or humiliated prior to being accepted into the organization.

To be accepted in this organization, members must participate in potentially dangerous activities that are not related to the mission.

Newcomers in this organization are pressured to engage in potentially harmful activities that are not related to the mission.

**Factor 13: Demeaning Behaviors**

Certain members are excessively teased to the point where they are unable to defend themselves.

Certain members are purposely excluded from social work group activities.

Certain members are frequently reminded of small errors or mistakes they have made, in an effort to belittle them.

**Factor 14: Favoritism**

People in my work area do not practice favoritism.

1 = Strongly Disagree

2 = Disagree

3 = Agree

4 = Strongly Agree

\*If respondents select 1 or 2, then they are asked, "In what way or ways do you perceive favoritism is being displayed?"

1=Race/sex/national origin differences

2=Job opportunities

3=Performance report ratings

4=Personal relationships

5=Don't know

6=Other

**Factor 15: Racial Discrimination**

Qualified personnel of all races/ethnicities can expect the same training opportunities.

Qualified personnel of all races/ethnicities can expect similar job assignments.

People of all races/ethnicities can expect to be treated with the same level of professionalism.

**Factor 16: Sex Discrimination**

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

**Factor 17: Religious Discrimination**

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

**Factor 18: Sexual Harassment**

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

**Factor 19: Racist Behaviors**

Racial slurs are not used in my work area.  
Racial comments are not used in my work area.  
Racial jokes are not used in my work area.

**Factor 20: Sexist Behaviors**

Sexist slurs are not used in my work area.  
Sexist comments are not used in my work area.  
Sexist jokes are not used in my work area.

**Factor 21: Age Discrimination—CIVILIAN ONLY**

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

**Factor 22: Disability Discrimination—CIVILIAN ONLY**

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

### **Factor 23: Sexual Assault Prevention and Response**

#### RESPONSE SCALE:

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

To what extent do you feel safe from being sexually assaulted where you currently live?

To what extent do you feel safe from being sexually assaulted where you perform your work/duties?

#### RESPONSE SCALE:

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

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

#### RESPONSE SCALE:

- 4 = Very Likely
- 3 = Moderately Likely
- 2 = Slightly Likely
- 1 = Not at all Likely

If someone were to report a sexual assault to your current chain of command, how likely is it that:

- a. The chain of command would take the report seriously
- b. The chain of command would believe the person making the report
- c. The chain of command would keep knowledge of the report limited to those

- with a need to know
- d. The chain of command would forward the report outside the unit to criminal investigators
  - e. The chain of command would take steps to protect the safety of the person making the report
  - f. The chain of command would support the person making the report
  - g. The chain of command would take corrective action to address factors that may have led to the sexual assault
  - h. Unit members would label the person making the report a troublemaker
  - i. Unit members would support the person making the report
  - j. The offender(s) or their associates would retaliate against the person making the report
  - k. The career of the person making the report would suffer

In your current unit/organization, which of the following would be the most likely reasons why a victim of sexual assault would not report the incident? (Select all that apply).

- 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

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

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

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

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)

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

**Factor 24: Perceptions of Discrimination/Sexual Harassment**

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

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

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

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

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

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

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

II. Methodology used in the development of the DEOCS and SAPR items.

### **DEOCS ITEMS**

1. The DEOCS gets revised periodically, to better meet the contemporary needs of the Services. All new survey items are tested for statistical reliability and construct validity before inclusion in the survey; these are used to construct additional climate factors that provide leaders with a more comprehensive snapshot of command climate.
2. We critically evaluated the scales on the current DEOCS (3.3.5), to determine whether to retain, delete, or modify them. We also sought to add scales to address a much wider array of organizational practices and policies that might impact climate, morale, and mission.
3. We also worked to determine the extent to which each scale represents the relevant theoretical content area (i.e., content validity). To help ensure items possessed face validity (i.e., the extent to which an item or a scale appears to measure what it purports to measure), we developed items using subject matter experts (SMEs) and/or leveraged published studies that previously addressed the constructs. We also posed candidate questions for the various scales, and then critically reviewed them. In the end, we arrived at a common consensus about each item before it was tested.

4. Candidate items were tested by posing them on the DEOCS research blocks; individuals completing the DEOCS were invited to complete a fairly short (i.e., no more than 45 questions) survey. The data from these data runs were used to evaluate the reliability and validity of the climate factor scales.
5. To determine reliability, the internal consistency of scales was assessed by computing a variety of statistics. The most notable of these is Cronbach's alpha ( $\alpha$ ), which is an index of internal consistency determined on the basis of the number of items within a scale and the number of respondents in a sample that completed the scale. Item Total Correlations (ITCs) and Squared Multiple Correlations (SMCs), which are indicators of the relationships between items within a scale were also considered as indicators of internal consistency of scales. Established cutoffs (e.g.,  $\alpha > .7$  ; ITCs  $> .40$ ; SMCs no less than half the magnitude of items with the highest SMC within a scale ) were used to determine the reliability of scales and the relative quality of items.
6. To determine the content validity of scales, two procedures were utilized:
  - a. We conducted an Exploratory Factor Analysis (EFA). EFAs using Principal Axis Factoring (PAF) were used to extract the fewest factors to account for the most amount of variance (i.e., common variability due to item responses) from the items within a scale. Factors that are extracted reflect underlying (i.e., latent) constructs assessed by the items. Ideally, each DEOCS scale should represent a single factor.
  - b. The results obtained via the EFAs were then replicated with an additional sample of respondents, using Confirmatory Factor Analysis (CFA). This constituted the second of the procedures used to assess content validity. CFA is a procedure that allows the confirmation of the theoretical understanding of a concept. Within the present context, CFA was used to assess whether each scale within the DEOCS was indicative of a single latent construct. CFAs yield fit indexes that provide an estimate of how well data fit a specified theoretical model. These indexes can be interpreted using established interpretation guidelines (e.g., Comparative Fit Index (CFI)  $> .90$ ; Tucker Lewis Index (TLI)  $> .90$ ; Root mean square error of approximation (RMSEA)  $< .08$ ; and Standardized root mean square residual (SRMSR)  $< .08$ ).

## **SAPR ITEMS**

1. **SME Survey.** The analysis team reached out to 500 commanders to determine what information they found most useful regarding the SAPR climate in their unit. Results from the 76 responding commanders indicated that commanders found preventative initiatives (e.g., bystander intervention), perceptions of leadership support, and barriers to reporting sexual assault as the most pertinent issues.
2. **Item Development.** Based on these results, a team of SAPR subject matter experts wrote a large pool of SAPR climate items.
3. **Review for Face Validity.** Active Duty and retired military personnel conducted a peer review for face validity.
4. **Content Analysis.** Subject matter experts conducted content analyses to reduce items based on content replication, factor representation, and expected variance in responses.

5. **Pilot Test 1.** The analysis team conducted an initial pilot test with the final pool of items by appending them to the research blocks of the DEOCS.
6. **Data Analysis 1.** The team then statistically examined the distribution of the data for normality and variance at both the individual and unit-level of analysis. Additionally, they explored the factor structure at the individual-level of analysis and assessed the scale for construct validity, in terms of both convergent and divergent validity. Items that did not uphold strong psychometric properties were either modified or removed.
7. **Pilot Test 2.** The remaining items were pilot tested a second time and analyzed using similar statistical analysis as the first pilot test.
8. **Data Analysis 2.** Following this iterative process the item pool was narrowed down to six items, measuring four dimensions of SAPR climate for DEOCS version 3.3.5.

The DEOCS version 3.3.5 questions were modified to meet National Defense Authorization Act for Fiscal Year 2013 requirements to assess the command for purposes of preventing and responding to sexual assaults and will be included as a core component of the DEOCS version 4.0 beginning in January 2014. The steps of this modification process are listed below.

1. **Item Revision.** These items were developed through feedback/requests from DoD SAPRO, which included the addition of two “feelings of safety from being sexually assaulted” questions and expanding “perception of leadership support/behaviors” in the prevention and response of sexual assault.
2. **Item Review.** DoD SAPRO met with Service heads to discuss and formulate the revisions. DEOMI and SAPRO finalized pilot items on 20 August 2013 and contracted analysts to test the psychometric properties of the questions.
3. **Pilot Test.** Pilot testing of the DEOCS 4.0 SAPR questions began on 30 August 2013 and concluded on 4 September 2013 on the research blocks of the DEOCS. A total of 3,899 respondents completed the survey.
4. **Data Analysis.** The questions were analyzed for content, reliability, and factor structure. In particular, item-level descriptive statistics, exploratory factor analysis, reliability analyses, confirmatory factor analysis, and unit level aggregation were examined and utilized to finalize SAPR climate questions on the DEOCS.

### III. Administration of the Survey:

The DEOCS can be requested online, and the survey is accessible online or in paper form. The online version can be completed from any computer with internet access, and is also available in a low-bandwidth version for ships afloat or commands with limited bandwidth. The DEOCS—which costs the Services nothing to use—offers additional Locally Developed Questions (LDQs) and Short Answer Questions that commanders can leverage to broach myriad topics. Additional LDQs are also available at the Service level to inform top echelon leadership.

Data are collected on an individual organizational basis as determined by the requesting Service/commander, and provided to the requesting commander/organization in a report that does not include any personally-identifying information of respondents (i.e., results are presented by demographic group, e.g., minority/majority, officer/enlisted, etc.).

DEOCS data can also be rolled up in consolidated reports, without attribution to individual organizations included in the report, to higher echelon leadership at the Service and DoD levels. Finally, the DEOMI Research Directorate team of analysts also provides additional data analysis support to the Services' EO offices and top leadership as needed.

Starting 2 March 2012, commanders requesting the online DEOCS received the SAPR climate questions on their DEOCS. Starting 31 May 2012, Air Force commanders requesting the UCA received the SAPR climate questions on their UCA.

**b. How are the results of the DEOMI surveys used?**

The DEOCS is a management tool that allows commanders to proactively assess critical organizational climate dimensions that can impact the organization's effectiveness. It is a confidential, command-requested organizational development survey used to assess the shared perceptions of an organization's members as related to equal opportunity and organizational effectiveness. Commanders routinely utilize the results from the survey and validate the perceptions presented through interviews and /or focus groups.

SAPR results are provided to commanders who request the DEOCS in order to inform them on perceptions of SAPR climate within the unit. Additionally, the results are also provided to DoD SAPRO on a monthly basis and to the Services on a quarterly basis. This information will inform commanders, the Services, DoD SAPRO, and decision makers on the current status of SAPR climate within commands and across the DoD.

**c. Who in DoD has access to these results?**

Unit level results are provided directly to the survey administrator, requesting unit commander, and the next level up in the chain of command. Higher level commanders (Battalion, Brigade, MAJCOM, Echelon II commanders, etc) requesting multiple or roll up reports are provided directly to the requesting party by the DEOCS Support Team. Additionally, DEOCS results are provided quarterly and annually to Service HQ/EO offices and SAPR results that are collected from units within a specified time period are combined into a monthly report and provided to DoD SAPRO. Service specific results are reported to Service's POCs provided by DoD SAPRO, on a quarterly basis.

Service specific reports of the SAPR command climate as measured by the DEOCS and other services command climate assessments, when available, are provided to requesting military services on a quarterly basis. Currently, seven reports are developed and provided to POCs designated by DoD SAPRO. The reports are provided to respective service POCs for the Army, Air Force, Navy, Marine Corps, National Guard, Reserve Component, and Joint Commands.

**d. How long are survey results retained, and where?**

Individual DEOCS results are retained for 90 days. Summary raw data are retained indefinitely for historical and comparative purposes. Data is maintained on CD and secured in the DEOMI Directorate of Research. The data does not contain participants' names or SSN; the only

identifiers are assigned unit numbers (through DEOCS personnel) and demographic information (including rank). No information pertaining to the unit is included in data analysis, and demographic information is aggregated to the sample level (e.g., means and percentages). Therefore, within the data that is retained, no one individual or unit can be identified.

**e. How is survey data compiled for review by senior commanders and Service/Department leadership?**

As stated above, senior level commanders, if not the requesting commander, are provided overall multiple or roll up reports upon request based on their level of command (Battalion, Brigade, MAJCOM, Echelon II commanders, etc). All Service/Department (Service HQ/EO offices) leadership are provided annual reports. Additionally, as of March 2013, DEOMI offers all flag officers and SES employees a senior level consultation service that includes DEOCS analysis, executive summary, and telephonic out-briefs.

SAPR climate data is compiled monthly and reported to DoD SAPRO. The monthly SAPR Climate Report contain the previous four months of data collected across the DoD. Within each monthly report, data collected over the specified time period is displayed (a) across the DoD and Reserve Component at the individual-level of analyses, broken out by various demographic subgroups (e.g., majority/minority status, rank, gender) and (b) at the unit-level of analysis. On a quarterly basis, trend analyses comparing the data of the SAPR climate questions from inception (March 2012) to present are displayed.

SAPR climate data is also compiled quarterly for each service branch and reported to the respective service SAPRO. Each quarterly service-specific report contains four months of data and is reported by basic demographics (e.g., service branch, organization, racial demographics, majority/minority, ethnicity, gender, military/civilian, rank). The four months that are included are displayed in parallel to the monthly DoD report of the same time period. Trend data is included in these reports on a quarterly basis and includes data from previous quarters.

**f. Any trends identified in DEOMI surveys, including, but not limited to, issues noted in different types of command, for example, training commands or deployed commands.**

At this time trend data is not analyzed by *type of command*; however, DEOMI does have the capability of providing trends by deployment status. Trend data is reported quarterly within the monthly DoD SAPR Climate Report and within the quarterly Service Specific Climate Reports based on basic demographic variables.

**34. Please provide information about the DEOMI surveys, including:**

**a. All DEOMI Organizational Climate Survey (DEOCS) & Air Force Unit Climate Assessment Survey data and reports from 2007-2013 (see FY12 SAPRO Report. p.7);**

Fiscal year rollup reports are provided to each Service component. Starting in FY12 sexual assault prevention and response (SAPR) data was included. Reports generated prior to FY12 did not contain data relevant to SAPR.

**b. Tabulated results for all questions on these surveys**

DEOCS reports automatically consolidate all respondents' answers and comments at the unit level. Individual Service components are provided overall fiscal year roll up reports that display a Service wide view.

Note: The following questions should be answered by the individual services

**c. Any summaries of the DEOMI surveys provided by DEOMI to each Service**

**d. A description of how the results of the DEOMI surveys are used**

**e. A description of who has access to these results**

**f. An explanation for how long survey results are retained, and where**

**g. An explanation of how survey data is compiled for review by senior commanders and Service/Department leaders**

**h. Any additional questions asked by each Service on the DEOMI survey**

**i. Identification of any and all adverse actions taken to hold commanders accountable based on complaints in command climate surveys between October 1, 2011 – November 1, 2013. Specify how many of those complaints were for commanders fostering an environment that prevented service members from reporting, feared retaliation, or failed to take action in sexual assault cases.**