

TALKING PAPER

ON

DEOMI ORGANIZATIONAL CLIMATE SURVEY (DEOCS)

- The DEOCS is a commander's management tool that allows them to proactively assess critical organizational climate dimensions that can impact the organization's mission.
 - This voluntary survey is designed to assess the "shared perceptions" of respondents about formal or informal policies and practices.
- The survey assesses 23 climate factors by posing questions that survey takers respond to using a four-point scale.
- The questionnaire focuses on four primary areas: Military Equal Opportunity (EO), Civilian Equal Employment Opportunity (EEO), Organizational Effectiveness (OE), Perceptions of Discrimination/Sexual Harassment and Sexual Assault Prevention & Response (SAPR).
 - The DEOCS is using the online version only.
 - The survey takes about 25 minutes to complete, and provides multiple opportunities for respondents to enter their personalized comments.
 - In order to generate a DEOCS report, a minimum of 16 assigned personnel must complete the survey.
 - A total of 15 sub-breakouts are allowed for larger organizations. This allows for a deeper level of analysis that can help determine if an organization is above average, average, or below their Service average.
- Respondents' anonymity is protected when completing the online survey by using a computer-generated, untraceable password. In addition, no personally identifying information (PPI) is collected.
 - The survey will not display group data any time fewer than five members of that demographic completes the survey.
- Commanders can add up to 10 locally-developed questions (LDQs) and five-short answer questions (SAQs) to their survey, helping them target specific areas of concern.