



Defense Organizational Climate Survey (DEOCS) 5.1 Service-specific Questions

December 2023

Service-specific questions are designated by select Services for inclusion on each *Defense Organizational Climate Survey (DEOCS)* administered within a given Service component. These questions may include some items from the *DEOCS* Custom Question Bank (CQB) so be sure to review these items prior to selecting custom questions.

Table of Contents

Army Service-specific Questions.....	2
Department of Navy Service-specific Questions	3
Naval Academy and Naval Academy Prep School Service-specific Questions.....	4

Army Service-specific Questions

Department of Army is authorized to have up to ten Service-specific questions to ask of their personnel on the DEOCS. The questions below were selected by Army leadership and will be **automatically added** for units that select the following Service components during DEOCS registration:

- [ACTIVE DUTY] US Army (USA)
- [RESERVE] US Army Reserve (USAR)
- National Guard (Army/Air/Joint)

Results of these questions are included in a unit's DEOCS reports on the Interactive Dashboard.

1. If someone reported sexual assault to my current command, my commander would take the report seriously.
2. My commander would intervene if an individual received sexual attention at work.
3. My unit's senior NCO/SEL would intervene if an individual received sexual attention at work.
4. In my unit, reporters of sexual assault would be discouraged from moving forward with the report.
5. In my unit, military members/employees who filed a sexual harassment complaint would be discouraged from moving forward with the complaint.
6. In my unit, reporters of sexual harassment would be blamed for causing problems.
7. In my unit, military members/employees who filed a sexual harassment complaint would be blamed for causing problems.
8. How often does someone from your unit ask you questions about your sex life or sexual interests that make you uncomfortable, angry, or upset?
9. My commander demonstrates personal courage by taking actions to address problematic behaviors (e.g., sexual harassment, gender discrimination), even when it's not popular with others.
10. My unit's senior NCO/SEL demonstrates personal courage by taking actions to address problematic behaviors (e.g., sexual harassment, gender discrimination), even when it's not popular with others.

Department of Navy Service-specific Questions

Department of Navy (DON) is authorized to have up to ten Service-specific questions to ask of their personnel on the DEOCS. The questions below were selected by DON leadership and will be **automatically added** for units that select the following Service components during *DEOCS* registration:

- [ACTIVE DUTY] US Navy (USN)
- [RESERVE] US Navy Reserve (USNR)
- [ACTIVE DUTY] US Marine Corps (USMC)
- [RESERVE] US Marine Corps Reserve (USMCR)

Results of these questions are included in a unit's *DEOCS* reports on the Interactive Dashboard.

1. In my unit, sometimes we have to skip approved procedures in order to meet deadlines.
2. People in my unit understand why they are asked to perform tasks.
3. In my unit, people understand the standard for tasks they are performing (in other words, they know what "right" looks like).
4. There are times when my leadership prioritizes the mission over personnel safety.
5. Safety regulations and procedures are adhered to at all times at my unit.
6. In my unit, I have a senior leader I can turn to when things get hard, personally or professionally.
7. I felt welcomed in my command/unit from the moment I arrived.
8. In my unit, the Command Indoctrination/Onboarding Program set me up for success on arrival.
9. I trust my command triad.
10. Is fraternization a problem in your unit?

Naval Academy and Naval Academy Prep School Service-specific Questions

U.S. Naval Academy and Naval Academy Prep School are authorized to have up to ten Service-specific questions to ask of their personnel on the *DEOCS*. The questions below were selected by Academy leadership and will be **automatically added** for units that select the following Service components during *DEOCS* registration:

- [STUDENTS] US Naval Academy
- [STUDENTS PREP] Naval Academy Preparatory School
- [FACULTY/STAFF] US Naval Academy
- [FACULTY/STAFF PREP] Naval Academy Preparatory School

Results of these questions are included in a unit's *DEOCS* reports on the Interactive Dashboard.

1. My unit is cohesive.
2. In my unit, there is respect from the chain of command.
3. People in my unit have respect for the chain of command.
4. Personnel in my unit treat each other with respect.
5. In the past 12 months, I have witnessed people in my unit make it clear that sexual assault is an unacceptable act.
6. In the past 12 months, I have not witnessed anyone in my unit convey or condone sexist comments and behaviors.
7. In the past 12 months, I have witnessed people in my unit encourage bystander intervention to assist others in situations at risk for sexual assault and other harmful behaviors.
8. In the past 12 months, I have witnessed people in my unit publicizing sexual assault report resources (for example, SARC information, UVA/VA information, awareness posters, or sexual assault hotline number).
9. In the past 12 months, I have witnessed people in my unit encourage victims to report sexual assault.