

DEPARTMENT OF DEFENSE

DEOMI Organizational Climate Survey (DEOCS)



Question/Factor Breakout

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

FOR OFFICIAL USE ONLY

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 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.

Exhaustion/Burnout

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

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

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)

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.

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.

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 “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 courts-martial
 - 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 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 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 alleged 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).**
- 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 = Another reason other than what is provided above
 - 10 = There are no barriers that would prevent victims from reporting a sexual assault
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

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

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

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)
 - 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
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
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

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
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
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)