

FINAL - DEOCS 4.0 Factor/Item Distribution – FINAL
17 Sep 2013
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DEPARTMENT OF DEFENSE

DEOMI Organizational Climate Survey (DEOCS)



SAMPLE DEOCS 4.0
September 17, 2013

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

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DEOMI ORGANIZATIONAL CLIMATE SURVEY

The DEOCS questionnaire is intended for organizations of any size, and is suitable for military and/or civilian personnel. The questionnaire measures climate factors associated with equal opportunity and equal employment opportunity (EO/EEO) programs, organizational effectiveness (OE), discrimination/sexual harassment, and sexual assault prevention and response (SAPR).

Approximately half of the questionnaire items address EO/EEO and sexual harassment and discrimination issues, the remainder address OE, SAPR, and demographics.

The DEOCS is designed to assess the “shared perceptions” of respondents about formal or informal policies and practices. This survey does not collect or use personally identifiable information, and is not retrieved using any personal identifier. Therefore, the information collected is not subject to the Privacy Act of 1974.

The race-ethnic classification system used on DEOCS is consistent with current Office of Management and Budget (OMB) guidelines. For the purpose of this survey, the following ethnicity and race definitions are provided using standard Federal definitions.

Per OMB guidance, 1 January 2003, Spanish/Hispanic/Latino is an ethnic category, not a race category. All sex, rank, race and ethnicity responses are rolled up into categories in the final report.

Spanish/Hispanic/Latino. A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, “Spanish origin,” can be used in addition to “Hispanic or Latino.”

American Indian or Alaska Native. A person having origins in any of the original peoples of North, Central, and South America and who maintains tribal affiliation or community attachment.

Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American. A person having origins in any of the black racial groups of Africa. Terms such as “Haitian” or “Negro” can be used in addition to “Black or African American.”

Native Hawaiian or Other Pacific Islander. A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

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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 – E6
 - 2 = E7 – E9
 - 3 = W1 – W5
 - 4 = O1 – O3
 - 5 = 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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Part II
Organizational Effectiveness (OE)

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

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 Effectiveness

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.

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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.

Exhaustion/Burnout

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

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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).

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 dared to engage in potentially harmful activities that are not related to the mission.

Demearing 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

55a. *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 (*Note: other comments can be documented in the comments section)

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Racial Discrimination

- 56. Qualified personnel of all races can expect the same training opportunities.
- 57. Qualified personnel of all races can expect similar job assignments.
- 58. People of all races 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.

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.

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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).

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?

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

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- j. Create an environment where victims feel comfortable reporting sexual assault

RESPONSE SCALE for questions 83:

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

83. If someone were to report a sexual assault to your current chain of command, how likely is it that:
- The chain of command would take the report seriously
 - The chain of command would believe the person making the report
 - The chain of command would keep knowledge of the report limited to those with a need to know
 - The chain of command would forward the report outside the unit to criminal investigators
 - The chain of command would take steps to protect the safety of the person making the report
 - The chain of command would support the person making the report
 - The chain of command would take corrective action to address factors that may have led to the sexual assault
 - Unit members would label the person making the report a troublemaker
 - Unit members would support the person making the report
 - The offender(s) or their associates would retaliate against the person making the report
 - The career of the person making the report would suffer
84. 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).**
- Negative impact to career or progress
 - Loss of privacy/confidentiality
 - Fear of professional retaliation for making the report
 - Fear of social retaliation for making the report
 - Lack of confidence in the military justice system
 - Lack of confidence in the chain of command
 - Takes too much time and effort to report
 - Not knowing how to make a sexual assault report
 - None of the above, sexual assaults would be reported
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)**
- Nothing
 - Leave to avoid any kind of trouble

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- 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
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 or Military Police Officer**
1 = YES, can take a Restricted Report
2 = NO, cannot take a Restricted Report
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

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***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

Part V

DISCRIMINATION / SEXUAL HARRASSMENT

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—not visible to military)
- 6 = YES, age (CIVILIAN ONLY—not visible to military)
- 7 = YES, retaliation (CIVILIAN ONLY—not visible to military)
- 8 = YES, pregnancy (CIVILIAN ONLY—not visible to military)
- 9 = YES, equal pay (CIVILIAN ONLY—not visible to military)
- 10 = YES, genetic information (CIVILIAN ONLY—not visible to military)
- 11 = NO, did not experience discrimination

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

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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 = Lack of privacy/confidentiality
 - 2 = Stigma, shame, embarrassment
 - 3 = Fear of reprisal
 - 4 = Thinking nothing would be done
 - 5 = Not thinking incident was important enough to report
 - 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.
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.
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

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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).

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

Thank you for your responses. Please provide your answer sheet and this survey to your survey administrator.

You may send comments regarding this survey directly to:

Directorate of Research

Defense Equal Opportunity Management Institute

366 Tuskegee Airman Drive Building 352

Patrick Air Force Base, Florida 32925-3399

Email: support@deocs.net