



The *Defense Organizational Climate Survey (DEOCS)* is a tool that provides commanders and other Department of Defense (DoD) leaders with important feedback about the current climate within their unit or organization. This document presents the questions asked of survey participants, organized by topic area.<sup>1</sup> Text in red varies based on characteristics of the participant, such as Service status (e.g., Service member or civilian), their branch, their unit/organization, and its leader's characteristics (e.g., officer, non-commissioned or senior enlisted officer, or civilian). A set of survey items that are only asked of participants at Military Service Academies (MSA) and MSA Preparatory Schools are provided in the final section of this document.

### Protective Factors

Protective factors are attitudes, beliefs, and behaviors associated with positive outcomes for organizations or units. Higher scores on these factors are linked to more positive outcomes. Lower scores on these factors are linked to more negative outcomes.

#### Cohesion

*Cohesion* assesses whether individuals in a workplace care about each other, share the same mission and goals, and work together effectively. Cohesive organizations are linked to improved readiness and retention, and a lower likelihood of sexual assault, sexual harassment, and suicide.

**6a. [People in my unit | My coworkers] work with work well as a team.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**6b. [People in my unit | My coworkers] trust each other.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

#### Connectedness

*Connectedness* measures an individual's closeness or belongingness to their unit or organization, and their satisfaction with their relationship to, and support from, others in that unit or organization. Higher *Connectedness* is linked to improved readiness and retention and a lower likelihood of suicide.

**33a. I feel like I belong.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**33b. I feel that there are people I can turn to in times of need.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

<sup>1</sup> For full versions of the survey instrument as presented to participants, click [here](#), and under step 1, "Prepare," select one of the four documents presented under "Sample DEOCS Versions" depending on the population of interest.

**33c. I think I make things worse for the people in my life.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**33d. My future seems dark to me.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**Engagement and Commitment**

*Engagement & Commitment* measures the extent to which one finds their work fulfilling and is committed to their job and organization. Organizationally engaged and committed individuals demonstrate enthusiasm for, and dedication to, the work that they do. Higher levels of *Engagement and Commitment* are linked to higher levels of readiness and retention, and a lower likelihood of suicide.

**5a. I am proud of my work.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**5b. My work has a great deal of personal meaning to me.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**5c. I am committed to making the [the military | Government service] my career.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**Fairness**

*Fairness* is the perception that formal and informal organizational policies, practices, and procedures regarding information sharing, job opportunities, and promotions are based on merit, inclusion, equality, and respect. Fair organizations are linked to higher levels of retention and readiness and lower levels of racial and ethnic harassment and discrimination and sexual harassment.

**15a. Training opportunities, awards, recognition, and other positive outcomes are distributed fairly.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**15b. Discipline and criticism are administered fairly.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**Inclusion**

*Inclusion* indicates whether individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success. Inclusive work environments ensure that it is safe for an individual to voice their different opinions, perspectives, and/or suggestions. Inclusive organizations are linked to lower levels of racial and ethnic harassment and discrimination and higher readiness and retention.

**6c. [People in my unit | My coworkers] believe that everyone has value, regardless of their sex, race or ethnicity, or sexual orientation.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**6d. [People in my unit | My coworkers] build on each other's ideas and thoughts during the decision-making process.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**6e. [People in my unit | My coworkers] would speak up if someone was being excluded.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**6f. [People in my unit | My coworkers] believe that communication goes both up and down the [unit | organization] chain of command.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

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### Leadership Support - Immediate Supervisor

*Leadership Support* is the perception that leaders build trust, encourage goal attainment and professional development, promote effective communication, and support teamwork. Organizations with supportive leaders are linked to improved readiness, higher retention, and lower levels of sexual assault, sexual harassment, and suicide.

*Relevant Definitions:*

*[Show if Military]* **Immediate Supervisor:** the individual to whom you directly report in your unit, [Unit Title].

*[Show if Civilian]* **Immediate Supervisor:** the individual to whom you directly report in your organization, [Organization Title].

**21a. I have trust and confidence in my immediate supervisor.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**21b. My immediate supervisor listens to what I have to say.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**21c. My immediate supervisor treats me with respect.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**21d. My immediate supervisor cares about my personal well-being.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**21e. My immediate supervisor provides me with opportunities to demonstrate my leadership skills.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**21f. I would not experience reprisal or retaliation from my immediate supervisor if I went to them with concerns.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

### Morale

*Morale* is the confidence, enthusiasm, collective pride, and willingness to persist in the activities of the group. It is also an individual's perception that members of their unit or organization are confident, enthusiastic, have collective pride, and are willing to persist in the activities of the unit or organization. Organizations with high *Morale* are linked to improved readiness, higher retention, and a lower likelihood of sexual assault.

**4a. Overall, how would you rate the current level of morale among *[the people you work with in your unit | your coworkers]*?**

- Very low, Low, Moderate, High, Very high

**4b. Overall, how would you rate *your own* current level of morale?**

- Very low, Low, Moderate, High, Very high

### Safe Storage for Lethal Means

*Safe Storage for Lethal Means* measures whether one would keep a firearm safely stored (i.e., unloaded or in a secure storage container/device) if they had one in their living space. Keeping lethal means safely stored more often is linked to a lower likelihood of suicide.

*Relevant Definitions:*

**Secure Storage Container/Device:** a lock box, commercial gun safe, trigger lock, or chamber-style gun lock.

**35. If I had a firearm in my living space, I would store it unloaded or use a secure storage container/device.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

### Transformational Leadership – Organizational Leader

*Transformational Leadership* measures the perception that leaders encourage, inspire, and motivate others to meet new challenges and accomplish tasks beyond what they felt was possible. Characteristics of a transformational leader include idealized influence or charisma, inspirational motivation, intellectual stimulation, and individualized consideration. Organizations with transformational leaders are linked to improved readiness and retention and lower likelihood of sexual assault and suicide.

*Relevant Definitions:*

*[Show if Military]* **Unit Commander:** your unit's commander/commanding officer is *[CommanderLeaderRank] [CommanderLeaderLastName]*.

*[Show if Civilian]* **Organization Leader:** your organization's leader is *[CommanderLeaderRank] [CommanderLeaderLastName]*.

**24a. *[My unit's commander | My organization's leader]* communicates a clear and motivating vision of the future.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**24b. [My unit's commander | My organization's leader] supports and encourages the professional development of people in my [unit | organization].**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**24c. [My unit's commander | My organization's leader] encourages people in my [unit | organization] to think about problems in new ways.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

### Transformational Leadership – Senior NCO/SEL

*Transformational Leadership* measures the perception that leaders encourage, inspire, and motivate others to meet new challenges and accomplish tasks beyond what they felt was possible. Characteristics of a transformational leader include idealized influence or charisma, inspirational motivation, intellectual stimulation, and individualized consideration. Organizations with transformational leaders are linked to improved readiness and retention and lower likelihood of sexual assault and suicide. Questions in this section are only presented if participants indicate in a previous question that their unit or organization has a senior NCO/SEL.

*Relevant Definitions:*

**Senior NCO/SEL:** your senior NCO/SEL is [the highest-ranking non-commissioned officer or enlisted person in [Unit Title | Organization Title] | [Senior NCO/SEL Rank] [Senior NCO/SEL Last Name]].

**29a. My [unit's | organization's] senior NCO/SEL communicates a clear and motivating vision of the future.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**29b. My [unit's | organization's] senior NCO/SEL supports and encourages the professional development of people in my [unit | organization].**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**29c. My [unit's | organization's] senior NCO/SEL encourages people in my [unit | organization] to think about problems in new ways.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

### Work-life Balance

*Work-Life Balance* measures one's perception that the demands of their work and personal life are compatible. A *Work-Life Balance* is linked to higher retention, improved readiness, and a lower likelihood of suicidal ideation.

**7. I can easily balance the demands of my work and personal life.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

## Risk Factors

Risk factors are attitudes, beliefs, and behaviors associated with negative outcomes for organizations or units. Higher scores for these factors are linked to more negative outcomes.

### Alcohol Impairing Memory

*Alcohol Impairing Memory* measures how often, during the last three months, one was unable to remember what happened the night before due to drinking alcohol. Frequent memory loss due to alcohol is linked to a higher likelihood of sexual assault, sexual harassment, and suicide.

**34b. Thinking about your alcohol use in the last three months, how often have you been unable to remember what happened the night before because you had been drinking?**

- Never, Less than monthly, Monthly, Weekly, Daily or almost daily

### Binge Drinking

*Binge Drinking* measures how often, during the last three months, one consumed 5 or more drinks on one occasion. This pattern of drinking alcohol within 2 hours brings blood alcohol concentration (BAC) to 0.08 percent or higher for typical adults. Frequent *Binge Drinking* is linked to a higher likelihood of sexual assault, sexual harassment, and suicide.

**34a. Thinking about your alcohol use in the last three months, how often have you had five or more drinks on one occasion?**

- Never, Less than monthly, Monthly, Weekly, Daily or almost daily

### Passive Leadership – Organizational Leader

*Passive Leadership* measures the perception that leaders avoid decisions, do not respond to problems, fail to follow up, hesitate to act, and are absent when needed. This is also known as laissez-faire leadership. Organizations with passive leaders are linked to lower levels of readiness and retention and a higher likelihood of sexual harassment.

*Relevant Definitions:*

*[Show if Military]* **Unit Commander:** your unit's commander/commanding officer is [CommanderLeaderRank] [CommanderLeaderLastName].

*[Show if Civilian]* **Organization Leader:** your organization's leader is [CommanderLeaderRank] [CommanderLeaderLastName].

**24d. [My unit's commander | My organization's leader] will not take action until negative behaviors become bigger problems.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**24e. [My unit's commander | My organization's leader] does not address problems brought to their attention.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

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### **Passive Leadership – Senior NCO/SEL**

*Passive Leadership* measures the perception that leaders avoid decisions, do not respond to problems, fail to follow up, hesitate to act, and are absent when needed. This is also known as laissez-faire leadership. Organizations with passive leaders are linked to lower levels of readiness and retention and a higher likelihood of sexual harassment. Questions in this section are only presented if participants indicate in a previous question that their unit or organization has a senior NCO/SEL.

*Relevant Definitions:*

**Senior NCO/SEL:** your senior NCO/SEL is [the highest-ranking non-commissioned officer or enlisted person in [Unit Title | Organization Title] | [Senior NCO/SEL Rank] [Senior NCO/SEL Last Name]].

**29d. My unit's senior NCO/SEL will not take action until negative behaviors become bigger problems.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**29e. My unit's senior NCO/SEL does not address problems brought to their attention.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

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### **Racially Harassing Behaviors**

*Racially Harassing Behaviors* measures the experience or witnessing of offensive behaviors based on race or ethnicity that occurred over the past three months. These behaviors create a workplace that is intimidating, hostile, offensive, or unreasonably intrusive. The presence of *Racially Harassing Behaviors* in organizations is linked to higher rates of sexual harassment, suicide, and racial/ethnic harassment/discrimination, as well as lower levels of readiness and retention.

**11a. How often does someone from your [unit | organization] make you uncomfortable, angry, or upset by telling racial/ethnic jokes?**

- Never, Rarely, Sometimes, Often

**11b. How often does someone from your [unit | organization] make you uncomfortable, angry, or upset by expressing stereotypes about your racial/ethnic groups?**

- Never, Rarely, Sometimes, Often

**11c. How often does someone from your [unit | organization] make you uncomfortable, angry, or upset by using offensive racial/ethnic terms?**

- Never, Rarely, Sometimes, Often



**11d. How often does someone from your [unit | organization] make you uncomfortable, angry, or upset by excluding you because of your race/ethnicity?**

- Never, Rarely, Sometimes, Often

**11e. How often does someone from your [unit | organization] make you uncomfortable, angry, or upset by showing you a lack of respect because of your race/ethnicity?**

- Never, Rarely, Sometimes, Often

### **Sexist Behaviors**

*Sexist Behaviors* measures prejudicial, stereotypical, or negative attitudes and opinions based on perceived sex or gender that occurred over the past three months. *Sexist Behaviors* also include verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the perceived gender of the individual. The presence of *Sexist Behaviors* in organizations is linked to higher rates of sexual harassment, and sexual assault, as well as lower levels of readiness and retention.

**10a. How often does someone from your [unit | organization] mistreat, exclude, or insult you because of your gender?**

- Never, Rarely, Sometimes, Often

### **Sexually Harassing Behaviors**

*Sexually Harassing Behaviors* measures unwelcome sexual advances and offensive comments or gestures of a sexual nature that occurred over the past three months. The presence of *Sexually Harassing Behaviors* in organizations is linked to higher rates of racial/ethnic harassment/discrimination, sexual harassment, sexual assault, suicide, and lower levels of readiness and retention.

**10b. How often does someone from your [unit | organization] tell sexual jokes that make you uncomfortable, angry, or upset?**

- Never, Rarely, Sometimes, Often

**10c. How often does someone from your [unit | organization] embarrass, anger, or upset you by suggesting that you do not act how a man or a woman is supposed to act?**

- Never, Rarely, Sometimes, Often

**10d. How often does someone from your [unit | organization] display, show, or send sexually explicit materials (such as pictures or videos) that make you uncomfortable, angry, or upset?**

*Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).*

- Never, Rarely, Sometimes, Often



**10e. How often does someone from your [unit | organization] make sexual comments about your appearance or body that make you uncomfortable, angry, or upset?**

- Never, Rarely, Sometimes, Often

**10f. How often does someone from your [unit | organization] intentionally touch you in unwanted sexual ways?**

- Never, Rarely, Sometimes, Often

### **Stress**

*Stress* measures the feeling of emotional strain or pressure. Stressed individuals may feel unable to predict or influence valued and prominent aspects of their lives. Higher levels of *Stress* are linked to higher likelihood of suicide and lower levels of readiness and retention.

**32a. In the past month, how often have you felt nervous or stressed?**

- Never, Rarely, Sometimes, Often

**32b. In the past three months, how often have you found that you could not cope with all of the things you had to do?**

- Never, Rarely, Sometimes, Often

### **Toxic Leadership – Immediate Supervisor**

*Toxic Leadership* measures the perception that leaders disregard input, ridicule others, and have self-promoting tendencies. *Toxic Leadership* also includes behaviors that are demeaning, marginalizing, and/or coercive. These types of leaders are also prone to acts of aggression. Organizations with toxic leaders are linked to lower retention and readiness and higher likelihood of sexual assault and suicide.

*Relevant Definitions:*

*[Show if Military]* **Immediate Supervisor:** the individual to whom you directly report in your unit, [Unit Title].

*[Show if Civilian]* **Immediate Supervisor:** the individual to whom you directly report in your organization, [Organization Title].

**22a. My immediate supervisor ridicules people in my [unit | organization].**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**22b. My immediate supervisor acts only in the best interest of their own advancement.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**22c. My immediate supervisor ignores input from people in my [unit | organization] that they do not agree with.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

### Toxic Leadership – Senior NCO

*Toxic Leadership* measures the perception that leaders disregard input, ridicule others, and have self-promoting tendencies. *Toxic Leadership* also includes behaviors that are demeaning, marginalizing, and/or coercive. These types of leaders are also prone to acts of aggression. Questions in this section are only presented if participants indicate in a previous question that their unit or organization has a senior NCO/SEL.

*Relevant Definitions:*

**Senior NCO/SEL:** your senior NCO/SEL is [the highest-ranking non-commissioned officer or enlisted person in [Unit Title | Organization Title] | [Senior NCO/SEL Rank] [Senior NCO/SEL Last Name]].

**30a. My [unit's | organization's] senior NCO/SEL ridicules people in my [unit | organization].**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**30b. My [unit's | organization's] senior NCO/SEL acts only in the best interest of their own advancement.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**30c. My [unit's | organization's] senior NCO/SEL ignores input from people in my [unit | organization] that they do not agree with.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

### Workplace Hostility

*Workplace Hostility* measures the degree to which individuals in the workplace act in a hostile manner towards others. It includes behaviors such as insults, sarcasm, or gestures to humiliate a member as well as perception of others interfering with one's work performance. Organizations with *Workplace Hostility* are linked to lower levels of readiness and retention, and a higher likelihood of sexual harassment, sexual assault, and racial/ethnic harassment/discrimination.

**9a. How often does someone from your [unit | organization] intentionally interfere with your work performance?**

- Never, Rarely, Sometimes, Often

**9b. How often does someone from your [unit | organization] take credit for work or ideas that were yours?**

- Never, Rarely, Sometimes, Often

**9c. How often does someone from your [unit | organization] use insults, sarcasm, or gestures to humiliate you?**

- Never, Rarely, Sometimes, Often

9d. How often does someone from your [unit | organization] yell when they are angry with you?

- Never, Rarely, Sometimes, Often

### Open-Ended Questions

8. If you have any additional thoughts about your experiences in your unit, [Unit Title | Organization Title], you may share them in the space below.

*Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).*

13. If you have any additional information that you would like to provide about your experiences with hostile, harassing, and/or discriminatory behaviors, you may share them in the space below.

*Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).*

31. If you have any thoughts that you would like to provide about people in leadership roles at your unit, please share them in the space below.

*Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).*

36. If you have thoughts that you were not able to express while answering this survey, you may share them in the space below.

*Please do not include personally identifiable information (for example, a personal story containing specific details that could be used to identify you or others).*

### Leadership Demographics

*Relevant Definitions:*

*[Show if Military]* **Immediate Supervisor:** the individual to whom you directly report in your unit, [Unit Title].

*[Show if Civilian]* **Immediate Supervisor:** the individual to whom you directly report in your organization, [Organization Title].

16. Your current immediate supervisor is...

- Military member (e.g., Active Duty, Reserve, or National Guard)
- Civilian
- Don't know

17. What paygrade is your immediate supervisor? (Ask if Q16 = Military member (e.g., Active Duty, Reserve, or National Guard))

*If you are not sure, please proceed to the next question.*

- E-1 to E-3
- E-4 to E-6

- E-7 to E-9
- W-1 to W-3
- W-4 to W-5
- O-1 to O-3
- O-4 to O-5
- O-6 or above

**18. What DoD civilian pay plan/category is your immediate supervisor? (Ask if Q16 = Civilian)**

*If you are not sure, please proceed to the next question.*

- General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR)
- Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG)
- Senior Executive Service (SES)
- Title 10 tenured or tenure-track faculty
- Title 10 non-tenure-track faculty
- Non-Appropriated Fund (NAF)
- Demonstration/Alternative/Other pay plans

**19. What is your immediate supervisor's paygrade? (Ask if Q18 = General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR) OR Q16 = Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG))**

*If you are not sure, please proceed to the next question.*

- 1 to 4
- 5 to 8
- 9 to 12
- 13 to 14
- 15 or above

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*Relevant Definition:*

**Senior NCO/SEL:** your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in [Unit Title].

**27. Is [Senior NCO/SEL Rank] [Senior NCO/SEL Last Name] your senior NCO/SEL?**

- Yes
- No

**28. Does your unit or organization have a senior NCO/SEL?**

- Yes
- No
- Don't know

## Demographics - Participant

### 1. What is your affiliation to the [Unit | Organization] conducting this DEOCS?

*Some people may have multiple affiliations (for example, a Reservist who also works as a civilian at the DoD). We are interested in your affiliation to the organization conducting this DEOCS.*

- Active duty military member
- Reserve military member
- National Guard member
- Civilian employee
- Military Service Academy (MSA) cadet/midshipman
- MSA Preparatory School cadet candidate/midshipman candidate

### 3. When did you join: [Unit Title | Organization Title]?

- Less than three months ago
- More than three months ago

### 37. What branch of Service are you in?

- Army
- Navy
- Marine Corps
- Air Force
- Space Force
- Coast Guard

### 38. What is your current paygrade?

- E-1 to E-3
- E-4 to E-6
- E-7 to E-9
- W-1 to W-3
- W-4 to W-5
- O-1 to O-3
- O-4 to O-5
- O-6 or above

### 39. What is your current pay plan/category? (Ask if Q1 = Civilian employee)

- General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR)
- Federal Wage System pay plan  
(WG/WS/WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG)
- Senior Executive Service (SES)
- Title 10 tenured or tenure-track faculty
- Title 10 non-tenure-track faculty
- Non-Appropriated Fund (NAF)
- Demonstration/Alternative/Other pay plans

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**40. What is your paygrade? (Ask if Q39 = General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR) OR Q139= Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG))**

- 1 to 4
- 5 to 8
- 9 to 12
- 13 to 14
- 15 or above

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**41. Are you a supervisor? (Ask if Q1 = Civilian employee)**

*To be a supervisor, you must have at least one subordinate who directly reports to you.*

- No
- Yes

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**42. What is your position at the Military Service Academy? (Ask if Q39 = Title 10 tenured or tenure-track faculty OR Title 10 non-tenure-track faculty)**

- AD-1: Instructor
- AD-3: Assistant Professor
- AD-5: Associate Professor
- AD-7 Professor
- AD-9: Admin Faculty
- AD-11: Supervisory/Professor Dean/Academic Dean

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*Relevant Definition:*

**Foreign National Employee:** an employee who is a citizen or permanent resident of a country other than the United States.

**44. Are you a foreign national employee?**

- No
- Yes

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**45. Are you Spanish, Hispanic, or Latino?**

- No, not Spanish, Hispanic, or Latino
- Yes, Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or other Spanish, Hispanic, or Latino

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**46. What is your race?**

*Mark one or more races to indicate what race you consider yourself to be.*

- American Indian or Alaska Native
- Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- Black or African American
- Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)
- White

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**47. What sex were you assigned at birth, on your original birth certificate?**

- Male
- Female

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**48. How do you currently describe yourself?**

*Mark all that apply.*

- Male
- Female
- Transgender, non-binary, or another gender

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**49. Do you consider yourself to be...**

- Heterosexual?
- Gay or lesbian?
- Bisexual?
- I use a different term
- Prefer not to answer

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The DEOCS administrator registered your unit as affiliated with the installation, base, ship or location: **[Installation/Base/Ship/Location]**

**50. Are you assigned to this installation, base, ship, or location: [Installation/Base/Ship/Location] (Ask if Military)**

- Yes
- No

**51. What is your assigned installation, base, ship, or location? (Ask if Q50 = No)**

### **Military Service Academy (MSA) and MSA Preparatory Schools**

**2. What is your Class year?**

- Foreign exchange student
- 4/C (First Year)
- 3/C (Second Year)
- 2/C (Third Year)
- 1/C (Fourth Year)

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**12. How often does someone from your Military Service Academy use derogatory slurs, make comments, or tell jokes concerning sexual orientation or gender identity?**

- Never, Rarely, Sometimes, Often

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**14a. I trust that my well-being is supported by Academy faculty.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**14b. I trust that my well-being is supported by Academy coaches and staff.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree



*Relevant Definitions:*

**First Cadet in Chain of Command:** the cadet immediately above you in your cadet chain of command.

**First Midshipman in Chain of Command:** the midshipman immediately above you in your midshipman chain of command.

**20. What Class year is the first [cadet | midshipman] in your chain of command?**

- 3/C (Second Year)
- 2/C (Third Year)
- 1/C (Fourth Year)

*Relevant Definitions:*

**Company Permanent Party Command Team:** the officer and enlisted personnel responsible for your company.

**Squadron Permanent Party Command Team:** the officer and enlisted personnel responsible for your squadron.

**25a. I have trust and confidence in my [company | squadron] permanent party command team.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**25b. My [company | squadron] permanent party command team listens to what I have to say.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**25c. My [company | squadron] permanent party command team treats me with respect.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**25d. My [company | squadron] permanent party command team cares about my personal well-being.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**25e. My [company | squadron] permanent party command team provides me with opportunities to demonstrate my leadership skills.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**25f. I would not experience reprisal or retaliation from my [company | squadron] permanent party command team if I went to them with concerns.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**26a. My [company | squadron] permanent party command team ridicules people in my [company | squadron].**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**26b. My [company | squadron] permanent party command team acts only in the best interest of their own advancement.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

**26c. My [company | squadron] permanent party command team ignores input from people in my [company | squadron] that they do not agree with.**

- Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

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**43. Are you a member of an intercollegiate athletic team?**

- No
- Yes

## Contacting the *DEOCS* Help Desk

If you have questions about *DEOCS* content, purpose, or participant privacy, please contact

[DEOCS\\_Support@forsmarsh.com](mailto:DEOCS_Support@forsmarsh.com)

If you experience any technical difficulties while registering or completing the survey, please contact

[DEOCS@datarecognitioncorp.com](mailto:DEOCS@datarecognitioncorp.com)

1-833-867-5674