



UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JUL 25 2013

PERSONNEL AND
READINESS

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
CHIEFS OF THE MILITARY SERVICES
CHIEF OF THE NATIONAL GUARD BUREAU
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE

SUBJECT: Command Climate Assessments

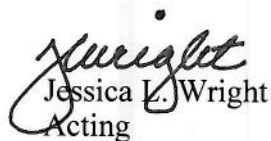
In a memorandum, dated May 6, 2013, the Secretary of Defense directed measures to strengthen sexual assault prevention programs. In support of the Secretary's measures and the Fiscal Year 2013 National Defense Authorization Act command climate requirements, I am providing the following guidance:

Within 30 days of the date of this memorandum, the Secretaries of the Military Departments shall establish procedures in their respective operating instruction and regulations to:

- (1) Ensure commanders of each military command and commanders of subordinate units of 50 or more persons conduct a climate assessment within 120 days after assumption of command, and annually thereafter while retaining command. Organizations or units of less than 50 Service members shall be surveyed with a larger unit in the command to ensure anonymity and to provide the opportunity for all military personnel to participate in the climate assessment process.
- (2) Ensure climate assessments provide an opportunity for Service members to express their opinions regarding the manner and the extent to which their leaders, including commanders, respond to allegations of sexual assault and complaints of sexual harassment.
- (3) Provide the results and analysis of annual climate surveys to the commander requesting the survey and to the commander at the next level in the chain of command as soon as possible but no later than 30 days after receiving the survey results.

To help implement guidance in paragraph (3), effective July 31, 2013, the Defense Equal Opportunity Management Institute (DEOMI) will provide the capability for commanders to make their annual DEOMI Organizational Climate Survey results available electronically and simultaneously to the commander at the next level in their chain of command.

Please provide a copy of your implementing instructions to Mr. Clarence Johnson, Director, Office of Diversity Management and Equal Opportunity, by September 30, 2013. Mr. Johnson can be contacted at (703) 571-9321 or by e-mail at clarence.johnson@osd.mil.


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