

# THE DEOCS & YOUR PRIVACY.

SAFEGUARDING YOUR PERSONAL INFORMATION IS A TOP PRIORITY. THE DEPARTMENT OF DEFENSE (DoD) IS COMMITTED TO TAKING THE MEASURES NECESSARY TO ENSURE THE CONFIDENTIALITY OF PARTICIPANTS' RESPONSES TO THE DEFENSE ORGANIZATIONAL CLIMATE SURVEY (DEOCS).

## ARE MY DEOCS RESPONSES CONFIDENTIAL?

**Yes. We understand there may be privacy concerns when taking the DEOCS. These are taken very seriously.**

Your leadership cannot see who did or did not take the survey and all responses are kept confidential to the extent that the law permits. Under state and federal law, certain rare circumstances may require that confidentiality be broken—for example, if a participant indicates that they are a threat to themselves or others. To help ensure your privacy, we caution against including potentially identifying information in any written comments.

## WHY AM I ASKED TO ENTER CERTAIN PERSONAL INFORMATION WHEN TAKING THE DEOCS?

Personal information such as your DoD ID and e-mail are used to confirm your eligibility to participate in the survey and prevent people from taking the DEOCS multiple times. This information is not directly linked to your survey responses or used in any DEOCS results.

## ARE MY DEOCS RESPONSES SECURE?

**Yes. OPA's practices meet the highest standards of records management and privacy.**

Data collection and storage systems have overlapping layers of security to protect participants' privacy. All systems comply with the National Institute of Standards and Technology's Risk Management Framework security standards, as required by the DoD.

## HOW ARE MY DEOCS RESPONSES REPORTED? WHO CAN SEE THESE RESULTS?

**DEOCS results are directly reported to your unit's/organization's commander/leader, their supervisor, and the survey administrator. Additionally, DEOCS results may be viewed by other DoD leaders.**

Results are reported for the overall unit/organization; by demographic groups such as gender, race, ethnicity and pay grade; and by subgroups as determined by the unit/organization. Presentation of results by demographic groups and/or by subgroups enable leaders to better understand the nuances of their unit's/organization's climate and ensures that smaller groups are not overlooked. However, results are NOT reported for these groupings if there are fewer than five responses for any category. For example, if only two women in a unit complete a DEOCS, to protect participant privacy, no gender breakout results will be provided to the unit's/organization's leaders—only overall combined results.

Written comments are combined and only reported for the unit/organization if at least 16 people responded. Written comments are not broken out by demographic groups. Written comments are only reported for a subgroup if at least 16 people from that subgroup responded.



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