

# Armed Forces WEO Survey

## Agency Disclosure Notice (ADN)

The public reporting burden for this collection of information, OMB Control Number: [0704-XXXX], is estimated to average 30 minutes per response, including the time for reviewing the instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or burden reduction suggestions to the Department of Defense (DoD), Washington Headquarters Services, at [whs.mcalex.esd.mbx.dd-dod-information-collections@mail.mil](mailto:whs.mcalex.esd.mbx.dd-dod-information-collections@mail.mil) (OMB Control Number: [0704-XXXX]). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

## Privacy Advisory

Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow the Department of Defense (DoD) to better analyze all responses among varying demographic groups. Responding to this survey is voluntary and you may decline or skip over any questions you do not wish to answer. This survey is confidential. The Office of People Analytics (OPA) has also received a federal “Certificate of Confidentiality” that provides OPA with additional protection against any attempt to subpoena confidential survey records. Most people can complete the survey in 30 minutes. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative.

## Additional Information

10 United States Code (USC) Sections 136, 481, 1782, and 2358, and Section 561 of the National Defense Authorization Act (NDAA) of Fiscal Year (FY) 2003, authorize the DoD to conduct this survey. Information collected in this survey will be used to research a variety of topics, including attitudes and perceptions about relations in the military, including workplace climate, readiness, well-being, training, and policy effectiveness. This information will assist in the formulation of policies which may be needed to improve programs and services for military members and their families. Results will be provided to the DoD, Congress, each Military Department, and the Joint Chiefs of Staff.

OPA uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service, race and ethnicity, paygrade, and gender). This is your chance to be heard on issues that directly affect you. While there is no direct benefit for your individual participation, your responses on this survey ***make a difference***.

Some findings may be published by OPA or in professional journals, or presented at scientific

conferences. Your responses could be used in future research. Results from this survey will be posted when available on the web: <https://www.opa.mil>

The data collection procedures are not expected to involve any risk or discomfort to you. In order to improve future OPA survey operations and the user experience, participants identified for this survey were also randomly assigned to receive varying survey communications. These research conditions pose no harm to participants. However, the government and its contractors have a number of policies and procedures in place to ensure the survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as survey responses. Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. In many cases, these researchers will be provided with a dataset containing limited demographic information (for example, Service, race and ethnicity, and gender).

OPA performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual. In some instances, and only with sponsor approval, OPA may make available datasets, with additional demographic variables, to a small number of approved researchers. There is some risk that individuals might be identified on these datasets; however, OPA implements several procedures to protect the data. Statistical analyses can only be performed after review and approval to ensure identifying information is not released. Access to these datasets will only be allowed on a need-to-know basis with an approved data sharing agreement in place. Researchers approved for access to these datasets must adhere to strict procedures, including—but not limited to—data sharing agreements, secure transfers of data, destruction of files upon completion of research, and authorization to reuse data. In addition, receipt and use of these datasets must adhere to all DoD information assurance, security, and other data use policies.

If you answer any items in such a way that you indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.

**If you are a victim of harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local equal opportunity office. To reach a hotline for your Service call:**

Army: 1-800-267-9964  
Navy: 1-800-253-0931  
Marine Corps: 1-703-784-9371  
Air Force: 1-800-525-0102  
Space Force: 1-888-231-4058

**To reach Military OneSource 24/7:**

Stateside: 1-800-342-9647  
Overseas: 00-800-342-9647 or call collect 1-484-530-5908  
Worldwide: <http://www.militaryonesource.com/>

**If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil) or calling, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-1568/703-681-6665 or e-mail [DHA.R2O2.PR@mail.mil](mailto:DHA.R2O2.PR@mail.mil).**

Informed consent is indicated by clicking the *Continue* button and answering the survey questions. Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to [December XX, 2022]. Please include in the e-mail or phone message your name, Ticket Number, and the PIN that you selected when you started this survey. Unless withdrawn, partially completed survey data may be used after that date.

Please save and/or print this page for your records.

**Click *Continue* if you agree to take the survey.**

# Armed Forces WEO Survey

## Welcome

This survey will assess your attitudes and opinions about your military workplace and your experiences, in the past year, on a variety of topics mandated by Congress.

When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Advisory Statement
- Take the survey

Thank you for your time and participation.

Read the [FAQ](#) for additional information.

### **How do I know this is an official, approved Department of Defense (DoD) survey?**

All multi-component data collections in the Department must be licensed and show that license as a Report Control Symbol (RCS) or an Office of Management and Budget (OMB) control number and expiration date. The license for this survey is [0704-XXXX], expiring [XX-XX-XXX].

### Security Protection Advisory

**WEBSITE PRIVACY:** Neither the Department of Defense (DoD) nor Data Recognition Corporation will collect personal information about you when you visit this website unless you choose to provide it yourself. If you provide personal information, it will be treated as private. In addition, our system does not enable "cookies," which are files placed on your computer's hard drive in order to monitor your use of the site or the web. For more information about your privacy rights, please read the Privacy Advisory at the beginning of the survey.

This website collects information from your visit to assist the DoD and our survey contractor to improve the website and the performance of our web-based surveys. This non-personal information helps us make the site more useful by recognizing the types of technology being used. The data collected are listed below:

1. The Internet Protocol (IP) address for the computer and the server being used on the Internet (for example, www.verizon.com, www.comcast.com, 122.3.55.34). Depending on your Internet service provider, IP addresses may identify your computer; in other cases, they identify no more than your Internet service provider (such as Verizon or Comcast).
2. The device used to access the survey (e.g., PC, tablet, or mobile phone).
3. The type and version of the browser and operating system used to access our site.
4. The date and time this site was accessed.
5. Number of bytes sent and received.
6. The pages visited.

This information is stored permanently for troubleshooting technical problems and for future capacity planning. DoD and its survey contractor use this information to improve the performance of the OPA survey website. None of this information will be revealed publicly or used to identify you or your responses.

### Section 508 Compliance

The U.S. Department of Defense is committed to making electronic and information technologies accessible to individuals with disabilities in accordance with [Section 508 of the Rehabilitation Act \(29 U.S.C. §794d\), as amended in 1999.](#)

Send feedback or concerns related to the accessibility of this website to: [DoDSection508@osd.mil](mailto:DoDSection508@osd.mil)

For more information about Section 508, please visit the [DoD Section 508 website](#)

Last Updated: 03/31/2021

[Frequently Asked Questions / How to Contact Us](#)

# Armed Forces WEO Survey

## How to Contact Us

If you have questions or concerns about this survey, you have two ways to contact the Survey Operations Center:

- **Call:** 1-800-881-5307
- **E-mail:** [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil)

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## Frequently Asked Questions

### [What is the Office of People Analytics \(OPA\)?](#)

- The Office of People Analytics (OPA) conducts Joint-Service surveys including the Status of Forces Surveys, Quick Compass Surveys, and Health and Resilience Surveys for the DoD. OPA was formerly a part of Defense Manpower Data Center (DMDC) but transitioned to its own organization in October 2016.

### [What is the Health & Resilience \(H&R\) Program?](#)

- The Health & Resilience (H&R) Division within the Office of People Analytics (OPA) is a DoD personnel program that features web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members on the full range of personnel issues.

### [How do I know this is an official, approved DoD survey?](#)

- All multi-component data collections in the Department must be licensed and show that license as a Report Control Symbol (RCS) or an Office of Management and Budget (OMB) control number and expiration date. The license for this survey is [0704-XXXX], expiring [XX-XX-XXX].

### [How did you pick me?](#)

- OPA uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service, race and ethnicity, paygrade, gender).

### [Why should I participate?](#)

- This is your chance to be heard on issues that directly affect you and your unit, including satisfaction with aspects of military life, policies and practices regarding general workplace respect issues, diversity and inclusion, and relations in the military.
- As policies and resources may be informed by the results of this survey, it is important to hear from all members randomly selected to participate, regardless of their experiences, in order to understand the experiences of military members.

- Your responses on this survey *make a difference*.

### [Why am I being asked to use the web?](#)

- Web administration enables us to get survey results to senior Defense leaders faster.

### [Why are you using a .net instead of a .mil domain to field your survey?](#)

- The survey is administered by our contractor, Data Recognition Corporation, an experienced survey operations company. The survey collection tool starts on a .mil site within OPA. Once you enter your ticket number, you are redirected to our contractor's site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.
- The contractor system is accredited according to DoD Instruction 8510.01 “Risk Management Framework for DoD IT” (RMF) and complies with annual Federal Information Security Management Act (FISMA) security control testing. A .mil server is not required for this effort because it is considered research and not an operational requirement.

### [Do I have to answer all questions?](#)

- This survey is voluntary, and therefore, it is not necessary to answer every question. We ask that you answer as many as you feel comfortable answering.
- Within the survey screen, you have three control buttons: *Next* (→), *Previous* (←), and *Save and Return Later*. Use these buttons to navigate through the survey or skip questions. Use *Save and Return Later* to give yourself flexibility to complete the survey at a convenient time. When you return to the survey website, enter your Ticket Number to get to the place in the survey where you had stopped.

### [Why does this survey ask personal questions?](#)

- OPA reports overall results, as well as by other characteristics, such as race/ethnicity and gender. To complete these analyses, we must ask respondents for these types of demographic information. Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked. Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices.

Your answers to any personal questions are strictly used for this purpose and will not be used to identify individual respondents. As with all questions on this survey, your responses are confidential. This survey has also received a federal “Certificate of Confidentiality” that provides OPA with additional protection against any attempt to subpoena confidential survey records. [Do I have to participate in the survey since it is](#)

### [Congressionally-mandated?](#)

- No. The Department is required to conduct this survey, but your participation is completely voluntary. You may choose not to participate and can opt out of the survey at any time. You may also skip over any questions you do not wish to answer.
- If you do not wish to participate or receive additional reminders about this survey, you may opt out by e-mailing OPA's Survey Processing Center at WEO-Survey@mail.mil or calling toll-free at 1-800-881-5307. You must provide your ticket number to do so.

### [Will my answers be kept private?](#)

- All data will be reported in the aggregate and no individual data will be reported. We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).
- Survey responses received are confidential. OPA has received a federal “Certificate of Confidentiality” that provides additional protection against any attempt to subpoena confidential survey records.
- However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.

### [Why do you use my contact information to invite me to participate in this survey? Isn't this survey supposed to be anonymous?](#)

- This survey is “confidential,” not “anonymous.” In confidential surveys conducted by OPA, the identifying information of respondents is only used by government and contractor staff engaged in, and for purposes of, survey research (e.g., selecting, contacting, and tracking the participation of respondents).
- Individual survey responses received by OPA are kept in separate files from the personally identifiable information of respondents used to solicit survey participation and OPA only tracks survey responses back to individual respondents if a respondent indicates potential harm to self or others in survey responses or communications about the survey. Otherwise, survey responses are not tracked back to individual participants by OPA and survey results are reported in the aggregate so that no individual respondents can be identified.
- OPA's use of the word “confidential” is similar to its routine use in privacy statements within the health professions to denote that the information collected can potentially identify the individual respondent, but this information will not be shared with others unless compelled by law or written consent.

### [What is a “Certificate of Confidentiality?”](#)

- A “Certificate of Confidentiality” is an additional privacy assurance provided by the Department of Health and Human Services that the identifiable information and responses of a research project's respondents will be protected from compelled disclosure in administrative, legislative, or other investigative proceedings (e.g., protection from a subpoena).
- Section 301(d) of the Public Health Service Act (42 USC 214(d)) authorizes the Secretary of Health and Human Services to provide these Certificates to qualifying biomedical and behavioral research of a sensitive nature.
- While the Certificate protects against involuntary or forced disclosures of information (e.g., a subpoena) that could identify survey respondents, it does not limit voluntary disclosure of this information in matters such as child abuse or a respondent's threatened violence to self or others.

### [Will I ever see the results of the survey?](#)

- OPA posts survey results on the following website: <https://www.opa.mil>

### [Can I withdraw my answers once I have started the survey?](#)

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to **[December XX, 2022]** by sending an e-mail to [WEO-Survey@mail.mil](mailto:WEO-Survey@mail.mil) or calling, toll-free 1-800-881-5307. Please include in the e-mail or phone message your name and Ticket Number.



- Unless withdrawn, partially completed survey data may be used after that date.

## Armed Forced WEO Survey

Thank you for completing the survey. Your responses have been recorded. You may have found that the questions did not completely cover your experiences. Nonetheless, the answers you provided are very important to this study. To ensure the privacy of your information, you should close your browser.

**The results of this survey will be posted with the results of previous WEO surveys here:**  
<https://www.opa.mil>.

Sometimes answering questions like the ones on this survey can be upsetting. If you feel you need support or would like to talk to someone, you can call or visit the resources below based on your needs.

- If you are a victim of harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local equal opportunity office. To reach a hotline for your Service call:

Army: 1-800-267-9964

Navy: 1-800-253-0931

Marine Corps: 1-703-784-9371

Air Force: 1-800-616-3775

Space Force: 1-888-231-4058

- To reach Military OneSource 24/7:

Stateside: 1-800-342-9647

Overseas: 00-800-342-9647 or call collect 1-484-530-5908

Worldwide: <http://www.militaryonesource.com/>