



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

May 2025

Service-specific questions are designated by select Services to be included in 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

| | |
|---|---|
| Table of Contents | 1 |
| Army Service-specific Questions..... | 2 |
| Navy Service-specific Questions | 3 |
| Marine Corps Service-specific Questions..... | 4 |
| Air Force and Space Force Service-specific Questions | 5 |
| National Guard Service-specific Questions | 6 |
| Coast Guard Service-specific Questions..... | 7 |
| Naval Academy and Naval Academy Prep School Service-specific Questions..... | 8 |

Army Service-specific Questions

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

- Active Duty Army
- Reserve Army

Results of these questions are included in a unit's/organization's DEOCS reports.

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, sex 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, sex discrimination), even when it's not popular with others.

Navy Service-specific Questions

The Navy is authorized to have up to ten Service-specific questions to ask of their personnel on the DEOCS. The questions below were selected by Navy leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- Active Duty Navy
- Reserve Navy

Results of these questions are included in a unit's/organization's DEOCS reports.

1. I trust my command triad.
2. In my command, I have a trusted leader I can turn to when things get hard, personally or professionally.
3. My command's onboarding process (CMD Sponsorship/Indoc) sets personnel and their families (if applicable) up for success.
4. My command has an effective Command Resilience Team (CRT).
5. My command is supportive when personnel seek mental health assistance.
6. My command provides me with the time and resources to strengthen my mind, body, and spirit.
7. I believe my command will use the input provided from this survey to improve the command.
8. I know how to recognize and get assistance for shipmates experiencing uncontrolled stress.
9. I am aware of how to access family and relationship support resources.
10. My command values input and transparently discusses successes and failures for continuous improvement.

Marine Corps Service-specific Questions

The Marine Corps is authorized to have up to ten Service-specific questions to ask their personnel on the DEOCS. The questions below were selected by Marine Corps leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- Active Duty Marine Corps
- Reserve Marine Corps

Results of these questions are included in a unit's/organization's DEOCS reports.

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?

Air Force and Space Force Service-specific Questions

The Air Force and Space Force are authorized to have up to ten Service-specific questions to ask their personnel on the DEOCS. The questions below were selected by Air Force and Space Force leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- Active Duty Air Force
- Reserve Air Force
- Active Duty Space Force
- Reserve Space Force

Results of these questions are included in a unit's/organization's DEOCS reports.

1. In my unit/organization, someone who reported a sexual assault would not experience retaliation.
2. I am aware of how to access resources for overall wellness.
3. I am likely to share information on wellness resources with a member of my unit/organization.
4. I am willing to utilize wellness resources (e.g., financial planning, relationship skills and counseling) before a problem.
5. My unit leadership/immediate supervisor encourages a proactive approach to wellness.
6. My unit leadership/immediate supervisor has referred me to resources to support my well-being and development.

National Guard Service-specific Questions

The National Guard is authorized to have up to ten Service-specific questions to ask their personnel on the DEOCS. The questions below were selected by National Guard leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- National Guard: Air National Guard
- National Guard: Army National Guard
- National Guard: Joint Army/Air

Results of these questions are included in a unit's/organization's DEOCS reports.

1. Do you currently have any concerns about your ability to pay for necessities (e.g., food and housing)?
2. Do you have access to a vehicle or public transportation that is dependable enough to get you to important appointments and errands regularly?
3. My current personal relationships are emotionally safe.
4. My current personal relationships are physically safe.
5. I have people to reach out to in a time of need.
6. I have dependable childcare for my children during military training.
7. My commander/leader listens to the concerns of the unit/organization members.
8. In my unit, reporters of sexual harassment or sexual assault would be discouraged from moving forward with the report.
9. In my unit, reporters of sexual harassment or sexual assault would be blamed for causing problems.
10. My first line leader demonstrates personal courage by taking actions to address problematic behaviors (e.g., sexual harassment, sex discrimination), even when it's not popular with others.

Coast Guard Service-specific Questions

The Coast Guard is authorized to have up to ten Service-specific questions to ask their personnel on the DEOCS. The questions below were selected by Coast Guard leadership and will be **automatically added** for units or organizations that select the following information in the Service Component section during DEOCS registration:

- Active Duty Coast Guard
- Reserve Coast Guard

Results of these questions are included in a unit's/organization's DEOCS reports.

1. I am comfortable being myself while working in this unit/organization.
2. My commander/leader listens to the concerns of the unit/organization members.
3. I can rely on my commander/leader to act in my unit/organization's best interest.
4. I can express my safety concerns within my unit/organization without fear of reprisal.
5. I believe that the organization provides sufficient follow-up support after a report of sexual assault or harassment.
6. I feel encouraged by my unit to report unethical behavior or harassment.
7. The people in my unit demonstrate moral courage by doing what's right even when difficult.
8. Leaders in my unit hold themselves accountable to the same standards they set for others.
9. I feel that my commander/leader will use the information from the climate assessment to improve the unit/organization.
10. I believe it's important to take care of my colleague's mental health and emotional well-being, not just their physical safety.

Naval Academy and Naval Academy Prep School Service-specific Questions

The 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 or organizations that select the following information in the Service Component section during DEOCS registration:

- MSA/MSA Prep: US Naval Academy Students
- MSA/MSA Prep: Naval Academy Preparatory School Students
- MSA/MSA Prep: US Naval Academy Faculty/Staff
- MSA/MSA Prep: Naval Academy Preparatory School Faculty/Staff

Results of these questions are included in a unit's/organization's DEOCS reports.

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.