**2024 DEOCS 5.1 Modified Survey Instrument & Survey Module Content (WEO)**

# Modification Summary

|  |
| --- |
| * Any added content is fully shaded in shaded in light yellow.
 |
| * No major changes to DEOCS core content in 2024.
 |
| * Service-specific content (defined by each service as applicable) has been modified (replaced content shaded yellow), but no additional burden is added by these changes.
 |
| * Minimal items have been added to the DEOCS question bank (additions shaded in yellow).
 |
| * A subset of DEOCS participants will receive an additional module of Workplace Equal Opportunity (WEO) questions. The module content is included at the end of this document (shaded yellow).
 |

# Reviewer Notes

*\*\*Before you review the survey instrument, please read these quick notes to help you navigate this document\*\**

1. The questionnaire below includes programming information such as variable names and skip logic. This is not how the survey appears to respondents taking the survey on the web.
2. Variable names are written in the top box for each question. For example, SRPOP and SRNAT are the variable names for the first and second question, respectively.
3. Not all survey questions are asked of everyone. Skip logic describes which questions are asked of which respondents. Skip logic is highlighted throughout in green.
4. [SVC\_F] is a flag variable constructed from the Service/branch selected in the registration screen when the DEOCS is initially requested. This flag is relevant for a lot of the skip logic you see in the survey. The values of the final flag are:

1 = Civilian

2 = Military

3 = US Military Academy (USMA)

4 = US Naval Academy (USNA)

5 = US Air Force Academy (USAFA)

6 = US Coast Guard Academy (USCGA)

7 = US Military Academy Preparatory School (USMAPS)

8 = Naval Academy Preparatory School (NAPS)

9 = US Air Force Academy Preparatory School (USAFAPS)

10 = US Merchant Marine Academy (USMMA)

1. The DEOCS uses “piping” to personalize the survey with relevant terms for the survey-taker, for example, referring to cadets (for students at the relevant Military Service Academies) or coworkers (for DoD civilians). These flexible terms are shown in red text throughout. A respondent will only see the term that is relevant for them when they take the survey.
2. Additional notes for reviewers to help explain the instrument are provided in comments throughout.
3. The DEOCS has core content, service-specific content (if applicable), and customized questions selected for each unit/organization (if applicable). All DEOCS content is included in the document.
4. The DEOCS has rotating module content asked to a subset of the DEOCS population. DEOCS module content for 2024 is included in a section after the core DEOCS content.

Contents

[Modification Summary 1](#_Toc158762625)

[Reviewer Notes 1](#_Toc158762626)

[DEOCS 5.1 Survey Instrument (2024) 3](#_Toc158762627)

[DEOCS Core Content 3](#_Toc158762628)

[Service-Specific Questions 21](#_Toc158762629)

[DEOCS Custom Questions 24](#_Toc158762630)

[Close-ended Custom Questions 24](#_Toc158762631)

[Open-Ended Custom 26](#_Toc158762632)

[Appendix A. Service-Specific Questions 28](#_Toc158762633)

[Appendix B. DEOCS 5.1 Custom Question Bank (CQB) 30](#_Toc158762634)

[Table 1. Close-ended Questions (LDQs) 30](#_Toc158762635)

[Table 2. Open-ended Questions (SAQs) 40](#_Toc158762636)

OMB CONTROL NUMBER: 0704-0659

OMB EXPIRATION DATE: XX/XX/XXXX

# DEOCS 5.1 Survey Instrument (2024)

## DEOCS Core Content

|  |
| --- |
| **Q1. DEMOGRAPHICS** |
| SRPOP |
|  |
| **What is your affiliation to: [ID002: Unit/Organization/Academy/Preparatory School Title]?** *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
 |
|  |

|  |
| --- |
| **Q2. DEMOGRAPHICS** |
| SRCLASS//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SCV\_F] = 6 or [SCV\_F] = 10// |
|  |
| **What is your Class year?** |
|  |
| * Foreign exchange student
* 4/C (First Year)
* 3/C (Second Year)
* 2/C (Third Year)
* 1/C (Fourth Year)
 |
|  |

|  |
| --- |
| **Q3. DEMOGRAPHICS** |
| SRJOIN//ASK IF [SVC\_F] = 1 or [SVC\_F] = 2 // |
|  |
| **When did you join: [ID002: Unit/Organization/Academy/Preparatory School Title]?** |
|  |
| * Less than three months ago
* Three or more months ago
 |
|  |

|  |
| --- |
| **Q4. MORALE** |
| MORALEA, MORALEB |
| *The following questions ask about your beliefs and experiences [ID009: BLANK | over the past three months] [ID001: in your unit, | in your organization, | at the] [ID002: Unit/Organization/Academy/Preparatory School Title].* |
|  |
| **Overall, how would you rate…**  |
|  |
|  | Very high | High | Moderate | Low | Very low |
| 1. the current level of morale among **[ID028: the people you work with in your unit | your coworkers | cadets in your company | midshipmen in your company | cadets in your squadron | cadet candidates in your company | midshipmen candidates in your company | cadet candidates in your squadron]**?
 | ○ | ○ | ○ | ○ | ○ |
| 1. **your own** current level of morale?
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q5.** **ENGAGEMENT & COMMITMENT** |
| ENGAGEA, ENGAGEB, ENGAGEC |
|  |
| **Thinking about the past three months, how much do you agree or disagree with the following statements about your work?** |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. I am proud of my work.
 | ○ | ○ | ○ | ○ | ○ |
| 1. My work has a great deal of personal meaning to me.
 | ○ | ○ | ○ | ○ | ○ |
| 1. I am committed to making [ID029: the military | Government service] my career.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q6. COHESION, INCLUSION** |
| COHESA, COHESB, INCLUSIONG, INCLUSIONC, INCLUSIOND, INCLUSION |
|  |
| *[ID030: How | Thinking about the past three months, how] much do you agree or disagree with the following statements about [ID002: Unit/Organization/Academy/Preparatory School Title]?***[ID004: People in my unit | My coworkers | Cadets in my company | Midshipmen in my company | Cadets in my squadron | Cadet candidates in my company | Midshipmen candidates in my company | Cadet candidates in my squadron]…** |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. Work well as a team.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Trust each other.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Believe that everyone has value, regardless of their sex, race or ethnicity, or sexual orientation.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Build on each other’s ideas and thoughts during the decision-making process.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Would speak up if someone was being excluded.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Believe that communication goes up and down the [ID012: unit | organization | company | squadron] chain of command.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q7. WORKLIFE BALANCE** |
| WORKLIFE |
| *Thinking about the past three months, how much do you agree or disagree with the following statement?* |
| **I can easily balance the demands of [ID008: my work and personal life | Academy life | Academy Prep School life].**  |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q8. OPEN-END #1** |
| WORKEXPSP |
|  |
| **If you have any additional thoughts about your experiences [ID001: in your unit, | in your organization, | at the] [ID002: Unit/Organization/Academy/Preparatory School 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).* |
|  |  |  |
|  |  |  |
|  |  |  |

|  |
| --- |
| **Q9. WORKPLACE HOSTILITY** |
| WORKHOSTA, WORKHOSTB, WORKHOSTD, WORKHOSTF |
| *The following questions ask about your experiences [ID001: in your unit, | in your organization, | at the] [ID002: Unit/Organization/Academy/Preparatory School Title].* |
|  |
| **[ID030: How | Thinking about the past three months, how] often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School]…** |
|  |
|  | Never | Rarely | Sometimes | Often |
| 1. Intentionally interfere with your work performance?
 | ○ | ○ | ○ | ○ |
| 1. Take credit for work or ideas that were yours?
 | ○ | ○ | ○ | ○ |
| 1. Use insults, sarcasm, or gestures to humiliate you?
 | ○ | ○ | ○ | ○ |
| 1. Yell when they are angry with you?
 | ○ | ○ | ○ | ○ |
|  |  |  |  |  |

|  |
| --- |
| **Q10. SEXUALLY HARASSING BEHAVIORS, SEXIST BEHAVIORS** |
| MEOBEHO, MEOBEHA, MEOBEHB, MEOBEHD, MEOBEHG, MEOBEHJ |
|  |
| **[ID030: How | Thinking about the past three months, how] often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School]…** |
|  |
|  | Never | Rarely | Sometimes | Often |
| 1. Mistreat, exclude, or insult you because of your gender?
 | ○ | ○ | ○ | ○ |
| 1. Tell sexual jokes that make you uncomfortable, angry, or upset?
 | ○ | ○ | ○ | ○ |
| 1. Embarrass, anger, or upset you by suggesting that you do not act how a man or a woman is supposed to act?
 | ○ | ○ | ○ | ○ |
| 1. Display, show, or send sexually explicit materials (such as pictures or videos) that make you uncomfortable, angry, or upset?
 | ○ | ○ | ○ | ○ |
| 1. Make sexual comments about your appearance or body that make you uncomfortable, angry, or upset?
 | ○ | ○ | ○ | ○ |
| 1. Intentionally touch you in unwanted sexual ways?
 | ○ | ○ | ○ | ○ |
|  |  |  |  |  |

|  |
| --- |
| **Q11. RACIALLY HARASSING BEHAVIORS** |
| REBEHA, REBEHB, REBEHC, REBEHX, REBEHE |
|  |
| **[ID030: How | Thinking about the past three months, how] often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] make you uncomfortable, angry, or upset by…** |
|  |
|  | Never | Rarely | Sometimes | Often |
| 1. Telling racial/ethnic jokes?
 | ○ | ○ | ○ | ○ |
| 1. Expressing stereotypes about racial/ethnic groups?
 | ○ | ○ | ○ | ○ |
| 1. Using offensive racial/ethnic terms?
 | ○ | ○ | ○ | ○ |
| 1. Excluding you because of your race/ethnicity?
 | ○ | ○ | ○ | ○ |
| 1. Showing you a lack of respect because of your race/ethnicity?
 | ○ | ○ | ○ | ○ |
|  |  |  |  |  |

|  |
| --- |
| **Q12. MSA Specific Item**  |
| REBEHMSA//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9 or [SVC\_F] = 10// |
|  |
| **How often does someone from your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] use derogatory slurs, make comments, or tell jokes concerning sexual orientation or gender identity?** |
|  |
| * Never
* Rarely
* Sometimes
* Often
 |
|  |

|  |
| --- |
| **Q13. OPEN-END #2** |
| MEOREBEHSP |
|  |
| **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).* |
|  |  |  |
|  |  |  |
|  |  |  |

|  |
| --- |
| **Q14. MSA Specific Items** |
| MSA\_G, MSA\_H//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9 or [SVC\_F] = 10// |
| *Please report how much you agree or disagree with the following statements.* |
| **I trust that my well-being is supported by…** |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. Academy faculty.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Academy coaches and staff.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q15. FAIRNESS** |
| FAIRNESSA, FAIRNESSB |
|  |
| **[ID030: How | Thinking about the past three months, how] much do you agree or disagree with the following statements about your [ID012: unit | organization | company | squadron]?** |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. Training opportunities, awards, recognition, and other positive outcomes are distributed fairly.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Discipline and criticism are administered fairly.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q16. Leadership Demographics** |
| SRSUPPAY//ASK IF [SVC\_F] = 1 or [SVC\_F] = 2 // |
|  |
| [ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **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. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]**Your current immediate supervisor is a…** |
|  |
| * Military member (e.g., Active Duty, Reserve, or National Guard)
* Civilian
* Don’t know
 |
|  |

|  |
| --- |
| **Q17. Leadership Demographics** |
| SRSUPPAYM//ASK IF SRSUPPAY = “Military member (e.g., Active Duty, Reserve, or National Guard)” // |
| [ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **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. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.] |
|  |
| **What paygrade is your immediate supervisor?***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
 |
|  |

|  |
| --- |
| **Q18. Leadership Demographics** |
| SRSUPPAYCIV//ASK IF SRSUPPAY = A civilian // |
|  |
| [ID023: **Immediate Supervisor:** theindividual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **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. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]**What DoD civilian pay plan/category is your immediate supervisor?** *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
 |
|  |

|  |
| --- |
| **Q19. Leadership Demographics** |
| SRSUPCIVPAYGRADE//ASK IF SRSUPPAYCIV = General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR) or “Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG)”// |
|  |
| [ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **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. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]**What is your immediate supervisor's paygrade?***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
 |
|  |

|  |
| --- |
| **Q20. MSA Specific Item** |
| SRSUPCLASSYR//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 10// |
|  |
| [ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **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. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.]**What Class year is the first [ID003: cadet | midshipman | cadet candidate | midshipman candidate] in your chain of command?** |
|  |
| * 3/C (Second Year)
* 2/C (Third Year)
* 1/C (Fourth Year)
 |
|  |

|  |
| --- |
| **Q21. LEADERSHIP SUPPORT (IMMEDIATE SUPERVISOR)** |
| IMMED\_SUPPA, IMMED\_SUPPB, IMMED\_SUPPC, IMMED\_SUPPD, IIMMED\_SUPPE, IMMED\_SUPPH |
| [ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **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. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.] |
|  |
| **[ID030: How | Thinking about the past three months, how] much do you agree or disagree with the following statements about [ID016: your immediate supervisor | the first cadet in your chain of command | the first midshipman in your chain of command | the first cadet candidate in your chain of command | the first midshipman candidate in your chain of command]?**  |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. I have trust and confidence in [ID017: my immediate supervisor | the first cadet in my chain of command | the first midshipman in my chain of command | the first cadet candidate in my chain of command | the first midshipman candidate in my chain of command].
 | ○ | ○ | ○ | ○ | ○ |
| 1. [ID018: My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command] listens to what I have to say.
 | ○ | ○ | ○ | ○ | ○ |
| 1. [ID018: My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command] treats me with respect.
 |  |  |  |  |  |
| 1. [ID018: My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command] cares about my personal well-being.
 | ○ | ○ | ○ | ○ | ○ |
| 1. [ID018: My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command] provides me with opportunities to demonstrate my leadership skills.
 | ○ | ○ | ○ | ○ | ○ |
| 1. I would not experience reprisal or retaliation from [ID017: my immediate supervisor | the first cadet in my chain of command | the first midshipman in my chain of command | the first cadet candidate in my chain of command | the first midshipman candidate in my chain of command] if I went to them with concerns.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q22. TOXIC LEADERSHIP (IMMEDIATE SUPERVISOR)** |
| IMMED\_TOXA, IMMED\_TOXD, IMMED\_TOXE |
| [ID023: **Immediate Supervisor:** the individual to whom you directly report in your unit, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **Immediate Supervisor:** the individual to whom you directly report in your organization, [ID002: Unit/Organization/Academy/Preparatory School Title]. | **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. | **First Cadet Candidate in Chain of Command:** the cadet candidate immediately above you in your cadet candidate chain of command. | **First Midshipman Candidate in Chain of Command:** the midshipman candidate immediately above you in your midshipman candidate chain of command.] |
|  |
| *[ID030: How | Thinking about the past three months, how] much do you agree or disagree with the following statements?* **[ID018: My immediate supervisor | The first cadet in my chain of command | The first midshipman in my chain of command | The first cadet candidate in my chain of command | The first midshipman candidate in my chain of command]…** |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. Ridicules people in my [ID012: unit | organization | company | squadron].
 | ○ | ○ | ○ | ○ | ○ |
| 1. Acts only in the best interest of their own advancement.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Ignores input from people in my [ID012: unit | organization | company | squadron] that they do not agree with.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q23. OPEN-END #3** |
| IMMED\_SP |
|  |
| **If you have any additional thoughts that you would like to provide about [ID016: your immediate supervisor | the first cadet in your chain of command | the first midshipman in your chain of command | the first cadet candidate in your chain of command | the first midshipman candidate in your chain of command], you may share them in the space below.** *Please do not include personally identifiable information (for example, stating your name or the name of [ID016: your immediate supervisor | the first cadet in your chain of command | the first midshipman in your chain of command | the first cadet candidate in your chain of command | the first midshipman candidate in your chain of command]).* |
|  |  |  |
|  |  |  |
|  |  |  |

|  |
| --- |
| **Q24. TRANSFORMATIONAL LEADERSHIP, PASSIVE LEADERSHIP (COMMANDER)** |
| LDR\_TRANSFA, LDR\_TRANSFC, LDR\_TRANSFD, LDR\_PASSIVX, LDR\_PASSIVB |
| *The following questions ask you about [ID021: your unit’s commander | your organization’s leader | your company permanent party command team | your squadron permanent party command team].*[ID024: **Unit Commander:** your unit’s commander/commanding officer is [ID026: CommanderLeaderRank] [ID027: CommanderLeaderLastName]. | **Organization Leader:** your organization's leader is [ID026: CommanderLeaderRank] [ID027: CommanderLeaderLastName]. | **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.] |
|  |
| *[ID030: How | Thinking about the past three months, how] much do you agree or disagree with the following statements?*[ID022: My unit’s commander | My organization’s leader | My company permanent party command team | My squadron permanent party command team]… |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. Communicates a clear and motivating vision of the future.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Supports and encourages the professional development of people in my [ID012: unit | organization | company | squadron].
 | ○ | ○ | ○ | ○ | ○ |
| 1. Encourages people in my [ID012: unit | organization | company | squadron] to think about problems in new ways.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Will not take action until negative behaviors become bigger problems.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Does not address problems brought to their attention.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q25. MSA Specific Items (Leadership Support, Permanent Party Command Team)** |
| LDR\_MSAA, LDR\_MSAB, LDR\_MSAC, LDR\_MSAD, LDR\_MSAE, LDR\_MSAH//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9 or [SVC\_F] = 10// |
| [ID024: **Unit Commander:** your unit’s commander/commanding officer is [ID026: CommanderLeaderRank] [ID027: CommanderLeaderLastName]. | **Organization Leader:** your organization's leader is [ID026: CommanderLeaderRank] [ID027: CommanderLeaderLastName]. | **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.] |
|  |
| **How much do you agree or disagree with the following statements?** |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. I have trust and confidence in my [ID011: BLANK | company | squadron] permanent party command team.
 | ○ | ○ | ○ | ○ | ○ |
| 1. My [ID011: BLANK | company | squadron] permanent party command team listens to what I have to say.
 | ○ | ○ | ○ | ○ | ○ |
| 1. My [ID011: BLANK | company | squadron] permanent party command team treats me with respect.
 |  |  |  |  |  |
| 1. My [ID011: BLANK | company | squadron] permanent party command team cares about my personal well-being.
 | ○ | ○ | ○ | ○ | ○ |
| 1. My [ID011: BLANK | company | squadron] permanent party command team provides me with opportunities to demonstrate my leadership skills.
 | ○ | ○ | ○ | ○ | ○ |
| 1. I would not experience reprisal or retaliation from my [ID011: BLANK | company | squadron] permanent party command team if I went to them with concerns.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q26. MSA Specific Items (Toxic Leadership, Permanent Party Command Team)** |
| LDR \_MSAJ, MSA\_TOXD, MSA\_TOXE//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9 or [SVC\_F] = 10// |
| [ID024: **Unit Commander:** your unit’s commander/commanding officer is [ID026: CommanderLeaderRank] [ID027: CommanderLeaderLastName]. | **Organization Leader:** your organization's leader is [ID026: CommanderLeaderRank] [ID027: CommanderLeaderLastName]. | **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.] |
|  |
| *How much do you agree or disagree with the following statements?* |
| My **[ID011: BLANK | company | squadron] permanent party command team**… |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. Ridicules people in my [ID011: BLANK | company | squadron].
 | ○ | ○ | ○ | ○ | ○ |
| 1. Acts only in the best interest of their own advancement.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Ignores input from people in my [ID011: BLANK | company | squadron] that they do not agree with.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q27. Senior NCO/SEL Flag**  |
| SRSENIORNCOR//ASK IF [SVC\_F] = 1 or [SVC\_F] = 2 // |
| **Senior NCO/SEL:** your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in [ID002: Unit/Organization/Academy/Preparatory School Title]. |
|  |
| **Is [ID031: Senior NCO/SEL Rank] [ID032: Senior NCO/SEL Last Name] your senior NCO/SEL?**  |
|  |
| * Yes
* No
 |
|  |

|  |
| --- |
| **Q28. Senior NCO/SEL Flag**  |
| SRSENIORNCO//ASK IF SRSENIORNCOR = No // |
| **Senior NCO/SEL:** your senior NCO/SEL is the highest-ranking non-commissioned officer or enlisted person in [ID002: Unit/Organization/Academy/Preparatory School Title]. |
|  |
| **Does your unit or organization have a senior NCO/SEL?** |
|  |
| * Yes
* No
* Don’t know
 |
|  |

|  |
| --- |
| **Q29. TRANSFORMATIONAL LEADERSHIP, PASSIVE LEADERSHIP (Senior NCO/SEL)** |
| NCO\_TRANSFA, NCO\_TRANSFC, NCO\_TRANSFD, NCO\_PASSIVX, NCO\_PASSIVB//ASK IF SRSENIORNCO or SRSENIORNCOR = Yes // |
| *The following questions ask you about your unit’s senior NCO/SEL.***Senior NCO/SEL:** your senior NCO/SEL is [ID033: the highest-ranking non-commissioned officer or enlisted person in [ID002: Unit/Organization/Academy/Preparatory School Title] | [ID031: Senior NCO/SEL Rank] [ID032: Senior NCO/SEL Last Name]]. |
|  |
| *[ID030: How | Thinking about the past three months, how] much do you agree or disagree with the following statements?***My [ID012: unit | organization | company | squadron]’s** **senior NCO/SEL…** |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. Communicates a clear and motivating vision of the future.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Supports and encourages the professional development of people in my [ID012: unit | organization | company | squadron].
 | ○ | ○ | ○ | ○ | ○ |
| 1. Encourages people in my [ID012: unit | organization | company | squadron] to think about problems in new ways.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Will not take action until negative behaviors become bigger problems.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Does not address problems brought to their attention.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q30. TOXIC LEADERSHIP (Senior NCO/SEL)** |
| NCO\_TOXB, NCO\_TOXA, NCO\_TOXE//ASK IF SRSENIORNCO or SRSENIORNCOR = Yes // |
| **Senior NCO/SEL:** your senior NCO/SEL is [ID033: the highest-ranking non-commissioned officer or enlisted person in [ID002: Unit/Organization/Academy/Preparatory School Title] | [ID031: Senior NCO/SEL Rank] [ID032: Senior NCO/SEL Last Name]]. |
|  |
| *[ID030: How | Thinking about the past three months, how] much do you agree or disagree with the following statements?***My [ID012: unit | organization | company | squadron]’s** **senior NCO/SEL…** |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. Ridicules people in my [ID012: unit | organization | company | squadron].
 | ○ | ○ | ○ | ○ | ○ |
| 1. Acts only in the best interest of their own advancement.
 | ○ | ○ | ○ | ○ | ○ |
| 1. Ignores input from people in my [ID012: unit | organization | company | squadron] that they do not agree with.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q31. OPEN-END #4** |
| LDR\_NCO\_SP |
|  |
| **If you have any thoughts that you would like to provide about people in leadership roles at your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School], 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).* |
|  |  |  |
|  |  |  |
|  |  |  |

|  |
| --- |
| **Q32. STRESS** |
| STRESSA, STRESSD |
| *The following questions ask about your thoughts and behaviors.* |
|  |
| **In the past three months, how often have you…** |
|  |
|  | Never | Rarely | Sometimes | Often |
| 1. Felt nervous or stressed?
 | ○ | ○ | ○ | ○ |
| 1. Found that you could not cope with all of the things you had to do?
 | ○ | ○ | ○ | ○ |
|  |  |  |  |  |

|  |
| --- |
| **Q33. CONNECTEDNESS** |
| CONNECTA, CONNECTB, CONNECTC, CONNECTD |
|  |
| **Thinking about the past three months, how much do you agree or disagree with the following statements?** |
|  |
|  | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| 1. I feel like I belong.
 | ○ | ○ | ○ | ○ | ○ |
| 1. I feel that there are people I can turn to in times of need.
 | ○ | ○ | ○ | ○ | ○ |
| 1. I think I make things worse for the people in my life.
 | ○ | ○ | ○ | ○ | ○ |
| 1. My future seems dark to me.
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q34. BINGE DRINKING, ALCOHOL IMPAIRING MEMORY** |
| OFTENBINGE, DRNKMEM |
|  |
| **Thinking about your alcohol use in the last three months, how often have you…** |
|  |
|  | Never | Less than monthly | Monthly | Weekly | Daily or almost daily |
| 1. Had five or more drinks on one occasion?
 | ○ | ○ | ○ | ○ | ○ |
| 1. Been unable to remember what happened the night before because you had been drinking?
 | ○ | ○ | ○ | ○ | ○ |
|  |  |  |  |  |  |

|  |
| --- |
| **Q35. SAFE STORAGE OF LETHAL MEANS** |
| LETHAL\_B |
| *Please respond how much you agree or disagree with the following statement.* **Secure Storage Container/Device:** a lock box, commercial gun safe, trigger lock, or chamber-style gun lock |
|  |
| **If I had a firearm in my living space, I would store it unloaded or use a secure storage container/device.** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q36. OPEN-END #5** |
| BPEISP |
|  |
| **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).* |
|  |  |  |
|  |  |  |
|  |  |  |

|  |
| --- |
| **Q37. Demographics** |
| SRSVC//ASK IF SRPOP = “Active component military member,” “Reserve component military member,” or “National Guard member” // |
|  |
| **What branch of Service are you in?** |
|  |
| * Army
* Navy
* Marine Corps
* Air Force
* Space Force
* Coast Guard
 |
|  |

|  |
| --- |
| **Q38. Demographics** |
| SRPAYM//ASK IF SRPOP = “Active component military member,” “Reserve component military member,” or “National Guard member” // |
|  |
| **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
 |
|  |

|  |
| --- |
| **Q39. Demographics** |
| SRCIVPAY//ASK IF SRPOP = “Civilian employee” // |
|  |
| **What is your current pay plan/category?** |
|  |
| * 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
 |
|  |

|  |
| --- |
| **Q40. Demographics** |
| SRCIVPAYGRADE//ASK IF SRCIVPAY = General Schedule (GS)-like pay plan (GS/GG/GM/GL/GP/GR) or “Federal Wage System pay plan (WG/WS/WL/WD/WK/WU/WA/WO/WN/WQ/WR/XG)”// |
|  |
| **What is your paygrade?** |
|  |
| * 1 to 4
* 5 to 8
* 9 to 12
* 13 to 14
* 15 or above
 |
|  |

|  |
| --- |
| **Q41. Demographics** |
| SRCIVSUP//ASK IF SRPOP = “Civilian employee” // |
|  |
| **Are you a supervisor?***To be a supervisor, you must have at least one subordinate who directly reports to you.* |
|  |
| * No
* Yes
 |
|  |

|  |
| --- |
| **Q42. Demographics** |
| SRCIVPAYMS//ASK IF SRCIVPAY = “Title 10 tenured or tenure-track faculty” or “Title 10 non-tenure-track faculty” // |
|  |
| **What is your position at the Military Service Academy?** |
|  |
| * 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
 |
|  |

|  |
| --- |
| **Q43. Demographics** |
| SRATHLETE//ASK IF [SVC\_F] = 3 or [SVC\_F] = 4 or [SVC\_F] = 5 or [SVC\_F] = 6 or [SVC\_F] = 7 or [SVC\_F] = 8 or [SVC\_F] = 9 or [SVC\_F] = 10// |
|  |
| **Are you a member of an intercollegiate athletic team?** |
|  |
| * No
* Yes
 |
|  |

|  |
| --- |
| **Q44. DEMOGRAPHICS** |
| SRNAT//ASK IF [SVC\_F] = 1 or [SVC\_F] = 2 // |
|  |
| **Foreign National Employee:** an employee who is a citizen or permanent resident of a country other than the United States. **Are you a foreign national employee?** |
|  |
| * No
* Yes
 |
|  |

|  |
| --- |
| **Q45. Demographics** |
| SRHISPA |
|  |
| **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
 |
|  |

|  |
| --- |
| **Q46. Demographics** |
| SRRACEC, SRRACED, SRRACEB, SRRACEE, SRRACEA |
|  |
| **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
 |
|  |

|  |
| --- |
| **Q47. Demographics** |
| GENDERID01, GENDERID02, GENDERID03 |
|  |
| **How do you currently describe yourself?** Mark all that apply.  |
|  |
| * Male
* Female
* Transgender, non-binary, or another gender
 |
|  |

|  |
| --- |
| **Q48. Demographics** |
| BIRTHSEX |
|  |
| **What sex were you assigned at birth, on your original birth certificate?** |
|  |
| * Male
* Female
 |
|  |

|  |
| --- |
| **Q49. Demographics** |
| SEXORIENT |
|  |
| **Do you consider yourself to be…** |
|  |
| * Heterosexual or straight?
* Gay or lesbian?
* Bisexual?
* I use a different term
* Prefer not to answer
 |
|  |

|  |
| --- |
| **Q50. Demographics** |
| SRINSTALL//ASK IF [SCV\_F] = 2 and [Installation/Base/Ship/Location] != “Does not apply”// |
| *The DEOCS administrator registered your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] as affiliated with the installation, base, ship, or location: [ID034: Installation/Base/Ship/Location]* |
|  |
| **Are you assigned to this installation, base, ship, or location: [ID034: Installation/Base/Ship/Location]** |
| * Yes
* No
 |
|  |

|  |
| --- |
| **Q51. Demographics** |
| SRINSTALLSP//ASK IF [SRINSTALL] = “No”// |
|  |
| **What is your assigned installation, base, ship, or location?** |
|  |  |  |
|  |  |  |
|  |  |  |

## Service-Specific Questions

Each service component has the option to add up to 10 close-ended questions to all DEOCS’s registered under their component (see Appendix A for all DEOCS service-specific items). Currently the following service components have opted to ask service-specific questions on all component DEOCS’s: Army (Active Duty and Reserve), National Guard [Army/Air/Joint], the Navy (Active Duty and Reserve), Marine Corps (Active Duty and Reserve), the United States Naval Academy [USNA], and the Naval Academy Preparatory School [NAPS]).

|  |
| --- |
| **Q52. SERVICE SPECIFIC QUESTIONS** |
| SVCA (SVC\_01)//ASK IF [SVC001\_FLAG] = 2// |
| *The following questions were chosen by your Service or Military Service Academy. Your responses to these questions are also completely confidential. Your leadership will see a report of how your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] responds, but now how you individually answer any questions.* |
|  |
| **SVC\_01 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q53. SERVICE SPECIFIC QUESTIONS** |
| SVCB (SVC\_02)//ASK IF [SVC002\_FLAG] = 2// |
|  |
| **SVC\_02 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q54. SERVICE SPECIFIC QUESTIONS** |
| SVCC (SVC\_03)//ASK IF [SVC003\_FLAG] = 2// |
|  |
| **SVC\_03 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q55. SERVICE SPECIFIC QUESTIONS** |
| SVCD (SVC\_04)//ASK IF [SVC004\_FLAG] = 2// |
|  |
| **SVC\_04 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q56. SERVICE SPECIFIC QUESTIONS** |
| SVCE (SVC\_05)//ASK IF [SVC005\_FLAG] = 2// |
|  |
| **SVC\_05 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q57. SERVICE SPECIFIC QUESTIONS** |
| SVCF (SVC\_06)//ASK IF [SVC006\_FLAG] = 2// |
|  |
| **SVC\_06 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q58. SERVICE SPECIFIC QUESTIONS** |
| SVCG (SVC\_07)//ASK IF [SVC007\_FLAG] = 2// |
|  |
| **SVC\_07 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q59. SERVICE SPECIFIC QUESTIONS** |
| SVCH (SVC\_08)//ASK IF [SVC008\_FLAG] = 2// |
|  |
| **SVC\_08 QUESTION** |
|  |
| * Never
* Rarely
* Sometimes
* Often
 |
|  |

|  |
| --- |
| **Q60. SERVICE SPECIFIC QUESTIONS** |
| SVCI (SVC\_09)//ASK IF [SVC009\_FLAG] = 2// |
|  |
| **SVC\_09 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q61. SERVICE SPECIFIC QUESTIONS** |
| SVCJ (SVC\_10)//ASK IF [SVC010\_FLAG] = 2// |
|  |
| **SVC\_10 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

## DEOCS Custom Questions

Each DEOCS is customizable, where each unit or organization has the option to select up to 10 additional close-ended questions (5-point agreement scale) and five additional open-ended questions for their members to respond to. There is a bank of questions that unit commanders and organizational leaders can select from (see Appendix A for the full bank of questions).

### Close-ended Custom Questions

|  |
| --- |
| **Q62. CUSTOM QUESTIONS (CLOSE-ENDED)** |
| LDQA//ASK IF [LDQ001\_FLAG] = 2// |
| *The following questions were chosen by your leadership specifically for your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School]. Your responses to these questions are also completely confidential. Your leadership will see a report of how your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] responds, but not how you individually answer any questions.* |
|  |
| **LDQ\_01 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q63. CUSTOM QUESTIONS** |
| LDQB//ASK IF [LDQ002\_FLAG] = 2// |
|  |
| **LDQ\_02 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q64. CUSTOM QUESTIONS** |
| LDQC//ASK IF [LDQ003\_FLAG] = 2// |
|  |
| **LDQ\_03 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q65. CUSTOM QUESTIONS** |
| LDQD//ASK IF [LDQ004\_FLAG] = 2// |
|  |
| **LDQ\_04 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q66. CUSTOM QUESTIONS** |
| LDQE//ASK IF [LDQ005\_FLAG] = 2// |
|  |
| **LDQ\_05 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q67. CUSTOM QUESTIONS** |
| LDQF//ASK IF [LDQ006\_FLAG] = 2// |
|  |
| **LDQ\_06 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q68. CUSTOM QUESTIONS** |
| LDQG//ASK IF [LDQ007\_FLAG] = 2// |
|  |
| **LDQ\_07 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q69. CUSTOM QUESTIONS** |
| LDQH//ASK IF [LDQ008\_FLAG] = 2// |
|  |
| **LDQ\_08 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q70. CUSTOM QUESTIONS** |
| LDQI//ASK IF [LDQ009\_FLAG] = 2// |
|  |
| **LDQ\_09 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q71. CUSTOM QUESTIONS** |
| LDQJ//ASK IF [LDQ010\_FLAG] = 2// |
|  |
| **LDQ\_10 QUESTION** |
|  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

### Open-Ended Custom

|  |
| --- |
| **Q72. CUSTOM QUESTIONS (OPEN-ENDED)** |
| SAQA//ASK IF [SAQ001\_FLAG] = 2// |
| *The following questions were chosen by your leadership specifically for your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School]. Your responses to these questions are also completely confidential. Your leadership will see a report of how your [ID013: unit | organization | Military Service Academy | Military Service Academy Prep School] responds, but now how you individually answer any questions.* |
| **SAQ\_01 QUESTION** |
|  |  |   |
|  |  |   |
|  |  |   |

|  |
| --- |
| **Q73. CUSTOM QUESTIONS** |
| SAQB//ASK IF [SAQ002\_FLAG] = 2// |
|  |
| **SAQ\_02 QUESTION** |
|  |  |   |
|  |  |   |
|  |  |   |

|  |
| --- |
| **Q74. CUSTOM QUESTIONS** |
| SAQC//ASK IF [SAQ003\_FLAG] = 2// |
|  |
| **SAQ\_03 QUESTION** |
|  |  |   |
|  |  |   |
|  |  |   |

|  |
| --- |
| **Q75. CUSTOM QUESTIONS** |
| SAQD//ASK IF [SAQ004\_FLAG] = 2// |
|  |
| **SAQ\_04 QUESTION** |
|  |  |   |
|  |  |   |
|  |  |   |

|  |
| --- |
| **Q76. CUSTOM QUESTIONS** |
| SAQE//ASK IF [SAQ005\_FLAG] = 2// |
|  |
| **SAQ\_05 QUESTION** |
|  |  |   |
|  |  |   |
|  |  |   |

# DEOCS Module Content: Workplace and Equal Opportunity (WEO) Items

A subset of DEOCS Active and Reserve component members will be asked additional questions. For the 2024 administration, the DEOCS module content will be a limited set of items taken from the WEO survey instrument. A standalone WEO survey will not be administered in 2024 due to the administration of this DEOCS module.

|  |
| --- |
| **Transition Intro Text** |
| Your responses to rest of the questions on this survey will NOT be provided to your leadership from [Unit/Organization Title] and will be combined with responses from others in your Service and provided to DoD/Service leaders outside of your immediate chain of command. The remaining questions in this survey ask about your thoughts and experiences in your Service and the installation/ship or workplace where you perform your military duties.  |

|  |
| --- |
| **Q77. PERSONNEL POLICY AND PRACTICES** |
| EFFORTA, EFFORTB, EFFORTC//ASK IF [MOD\_A\_POP] = 1// |
| *When answering the following questions, think about your experiences serving in Active Duty or as a member of the Reserves or National Guard.*  |
| Do the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially? |
|  | **Yes** | **No** | **Do not know** |
| 1. Senior leadership of my Service, National Guard, or Reserve component
 | ○ | ○ | ○ |
| 1. Senior leadership of my installation/ship
 | ○ | ○ | ○ |
| 1. My immediate military supervisor
 | ○ | ○ | ○ |
|  |  |  |  |

|  |
| --- |
| **Q78. PERSONNEL POLICY AND PRACTICES** |
| RATEMUA//ASK IF [MOD\_A\_POP] = 1// |
|  |
| **In your military unit, to what extent would members feel free to report racial/ethnic harassment and discrimination without fear of negative reactions from peers or supervisors?** |
| * Very large extent
* Large extent
* Moderate extent
* Small extent
* Not at all
 |
|  |

|  |
| --- |
| **Q79. SOCIAL PERCEPTIONS** |
| COMFORT2A//ASK IF [MOD\_A\_POP] = 1// |
|  |
| **To what extent do you feel comfortable interacting with people from different racial/ethnic groups?** |
| * Very large extent
* Large extent
* Moderate extent
* Small extent
* Not at all
 |
|  |

|  |
| --- |
| **Q80. SOCIAL PERCEPTIONS** |
| DIVERSITY1C//ASK IF [MOD\_A\_POP] = 1// |
| *How much do you agree or disagree with the following statement about diversity* ***in your Service****?* |
| **Diversity is important to building a quality force.**  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q81. SOCIAL PERCEPTIONS** |
| DIVERSITYUB//ASK IF [MOD\_A\_POP] = 1// |
| *How much do you agree or disagree with the following statements about diversity in* ***your military unit****?* |
| **I feel excluded by my unit because I am different.**  |
| * Strongly agree
* Agree
* Neither agree nor disagree
* Disagree
* Strongly disagree
 |
|  |

|  |
| --- |
| **Q82. SOCIAL PERCEPTIONS** |
| DUTYSTA//ASK IF [MOD\_A\_POP] = 1// |
|  |
| **At your military duty station, to what extent are racist/extremist organizations or individuals a problem?** |
| * Very large extent
* Large extent
* Moderate extent
* Small extent
* Not at all
 |

|  |
| --- |
| **Q83. WORKPLACE EXPERIENCES** |
| HEXPA, HEXPB, HEXPD, HEXPF, HEXPI, HEXPK//ASK IF [MOD\_A\_POP] = 1// |
| *The following questions ask about upsetting or offensive things that someone* ***from your military workplace might have said or done****. The questions ask about things that happened AFTER [X Date].**When a question says “someone from work,” please include any person you have contact with* ***as part of your military duties****. “Someone from work” could be a supervisor, a civilian employee, a contractor, or military personnel of any rank. They could be in your unit or another.**These things might have occurred on duty or off duty, on base or off base. Please include them if the person who did these things was someone from your* ***military*** *work.**Do not include experiences that happened in a* ***non-military job****.* |
| **Since [X Date], did someone from work make you uncomfortable, angry, or upset by...** |
|  | **Yes** | **No** |
| 1. Telling racial/ethnic jokes?
 | ○ | ○ |
| 1. Using an offensive racial/ethnic term?
 | ○ | ○ |
| 1. Displaying something that threatens or insults a racial/ethnic group? *This includes tattoos, e-mails, pictures, flags, or anything that insults racial/ ethnic groups or refers to racial supremacy groups.*
 | ○ | ○ |
| 1. Using a stereotype about your racial/ethnic group? *Stereotypes are beliefs about the characteristics of group members—for example, that they tend to be cheap, aggressive, or shy.*
 | ○ | ○ |
| 1. Showing you a lack of respect because of your race/ethnicity?
 | ○ | ○ |
| 1. Threatening or physically assaulting you because of your race/ethnicity?
 | ○ | ○ |
|  |  |  |

|  |
| --- |
| **Q84. WORKPLACE EXPERIENCES** |
| DEXPA, DEXPB, DEXPC, DEXPD, DEXPG, DEXPJ//ASK IF [MOD\_A\_POP] = 1// |
| *These questions ask if someone from work or the military treated you unfairly because of your race/ethnicity and if they would have treated someone of a different race/ethnicity better.**“Someone from work” includes any person you have contact with* ***as part of your military duties****.* |
| **Since [X Date], did someone...**  |
|  | **Yes** | **No** |
| 1. Give you a lower military performance evaluation because of your race/ethnicity?
 | ○ | ○ |
| 1. Make it harder for you to get a military award because of your race/ethnicity? *This includes ribbons, medals, coins, quarterly or annual awards, decorations, and commendations.*
 | ○ | ○ |
| 1. Make it harder for you to get a military promotion because of your race/ethnicity?
 | ○ | ○ |
| 1. Make it difficult or impossible for you to go into your preferred military occupation because of your race/ethnicity?  *For example, your preferred Military Occupational Specialty (MOS), career field, Air Force Specialty Code (AFSC), or rating.*
 | ○ | ○ |
| 1. Make it difficult or impossible for you to get a military training opportunity because of your race/ethnicity?
 | ○ | ○ |
| 1. Punish you unfairly because of your race/ethnicity?
 | ○ | ○ |
|  |  |  |

|  |
| --- |
| **Q85. WORKPLACE EXPERIENCES** |
| HD\_RACE, HD\_COLOR, HD\_NATORG, HD\_REL, HD\_SEX, HD\_PREG, HD\_GENID, HD\_SEXORIEN, HD\_DNA//ASK IF [MOD\_A\_POP] = 1// |
| *Harassment includes bothersome, upsetting, or offensive statements and actions that someone from work might have said or done that made you uncomfortable, angry, or upset.**Discrimination refers to someone from work treating you unfairly or would have treated someone of a different background better, and this treatment impacted your military career.**“Someone from work” includes any person you have contact with* ***as part of your military duties****.* |
| **Since [X Date], have you experienced any form of harassment or discrimination in the military workplace based on your...? *Mark all that apply.***  |
| * Race
* Color
* National Origin
* Religion
* Sex
* Pregnancy
* Gender identity
* Sexual orientation
* Does not apply; I did not experience harassment or discrimination since [X Date]
 |
|  |

|  |
| --- |
| **Q86. WORKPLACE EXPERIENCES** |
| EMEANS//ASK IF [MOD\_A\_POP] = 1 AND [INCIDENT] = 1// |
|  |
| **Did the comments or behaviors you experienced occur through electronic means (for example, social media, text messages, emails, videos, pictures)?**  |
| * Yes, all occurred through electronic means
* Yes, some occurred through electronic means
* No, none occurred through electronic means
 |
|  |

|  |
| --- |
| **Q87. WORKPLACE EXPERIENCES** |
| REH1CMPTYP//ASK IF [MOD\_A\_POP] = 1 AND ASK IF [INCIDENT] = 1// |
| *The next question asks if you filed a complaint to a DoD authority based on your experiences in the past 12 months.* *The DoD military equal opportunity (MEO) Program provides three types of MEO/harassment complaint options:** ***Informal Complaints:*** *allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint through the office designated to receive complaints.*
* ***Formal Complaints:*** *allegations submitted in writing to the staff designated to receive complaints; or an informal complaint the commanding officer or other person in charge determines warrants an investigation.*
* ***Anonymous Complaints:*** *received by a commanding officer or supervisor and allow for reporting of harassment without requiring the individual to divulge any personally identifiable information about themselves.*
 |
| **What type of complaint did you make?**  |
| * Informal complaint
* Formal complaint
* Anonymous complaint
* Not sure
* Does not apply, I did not file a complaint
 |
|  |

|  |
| --- |
| **Q88. WORKPLACE EXPERIENCES** |
| REH1COMP\_A, REH1COMP\_B, REH1COMP\_C//ASK IF [MOD\_A\_POP] = 1 AND ASK IF [INCIDENT] = 1 AND ASK IF ([Q87] = “Informal complaint” OR “Formal complaint” OR “Anonymous complaint” OR “Not sure”)// |
|  |
| **Which DoD authority received your complaint? *Mark all that apply.***  |
| * Someone in your chain of command or the chain of command of the person(s) who did this
* Military equal opportunity staff (for example, EOA, CMEO, MEO) or office assigned to receive MEO/harassment complaints
* Some other office or personnel designated to receive MEO/harassment complaints
 |
|  |

|  |
| --- |
| **Q89. WORKPLACE EXPERIENCES** |
| REH1REPSUB//ASK IF [MOD\_A\_POP] = 1 AND ASK IF [INCIDENT] = 1 AND ASK IF ([Q87] = “Informal complaint” OR “Formal complaint” OR “Anonymous complaint” OR “Not sure”)// |
|  |
| **Was your complaint resolved?** |
| * Yes, it was resolved to my satisfaction
* Yes, but I am dissatisfied with the outcome
* No
* Does not apply; I do not know the outcome of my complaint
* Does not apply; it is still in process
 |
|  |

|  |
| --- |
| **Q90. WORKPLACE EXPERIENCES** |
| REH1SATCMP//ASK IF [MOD\_A\_POP] = 1 AND ASK IF [INCIDENT] = 1 AND ASK IF ([Q87] = “Informal complaint” OR “Formal complaint” OR “Anonymous complaint” OR “Not sure”)// |
|  |
| **How satisfied are/were you with the personnel handling your complaint?**  |
| * Very satisfied
* Satisfied
* Neither satisfied nor dissatisfied
* Dissatisfied
* Very dissatisfied
 |
|  |

|  |
| --- |
| **Q91. YOUR BACKGROUND** |
| SRRELIG//ASK IF [MOD\_A\_POP] = 1// |
|  |
| **Please indicate your religious affiliation by selecting from the list below. *If your religion is not listed, please select “Other”.***  |
| * Christian (for example, Protestant, Catholic, Orthodox, Mormon/Church of Jesus Christ of Latter-day Saints)
* Jewish/Judaism (for example, Reform, Orthodox, Conservative)
* Muslim/Islam (for example, Sunni, Shia)
* Pagan, Neo-Pagan, and Earth-Based Wicca
* Traditionally Eastern (for example, Hindu, Buddhist)
* No religious preference
* Other religious belief
* I am not religious
 |
|  |

# Appendix A. Service-Specific Questions

Each service component has the option to add up to 10 close-ended questions to all DEOCS’s registered under their component. Currently the following service components have opted to ask service-specific questions on all component DEOCS’s: Army (Active Duty and Reserve), National Guard [Army/Air/Joint], the Navy (Active Duty and Reserve), Marine Corps (Active Duty and Reserve), the United States Naval Academy [USNA], and the Naval Academy Preparatory School [NAPS]).

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Army (Active and Reserve)** | **NGB (Army/Air/Joint)** | **Marine Corps (Active and Reserve)** | **Navy (Active and Reserve)** | **Naval MSA and Prep (Students and Faculty)** |
| **1** | If someone reported sexual assault to my current command, my commander would take the report seriously.  | My employment provides me with enough pay to cover basic expenses. | In my unit, sometimes we have to skip approved procedures in order to meet deadlines.  | I trust my command triad.  | My unit is cohesive.  |
| **2** | My commander would intervene if an individual received sexual attention at work.  | My transportation to work is reliable. | People in my unit understand why they are asked to perform tasks.  | In my command, I have a trusted leader I can turn to when things get hard, personally or professionally. | In my unit, there is respect from the chain of command.  |
| **3** | My unit’s senior NCO/SEL would intervene if an individual received sexual attention at work.  | My current personal relationships are emotionally safe. | In my unit, people understand the standard for tasks they are performing (in other words, they know what “right” looks like).  | My command's onboarding process (CMD Sponsorship/Indoc) sets personnel and their families (if applicable) up for success.  | People in my unit have respect for the chain of command.  |
| **4** | In my unit, reporters of sexual assault would be discouraged from moving forward with the report.  | My current personal relationships are physically safe. | There are times when my leadership prioritizes the mission over personnel safety.  | My command has an effective Command Resilience Team (CRT). | Personnel in my unit treat each other with respect.  |
| **5** | In my unit, military members/employees who filed a sexual harassment complaint would be discouraged from moving forward with the complaint. | I have people to reach out to in a time of need. | Safety regulations and procedures are adhered to at all times at my unit.  | My command is supportive when personnel seek mental health assistance.  | In the past 12 months, I have witnessed people in my unit make it clear that sexual assault is an unacceptable act.  |
| **6** |  In my unit, reporters of sexual harassment would be blamed for causing problems.  | I have dependable childcare for my children during military training. | In my unit, I have a senior leader I can turn to when things get hard, personally or professionally.  | My command provides me with the time and resources to strengthen my mind, body, and spirit.  | In the past 12 months, I have not witnessed anyone in my unit convey or condone sexist comments and behaviors.  |
| **7** | In my unit, military members/employees who filed a sexual harassment complaint would be blamed for causing problems.  | My commander/leader listens to the concerns of the unit/organization members. | I felt welcomed in my command/unit from the moment I arrived.  | I believe my command will use the input provided from this survey to improve the command.  | In the past 12 months, I have witnessed people in my unit encourage bystander intervention to assist others in situations at risk for sexual assault and other harmful behaviors.  |
| **8** | How often does someone from your unit ask you questions about your sex life or sexual interests that make you uncomfortable, angry, or upset?  | In my unit, reporters of sexual assault would be discouraged from moving forward with the report. | In my unit, the Command Indoctrination/Onboarding Program set me up for success on arrival.  | I know how to recognize and get assistance for shipmates experiencing uncontrolled stress. | In the past 12 months, I have witnessed people in my unit publicizing sexual assault report resources (for example, SARC information, UVA/VA information, awareness posters, or sexual assault hotline number).  |
| **9** | My commander demonstrates personal courage by taking actions to address problematic behaviors (e.g., sexual harassment, gender discrimination), even when it’s not popular with others.  | In my unit, reporters of sexual harassment would be blamed for causing problems. | I trust my command triad.  | I am aware of how to access family and relationship support resources.  | In the past 12 months, I have witnessed people in my unit encourage victims to report sexual assault.  |
| **10** | My unit’s senior NCO/SEL demonstrates personal courage by taking actions to address problematic behaviors (e.g., sexual harassment, gender discrimination), even when it’s not popular with others. | My first line leader demonstrates personal courage by taking actions to address problematic behaviors (e.g., sexual harassment, gender discrimination), even when it’s not popular with others. | Is fraternization a problem in your unit? | My command values input and transparently discusses successes and failures for continuous improvement. | *N/A* |

# Appendix B. DEOCS 5.1 Custom Question Bank (CQB)

## Table 1. Close-ended Questions (LDQs)

|  |  |  |
| --- | --- | --- |
| **IDs** | **Item Topic** | **Item Text** |
| LDQ2870 | Access to Care | My unit/organization allows me adequate time to address my health care needs prior to deployment. |
| LDQ2871 | Access to Care | I feel I have the knowledge to address my personal hygiene and basic health care needs. |
| LDQ2874 | Access to Care | The health care provider at my command can meet my medical needs or ensure that I receive the care I need if they cannot meet my needs.  |
| LDQ2875 | Access to Care | My commander/leader gives me adequate time to address my health care needs. |
| LDQ2876 | Access to Lethal Means | When a person is having a stressful time, distancing them from weapons and poisons can save lives.  |
| LDQ2877 | Access to Lethal Means | Safe storage methods are effective and can save lives, including the lives of children.  |
| LDQ2878 | Access to Lethal Means | Removal or safe storage of weapons, medications, and poisons can keep everyone in the home safer. |
| LDQ2879 | Access to Lethal Means | Families should safely dispose of medications they no longer use and limit the availability of medications they do need. |
| LDQ2708 | Alcohol and Illegal Substances | Illegal drug use is a problem in this command.  |
| LDQ2709 | Alcohol and Illegal Substances | Alcohol abuse by members of this command is a problem.  |
| LDQ2710 | Alcohol and Illegal Substances | Alcohol consumption is a problem in this command.  |
| LDQ2712 | Alcohol and Illegal Substances | My commander/leader promotes responsible alcohol use.  |
| LDQ2713 | Alcohol and Illegal Substances | My immediate supervisor promotes responsible alcohol use.  |
| LDQ2594 | Commander/Leader | I feel that my commander/leader will use the information from the climate assessment to improve the unit/organization.  |
| LDQ2607 | Commander/Leader | My commander/leader clarifies our unit/organization’s goals and priorities.  |
| LDQ2609 | Commander/Leader | I can rely on my commander/leader to act in my unit/organization’s best interest.  |
| LDQ2614 | Commander/Leader | My commander/leader would intervene if an individual was receiving unwanted sexual attention at. |
| LDQ2615 | Commander/Leader | My commander/leader encourages individuals to safely help others who are in risky situations that could result in harmful outcomes (for example, sexual assault, violence, or suicide).  |
| LDQ2616 | Commander/Leader | My commander/leader shows a real interest in the welfare of Service members without dependents.  |
| LDQ2619 | Commander/Leader | My commander/leader puts the unit's/organization’s interests ahead of their own.  |
| LDQ2621 | Commander/Leader | My commander/leader can be trusted to make objective decisions for the unit's/organization’s future. |
| LDQ2800 | Commander/Leader | I can express my safety concerns within my unit/organization without fear of reprisal. |
| LDQ2596 | Commander/Leader | My commander/leader cares about my personal well-being.  |
| LDQ2598 | Commander/Leader | My commander/leader is accessible.  |
| LDQ2599 | Commander/Leader | My commander/leader is a competent leader.  |
| LDQ2601 | Commander/Leader | It is easy for Service members in this command to meet with their commander/leader about problems.  |
| LDQ2603 | Commander/Leader | My commander/leader sets the right example with their actions.  |
| LDQ2606 | Commander/Leader | My commander/leader effectively deals with adversity and conflict within their command.  |
| LDQ2608 | Commander/Leader | My commander/leader listens to the concerns of the unit/organization members.  |
| LDQ2627 | Commander/Leader | I would feel comfortable asking my commander/leader for help.  |
| LDQ2595 | Commander/Leader | My commander/leader puts us and our families first, above and beyond their personal interests. |
| LDQ2602 | Commander/Leader | My commander/leader creates an environment that promotes building trust within my unit/organization. |
| LDQ2628 | Commander/Leader | My commander/leader is open to new ideas. |
| LDQ2632 | Communication | Commander's calls/all hands effectively pass on information I need to know.  |
| LDQ2633 | Communication | Communication between units/organizations is good.  |
| LDQ2636 | Communication | Communication from the chain of command is timely.  |
| LDQ2637 | Communication | Communication flow up the chain of command is good.  |
| LDQ2634 | Communication | Communication flows freely from senior leadership to all levels of the unit/organization. |
| LDQ2635 | Communication | Communication from my chain of command is clear. |
| LDQ2638 | Communication | Small group discussions with unit/organization leaders and teammates improve the work environment. |
| LDQ2639 | Communication | I am satisfied with the communication from the chain of command. |
| LDQ2640 | Communication | Communication from my direct leadership is clear. |
| LDQ015 | Communication/Flow of Information | My supervisor shares information that has been presented during staff meetings. |
| LDQ2714 | Discipline | My unit/organization displays high standards of discipline.  |
| LDQ2715 | Discipline | Rules, regulations, and policies are enforced in my unit/organization.  |
| LDQ2716 | Discipline | Rules, regulations, and policies are obeyed in my unit/organization.  |
| LDQ2717 | Discrimination | People I work with would challenge discriminating behaviors.  |
| LDQ2722 | Discrimination | Discrimination based on sexual orientation or gender identity does not occur in my workplace.  |
| LDQ2731 | Discrimination | Work assignments, training opportunities, and promotions within my unit/organization are based on candidates’ qualifications. |
| LDQ2746 | Discrimination | I know how to contact an EO/EEO/MEO office.  |
| LDQ2751 | Discrimination | I believe I can use my chain of command to address concerns about discrimination without fear of retaliation.  |
| LDQ8101 | Discrimination | Slurs or inappropriate comments/jokes are used in the unit/organization.  |
| LDQ2733 | Discrimination | People I work with make me feel uncomfortable, angry, or upset by showing me a lack of respect due to my sex. |
| LDQ2748 | Discrimination | A complaint about harassment or discrimination would be taken seriously in my unit/organization. |
| LDQ2750 | Discrimination | I am able to report harassment or discrimination without fear of negative reactions from my immediate supervisor. |
| LDQ2753 | Diversity | My unit/organization is accepting of individuals from diverse backgrounds. |
| LDQ2758 | Diversity | My unit/organization prominently posts general EO/EEO/MEO information, policies, and complaint procedures.  |
| LDQ2762 | Diversity | Special observances are conducted to enhance cross-cultural awareness among all Service members, civilian employees, and their families. |
| LDQ2755 | Diversity | My commander/leader values the rights of its members to practice their religion.  |
| LDQ2752 | Diversity | There are opportunities for people of diverse backgrounds and cultures to serve as leaders and/or be promoted. |
| LDQ2200 | Engagement and Morale | I like my current job.  |
| LDQ2505 | Engagement and Morale | I find the work that I do full of meaning and purpose.  |
| LDQ2509 | Engagement and Morale | I am proud of the work that I do.  |
| LDQ2515 | Engagement and Morale | I am challenged by my current job.  |
| LDQ2519 | Engagement and Morale | When I get up in the morning, I feel like going to work.  |
| LDQ2201 | Engagement and Morale | I feel satisfied with my current job. |
| LDQ2503 | Engagement and Morale | At my job I always persevere, even when things do not go well. |
| LDQ2507 | Engagement and Morale | My work inspires me. |
| LDQ2514 | Engagement and Morale | I am being fully utilized in my current job. |
| LDQ2516 | Engagement and Morale | I am proud of my unit/organization. |
| LDQ2517 | Engagement and Morale | The overall morale of my unit is positive. |
| LDQ2518 | Engagement and Morale | The current level of morale in my command is high. |
| LDQ2520 | Equipment | My command-issued gear is offered in appropriate sizing options.  |
| LDQ2521 | Equipment | My command-issued equipment accommodates my body shape well.  |
| LDQ2522 | Equipment | My unit/organization is able to assist me to fit my equipment to my needs.  |
| LDQ3173 | Equipment | My command-issued gear is offered in appropriate sizes. |
| LDQ3174 | Equipment | My command is able to fit my issued equipment to my needs. |
| LDQ011 | Extremism | I am familiar with the extremist organization and activities policy letter. |
| LDQ2763 | Extremism | I have seen extremist group behavior or propaganda in my workplace.  |
| LDQ2780 | Fairness | Favoritism does not occur in my unit/organization.  |
| LDQ2781 | Fairness | I feel confident that I will be treated fairly in my unit/organization.  |
| LDQ2764 | Fairness | Additional duties are assigned fairly.  |
| LDQ2765 | Fairness | Correctional training for poor performance is enforced fairly in this unit/organization.  |
| LDQ2769 | Fairness | When making an honest mistake on the job, members of my unit/organization are corrected fairly.  |
| LDQ2770 | Fairness | Favoritism does not occur in my workgroup.  |
| LDQ2771 | Fairness | Favoritism involving personal relationships does not occur in my workgroup.  |
| LDQ2772 | Fairness | Awards in my workgroup depend on how well employees perform their jobs.  |
| LDQ2776 | Fairness | Contributions of all career fields are respected in my unit/organization.  |
| LDQ2778 | Fairness | The process for determining who gets developmental opportunities in my workgroup is fair.  |
| LDQ3550 | Fairness | My command ensures that the process of advertising, interviewing, and hiring candidates for positions or promotions is open, fair, and transparent. |
| LDQ2890 | Family Planning and Support | If I were to deploy, there would be adequate resources on base to take care of my family. |
| LDQ2891 | Family Planning and Support | The leaders in my unit/organization show a real interest in the welfare of families.  |
| LDQ2892 | Family Planning and Support | This unit/organization takes an active role in caring for the needs of family members of deployed unit personnel.  |
| LDQ2889 | Family Planning and Support | After returning from maternity, paternity, or primary caregiver leave, I had adequate support from my leadership while transitioning back to the workplace. |
| LDQ3552 | Financial Security | I feel financially secure.  |
| LDQ\_LDR\_PASSIVA | Former DECOS Item | My unit/organization’s leader takes early action in addressing problems.  |
| LDQ\_ENGAGED | Former DEOCS Item | I feel like "part of the family" among the people I work with. |
| LDQ\_INCLUSIONA | Former DEOCS Item | The people I work with believe that everyone has worth and value, regardless of how they identify (for example, gender, race/ethnicity, sexual orientation, and other identities).  |
| LDQ\_INCLUSIONB | Former DEOCS Item | The people I work with believe that everyone has worth and value, regardless of their occupation and rank/grade. |
| LDQ\_INCLUSIONE | Former DEOCS Item | Among the people I work with, the quality of ideas matters more than who expresses them. |
| LDQ\_IMMED\_SUPPF | Former DEOCS Item | My immediate supervisor provides me with constructive suggestions to improve my performance. |
| LDQ\_IMMED\_SUPPG | Former DEOCS Item | My immediate supervisor supports my career development.  |
| LDQ\_IMMED\_SUPPI | Former DEOCS Item | My immediate supervisor puts the interests of subordinates above their personal interests. |
| LDQ\_MSA\_A | Former DEOCS Item | Choosing to attend the Academy was a good decision for me. |
| LDQ\_MSA\_B | Former DEOCS Item | If I were to report a cadet/midshipman for misconduct, I would expect negative social outcomes (for example, being the center of gossip or rumors, being ignored, or being bullied) from other classmates. |
| LDQ\_MSA\_C | Former DEOCS Item | I trust that my academic success is supported by Academy faculty. |
| LDQ\_MSA\_D | Former DEOCS Item | I trust that my academic success is supported by Academy coaches and staff. |
| LDQ\_MSA\_E | Former DEOCS Item | I trust that my development as a leader of character is supported by Academy faculty. |
| LDQ\_MSA\_F | Former DEOCS Item | I trust that my development as a leader of character is supported by Academy coaches and staff. |
| LDQ\_MSA\_I | Former DEOCS Item | The Academy provides cadets/midshipmen with an effective mentoring program. |
| LDQ\_MSA\_J | Former DEOCS Item | At the Academy, peer pressure makes me drink more than I would otherwise. |
| LDQ\_MSA\_K | Former DEOCS Item | At the Academy, unauthorized drinking is condoned by my sponsor. |
| LDQ\_MSA\_L | Former DEOCS Item | My permanent party leadership enforces the Academy's alcohol use policy. |
| LDQ\_MSA\_M | Former DEOCS Item | My cadet/midshipman leadership enforces the Academy’s alcohol use policy.  |
| LDQ\_MSA\_N | Former DEOCS Item | If I needed help to control my drinking, I would feel comfortable seeking help from on-campus resources. |
| LDQ\_LDR\_MSAF | Former DEOCS Item | My company/squadron permanent party command team provides me with constructive suggestions to improve my performance. |
| LDQ\_LDR\_MSAG | Former DEOCS Item | My company/squadron permanent party command team supports my career development.  |
| LDQ\_LDR\_MSAI | Former DEOCS Item | My company/squadron permanent party command team puts the interests of their cadets/midshipmen above their personal interests. |
| LDQ\_LDR\_MSAK | Former DEOCS Item | A member of my company/squadron permanent party command team has explosive outbursts. |
| LDQ\_LDR\_MSAL | Former DEOCS Item | If I were to report someone in my company/squadron permanent party command team for misconduct, I would receive negative outcomes (for example, poor evaluations, decreased opportunities for leadership, become the center of gossip or rumors, ignored, or bullied). |
| LDQ\_NCO\_PASSIVA | Former DEOCS Item | My unit’s senior NCO/SEL takes early action in addressing problems.  |
| LDQ\_IMMED\_NEG | Former DEOCS Item | The first cadet/midshipman in my chain of command allows negative behavior to occur. |
| LDQ\_IMMED\_MSA | Former DEOCS Item | If I were to report the first cadet/midshipman in my chain of command for misconduct, I would receive negative outcomes.  |
| LDQ\_IMMED\_TOXB | Former DEOCS Item | My immediate supervisor has explosive outbursts. |
| LDQ\_IMMED\_TOXC | Former DEOCS Item | My immediate supervisor has a sense of personal entitlement. |
| LDQ\_NCO\_TOXC | Former DEOCS Item | My unit’s senior NCO/SEL has explosive outbursts. |
| LDQ\_NCO\_TOXD | Former DEOCS Item | My unit’s senior NCO/SEL has a sense of personal entitlement. |
| LDQ\_NCO\_TRANSFB | Former DEOCS Item | My unit’s senior NCO/SEL takes actions that are consistent with my Service's values. |
| LDQ\_LDR\_TRANSFB | Former DEOCS Item | My unit’s commander/organization’s leader takes actions that are consistent with my Service's values. |
| LDQ2893 | Gender-Specific Health | I have confidence in command medical to treat my gender-specific health care needs.  |
| LDQ2894 | Gender-Specific Health | I prefer to see a provider of the same gender when accessing medical care for gender-specific health care needs. |
| LDQ2783 | Hazing and Bullying | I have not experienced or witnessed hazing and/or bullying while assigned to this command.  |
| LDQ2785 | Hazing and Bullying | My commander/leader does not tolerate hazing and/or bullying.  |
| LDQ2797 | Hazing and Bullying | I have been hazed or bullied by higher ranking personnel while on duty.  |
| LDQ8102 | Hazing and Bullying | I feel safe from hazing and bullying in my unit/organization. |
| LDQ2782 | Hazing and Bullying | Hazing and/or bullying happens in my unit/organization. |
| LDQ2652 | Immediate Supervisor | My immediate supervisor shares information with the unit/organization that has been presented to them by senior leaders. |
| LDQ2658 | Immediate Supervisor | My immediate supervisor would intervene if an individual was receiving unwanted sexual attention at work. |
| LDQ2668 | Immediate Supervisor | I receive routine feedback on my performance from my immediate supervisor. |
| LDQ2648 | Immediate Supervisor | My immediate supervisor sets the right example with their actions.  |
| LDQ2651 | Immediate Supervisor | My immediate supervisor explains things clearly to me.  |
| LDQ2642 | Immediate Supervisor | My immediate supervisor cares about my personal well-being. |
| LDQ2643 | Immediate Supervisor | I would feel comfortable asking my immediate supervisor for help. |
| LDQ2646 | Immediate Supervisor | My immediate supervisor creates an environment that promotes building trust within our team. |
| LDQ2647 | Immediate Supervisor | My immediate supervisor is a competent leader. |
| LDQ2816 | Inclusion | The people I work with are accepting of individuals from diverse backgrounds.  |
| LDQ2822 | Inclusion | In my work center, people’s differences are respected. |
| LDQ2806 | Inclusion | The people I work with allow each other to express their opinions.  |
| LDQ2807 | Inclusion | I am encouraged to offer ideas on how to improve operations.  |
| LDQ2808 | Inclusion | I am comfortable being myself while working in this unit/organization.  |
| LDQ2809 | Inclusion | In this workgroup, I am comfortable discussing my background.  |
| LDQ2814 | Inclusion | I am encouraged to offer ideas on how to improve operations in my workgroup.  |
| LDQ2820 | Inclusion | The people I work with make me feel like I belong.  |
| LDQ2803 | Inclusion | People I work with respect differences in others. |
| LDQ2805 | Inclusion | My command is committed to diversity and inclusion in the workplace. |
| LDQ2895 | Information Privacy | I feel my medical information will be kept confidential.  |
| LDQ2896 | Information Privacy | I feel there is enough privacy offered in medical spaces.  |
| LDQ3180 | Information Privacy | I feel my medical information will be kept confidential by the provider(s) at my command.  |
| LDQ2897 | Information Privacy | I know my rights regarding divulging medical information to my command. |
| LDQ2898 | Information Privacy | I feel confident that my medical information is kept private and confidential to only those who need to know. |
| LDQ2934 | Military Service Academies | In my company/squadron, cadets/midshipmen sexually harass each other.  |
| LDQ2936 | Military Service Academies | My company/squadron permanent party leadership would adequately respond to allegations of sexual harassment.  |
| LDQ2970 | Military Service Academies | If someone reported a sexual assault to my current permanent party chain of command, the chain of command would take the report seriously.  |
| LDQ2991 | Military Service Academies | Within the past 12 months, I have experienced discrimination based on my race, color, or national origin at my Service Academy. |
| LDQ2930 | Military Service Academies | Seeking help for depression, suicidal thoughts, or other psychological issues is a sign of strength.  |
| LDQ2931 | Military Service Academies | Cadets/midshipmen are well trained to recognize the signs of depression, suicidal thoughts, or other psychological issues in their peers.  |
| LDQ2969 | Military Service Academies | My permanent party chain of command creates an environment where victims feel comfortable reporting sexual assault. |
| LDQ2523 | Military, Civilian and Contractor Working Relationships |  Civilian managers supervise military personnel as effectively as they supervise civilian personnel. |
| LDQ2524 | Military, Civilian and Contractor Working Relationships | Civilians are treated as valued members of the unit by leadership.  |
| LDQ2525 | Military, Civilian and Contractor Working Relationships |  Contract employees are viewed as part of the team. |
| LDQ2526 | Military, Civilian and Contractor Working Relationships | Military managers supervise civilian personnel as effectively as they supervise military personnel.  |
| LDQ2530 | Mission | I understand how my contribution supports the mission of the overall unit/organization. |
| LDQ2532 | Mission | The work I do every day is critical to operational readiness.  |
| LDQ2533 | Mission | My unit is well prepared to perform its operational duties. |
| LDQ2528 | Mission | My unit/organization makes good use of available resources to accomplish its mission.  |
| LDQ2527 | Mission | The people I work with are united in trying to achieve our goals/mission. |
| LDQ3202 | Mission | The unit's/organization's current vision, mission, and/or priorities are clear. |
| LDQ2900 | Physical Health | I receive the required time to participate in personal fitness. (4.1 LDQ) |
| LDQ2901 | Physical Health | A physical training program should be implemented in my unit.  |
| LDQ2902 | Physical Health | I am given the time I need during my workday to comply with the mandatory fitness program. (4.1 LDQ)  |
| LDQ2899 | Physical Health | I am given adequate time to maintain my physical conditioning.  |
| LDQ2903 | Physical Health | I feel physically worn out.  |
| LDQ2534 | Physical Work Area | I am satisfied with the physical surroundings of my work area.  |
| LDQ2535 | Physical Work Area | Parking is available at work.  |
| LDQ2536 | Physical Work Area | Work areas are accessible to persons with disabilities.  |
| LDQ2799 | Physical Work Area | I feel safe within my work area.  |
| LDQ2544 | Professional Development | In the past 12 months, I have witnessed people in my unit promoting a climate based on mutual respect and trust.  |
| LDQ2537 | Professional Development | I am satisfied with my latest one-on-one rater feedback session with my rater. |
| LDQ2538 | Professional Development | I receive periodic formal feedback from my rater. |
| LDQ2540 | Professional Development | I have a mentor at work who encourages my development. |
| LDQ2541 | Professional Development | In the last six months, someone at work has talked to me about my progress and career goals. |
| LDQ2542 | Professional Development | I am assigned duties that are commensurate with my rank/grade. |
| LDQ3198 | Professional Development | I feel empowered to control work processes that impact me in this unit/organization. |
| LDQ8103 | Recognition | Others are recognized for contributing to a positive atmosphere in my workplace. |
| LDQ2545 | Recognition | I am recognized for contributing to a positive atmosphere in my workplace.  |
| LDQ2546 | Recognition | I am rewarded for contributing to a positive atmosphere in my workplace.  |
| LDQ2547 | Recognition | I am rewarded for my duty performance.  |
| LDQ2548 | Recognition | Participation for community service is recognized in my unit/organization.  |
| LDQ3199 | Recognition | I receive recognition from my supervisor for my contributions to the unit/organization. |
| LDQ2549 | Resources and Support | I am familiar with the support provided by the Sexual Assault Prevention and Response Office (SAPRO). |
| LDQ2551 | Resources and Support | My unit/organization conducts regular discussion forums to strengthen connections and improve trust. |
| LDQ2552 | Resources and Support | Programs are in place to address military members’/employees’ concerns. |
| LDQ8104 | Resources and Support | I am familiar with the support provided by the Equal Opportunity Office. |
| LDQ8105 | Resources and Support | I am familiar with the support provided by the Diversity, Inclusion & Belonging Office. |
| LDQ8106 | Resources and Support | I am familiar with the support provided by the Violence Prevention Office. |
| LDQ8107 | Resources and Support | I received adequate support when I joined my unit/organization.  |
| LDQ2554 | Resources and Support | The functional experts I work with assist me in my success.  |
| LDQ2553 | Resources and Support | My commander/leader's support staff meets my needs. |
| LDQ2823 | Respect | All unit/organization personnel receive the same level of respect from leadership. (4.1LD) |
| LDQ2824 | Respect | An atmosphere of respect exists in my unit/organization.  |
| LDQ2825 | Respect | I am treated with dignity and respect in this unit/organization.  |
| LDQ2826 | Respect | My commander/leader takes steps to ensure I am treated with respect.  |
| LDQ2827 | Respect | My unit enforces the standards of military courtesy.  |
| LDQ3162 | Respect & Cohesion | In my unit/organization, people deal effectively with adversity or conflict when it occurs. |
| LDQ2831 | Responsibility and Intervention | In the past 12 months, I have witnessed people in my unit/organization encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors.  |
| LDQ2834 | Responsibility and Intervention | People I work with challenge sexual harassing behaviors.  |
| LDQ2828 | Responsibility and Intervention | In the past 12 months, I have witnessed people in my unit/organization make it clear that sexual assault has no place in the military. |
| LDQ2832 | Responsibility and Intervention | In the past 12 months, I have witnessed people in my unit/organization publicizing sexual assault report resources (for example, SARC information, UVA/VA information, awareness posters, sexual assault hotline number). |
| LDQ2555 | Retention | I plan to retire from the military within the next couple of years. |
| LDQ2558 | Retention | My present assignment motivates me to continue my career within the DoD. |
| LDQ8108 | Retention | I plan to leave the DoD within the next couple of years. |
| LDQ2556 | Retention | Provided the opportunity, I will stay in my current career the next several years, but not until retirement.  |
| LDQ2557 | Retention | Provided the opportunity, I will stay in my current career until retirement. |
| LDQ2672 | Senior NCO Leadership | My unit’s senior NCO/SEL cares about my personal well-being.  |
| LDQ2674 | Senior NCO Leadership | I would feel comfortable asking my unit’s senior NCO/SEL for help.  |
| LDQ2675 | Senior NCO Leadership | My unit’s senior NCO/SEL creates an environment that promotes building trust within my unit. |
| LDQ2690 | Senior NCO Leadership | It is easy for Service members in this unit to meet with the senior enlisted NCO/SEL.  |
| LDQ2704 | Senior NCO Leadership | I would seek the assistance of my First Sergeant/command SEL.  |
| LDQ2835 | Sexual Assault | While serving in this unit/organization, I observed a situation that I believe was, or could have led to, a sexual assault.  |
| LDQ2847 | Sexual Assault | If a coworker were to report a sexual assault allegation, my chain of command/leader would promote health care, legal, or other support services to the reporter.  |
| LDQ2851 | Sexual Assault | In my unit/organization, someone who reports a sexual assault allegation would be blamed for causing problems. |
| LDQ2854 | Sexual Assault | In my unit/organization, someone who reports a sexual assault allegation would be discouraged from moving forward with the report. |
| LDQ2841 | Sexual Assault | While serving in this unit/organization, I told someone in a position of authority about a situation that I believe was, or could have led to, a sexual assault.  |
| LDQ2844 | Sexual Assault | If a coworker were to report a sexual assault allegation, my chain of command/leader would take the report seriously.  |
| LDQ2845 | Sexual Assault | If a coworker were to report a sexual assault allegation, my chain of command/leader would keep the knowledge of the report limited to those with a need to know.  |
| LDQ2848 | Sexual Assault | If a coworker were to report a sexual assault allegation, my chain of command/leader would support the individual for speaking up.  |
| LDQ2866 | Sexual Harassment | In my unit/organization, someone who reports a sexual harassment complaint would be blamed for causing problems.  |
| LDQ2869 | Sexual Harassment | In my unit/organization, someone who reports a sexual harassment complaint would be discouraged from moving forward with the complaint.  |
| LDQ8109 | Sexual Harassment | A sexual harassment complaint would be taken seriously in my unit/organization.  |
| LDQ8110 | Sexual Harassment | I would feel comfortable reporting a sexual harassment complaint at my unit/organization. |
| LDQ2855 | Sexual Harassment | My immediate supervisor adequately responds to allegations of sexual harassment.  |
| LDQ2856 | Sexual Harassment | My immediate supervisor plays an active role in the prevention of sexual harassment.  |
| LDQ2857 | Sexual Harassment | My commander/leader adequately responds to allegations of sexual harassment.  |
| LDQ2858 | Sexual Harassment | My commander/leader plays an active role in the prevention of sexual harassment.  |
| LDQ2913 | Stress and Mental Health | People I work with are able to recognize the signs of depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD).  |
| LDQ2915 | Stress and Mental Health | Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) would negatively impact a member’s career.  |
| LDQ2916 | Stress and Mental Health | In the past 12 months, I have known someone in my unit/organization who has thought of but not attempted suicide. |
| LDQ2904 | Stress and Mental Health | I experience a high level of stress because I serve/work in this unit/organization.  |
| LDQ2910 | Stress and Mental Health | I feel mentally worn out.  |
| LDQ2914 | Stress and Mental Health | Seeking help for depression, suicidal thoughts, or Post Traumatic Stress Disorder (PTSD) is a sign of strength.  |
| LDQ2919 | Stress and Mental Health | I know what actions to take if someone expresses a desire to do harm to themselves or others.  |
| LDQ2559 | Training and Education | The unit's/organization’s orientation program is adequate for new personnel.  |
| LDQ2561 | Training and Education | I receive the mentorship I need to perform my job well. |
| LDQ2560 | Training and Education | I have received the necessary training to accomplish my job.  |
| LDQ2562 | Training and Education | I receive the training needed to perform my job well.  |
| LDQ2564 | Training and Education | I have adequate opportunity to pursue off-duty education.  |
| LDQ3551 | Transportation | My transportation to work is reliable. |
| LDQ2706 | Trust in Leadership | Decisions in my unit/organization are made after reviewing relevant information.  |
| LDQ2707 | Trust in Leadership | I trust leadership to handle complaints, problems, or issues effectively.  |
| LDQ2568 | Unit Cohesion | I have good relationships with the people I work with.  |
| LDQ2569 | Unit Cohesion | I feel a strong sense of belonging to this unit/workgroup.  |
| LDQ2572 | Unit Cohesion | My work environment is free from unprofessional behavior.  |
| LDQ2573 | Unit Cohesion | Relationships at work are professional in nature.  |
| LDQ2574 | Unit Cohesion | Junior enlisted Service members care about what happens to each other.  |
| LDQ2577 | Unit Cohesion | If someone in the unit/organization has a problem, other members of my unit/organization will try to help them out. |
| LDQ2588 | Unit Values | Human relations problems are handled appropriately in this command.  |
| LDQ2581 | Unit Values | My unit/organization is true to Army core values. |
| LDQ2582 | Unit Values | My unit/organization is true to Navy core values. |
| LDQ2583 | Unit Values | My unit/organization is true to Marine Corps core values. |
| LDQ2584 | Unit Values | My unit/organization is true to the Air Force core values. |
| LDQ2592 | Work/Life Balance | Collateral duties are not interfering with my ability to perform my primary duties.  |
| LDQ2589 | Work/Life Balance | I am challenged by the duties of my current job.  |
| LDQ2590 | Work/Life Balance | I have sufficient time in my duty day to conduct my core duties.  |
| LDQ2591 | Work/Life Balance | I am afforded opportunities to take leave.  |
| LDQ2593 | Work/Life Balance | I do not feel overburdened with additional duties. |

## Table 2. Open-ended Questions (SAQs)

|  |  |  |
| --- | --- | --- |
| **IDs** | **Item Topic** | **Item Text** |
| SAQ3143 | Access to Care | How would you characterize the medical care obtained from off-base? |
| SAQ3144 | Access to Care | How would you characterize the medical care obtained from on-base providers? |
| SAQ3099 | Commander/Leader, Immediate Supervisor, and Senior NCO | How would you characterize the way leadership within your unit/organization treats its members? |
| SAQ3092 | Commander/Leader, Immediate Supervisor, and Senior NCO | What training or development would you give your immediate supervisor to make them better? |
| SAQ3093 | Commander/Leader, Immediate Supervisor, and Senior NCO | What is ONE thing that leadership can do for you to make your workplace better? |
| SAQ3094 | Commander/Leader, Immediate Supervisor, and Senior NCO | How effectively do leaders in this unit/organization use your time? |
| SAQ3095 | Commander/Leader, Immediate Supervisor, and Senior NCO | Do you feel the leadership support provided assures your safety at your workstation? Why or why not? |
| SAQ3096 | Commander/Leader, Immediate Supervisor, and Senior NCO | What is the ONE thing that leadership can do for you that they currently do not do? |
| SAQ3097 | Commander/Leader, Immediate Supervisor, and Senior NCO | Do you feel that your chain of command micromanages? If yes, please provide an example. |
| SAQ3098 | Commander/Leader, Immediate Supervisor, and Senior NCO | How effectively do commanders/leaders deal with conflicts or difficulties within the unit/organization? Please explain. |
| SAQ3100 | Commander/Leader, Immediate Supervisor, and Senior NCO | How would you describe the example set by your unit's/organization's middle managers? Please explain. |
| SAQ3101 | Commander/Leader, Immediate Supervisor, and Senior NCO | How would you describe the example set by your unit's/organization's top leaders? Please explain. |
| SAQ3102 | Commander/Leader, Immediate Supervisor, and Senior NCO | How would you describe the way leadership deals with conflict when it occurs within the unit? |
| SAQ3103 | Commander/Leader, Immediate Supervisor, and Senior NCO | How much does fraternization create problems at this unit/organization? Please explain. |
| SAQ3104 | Commander/Leader, Immediate Supervisor, and Senior NCO | How would you describe the way NCOs in this unit interact with junior enlisted service members? |
| SAQ3105 | Commander/Leader, Immediate Supervisor, and Senior NCO | How would you describe the way officers in this unit interact with enlisted service members? |
| SAQ3106 | Communication | Describe how information is communicated from senior leadership to all levels of the unit/organization. |
| SAQ3108 | Communication | How effective is communication within this unit? How could it be improved? |
| SAQ3109 | Communication | How would you characterize the flow of information at this unit/organization? Please explain. |
| SAQ3110 | Communication | How would you feel about expressing your opinion to leadership concerning unit/organization issues? |
| SAQ3111 | Communication | How would you improve the communication processes in the unit/organization? |
| SAQ3112 | Communication | If communication breaks down in this unit/organization, where do you see it happening? |
| SAQ3113 | Communication | What one thing would you change to improve communication? |
| SAQ3114 | Communication | Are there any issues that you would NOT be comfortable bringing to your advisor? What steps could be taken to make you feel more comfortable? |
| SAQ3194 | Communication | How do you prefer to receive communications from your unit/organization (e.g., email, meetings, newsletters, social media, etc.)? |
| SAQ3007 | Deployment/Post Deployment | What worries you about return from deployment? |
| SAQ3008 | Deployment/Post Deployment | If you could CHANGE one thing about this deployment, what would it be? |
| SAQ3009 | Deployment/Post Deployment | How can leadership better support the deployment process? |
| SAQ3010 | Deployment/Post Deployment | If you could MAINTAIN one thing about this deployment, what would it be? |
| SAQ3011 | Deployment/Post Deployment | What are your biggest concerns as you prepare to deploy? |
| SAQ3012 | Deployment/Post Deployment | What is the one thing you like LEAST about this deployment? |
| SAQ3013 | Deployment/Post Deployment | What is the one thing you like MOST about this deployment? |
| SAQ3124 | Discrimination and Harassment | If you experienced discrimination or harassment but did not report it, why did you choose not to report it? |
| SAQ3127 | Discrimination and Harassment | What kinds of inappropriate or offensive conduct have you witnessed, if any, while assigned to this unit? |
| SAQ8111 | Discrimination and Harassment | How serious of a problem do you think discrimination is in your unit/organization? Please explain.  |
| SAQ8112 | Discrimination and Harassment | How serious of a problem do you think harassment is in your unit/organization? Please explain. |
| SAQ8113 | Discrimination and Harassment | How serious of a problem do you think discrimination and harassment are in your unit/organization? Please explain. |
| SAQ3117 | Discrimination and Harassment | Please describe anything that has been said while at work that offended you or made you uncomfortable. |
| SAQ3128 | Diversity and Inclusion | Have you participated in small group discussions regarding equal opportunity, diversity, inclusion, and belonging? If so, did you find the discussion beneficial? Please explain. |
| SAQ3129 | Diversity and Inclusion | How can you and/or leadership equal opportunity, strengthen diversity, inclusion & belonging? |
| SAQ3130 | Diversity and Inclusion | How committed is your leadership to creating and fostering an environment of respect and inclusion? Please explain. |
| SAQ3131 | Diversity and Inclusion | What is your impression of the diversity, equity, inclusion, and accessibility policies at this unit/organization? |
| SAQ3132 | Diversity and Inclusion | What is your leadership doing well in terms of diversity and inclusion? |
| SAQ3133 | Diversity and Inclusion | What changes should your leadership make to better support diversity and inclusion? |
| SAQ3014 | Education | How would you characterize the time and opportunity you are provided to pursue military education? |
| SAQ3015 | Education | How would you characterize the time and opportunity you are provided to pursue personal education? |
| SAQ3016 | Education | How can the unit/organization assist you with completing the next military education you are scheduled to complete? |
| SAQ3017 | Education | How can the unit/organization assist you with pursuing personal education that you are hoping to complete? |
| SAQ3018 | Engagement and Morale | How much do you feel like a valued member of the team? Please explain. |
| SAQ3019 | Engagement and Morale | How would you characterize the morale of the civilian staff of this unit/organization? |
| SAQ3020 | Engagement and Morale | How would you characterize the morale of the military members of this unit/organization? |
| SAQ3021 | Engagement and Morale | The greatest morale-enhancing action leadership could make at this unit/organization would be: |
| SAQ3022 | Engagement and Morale | What changes does this unit/organization need to improve morale? |
| SAQ3023 | Engagement and Morale | What do you see as the most significant factor impacting morale at this unit/organization? |
| SAQ3024 | Engagement and Morale | Are you proud to be a member of this unit/organization? Please explain. |
| SAQ3025 | Engagement and Morale | How would you rate your level of job satisfaction (low, average, high) and why? |
| SAQ3195 | Engagement and Morale | What changes does our unit/organization need to make to improve how well we work together? |
| SAQ3134 | Fairness | Can you provide any recent examples of favoritism or discrimination you have witnessed? What actions did you take? |
| SAQ3135 | Fairness | How would you characterize the fairness of the unit/organization's disciplinary actions? |
| SAQ3136 | Fairness | How fair do you see the Individual Augmented selection process? Please explain. |
| SAQ3137 | Fairness | How well does the unit/organization hold people accountable for their performance? |
| SAQ3138 | Fairness | Do you feel that there is any unfairness with billet assignments, fitness reports, or awards? Please explain. |
| SAQ3150 | Family Planning and Support | Where do you go for questions related to contraception, family planning (such as information on adoption, abortion, or infertility services), and operational responsibilities? |
| SAQ3151 | Family Planning and Support | Explain how the support (or lack of support) you received from your command related to family and pregnancy planning changed your decision to reenlist/remain commissioned. |
| SAQ3152 | Family Planning and Support | Does the Military provide access to adequate childcare for your family's needs? If not, please explain what is needed from your perspective. |
| SAQ3190 | Family Planning and Support | How do you access gender-specific medical care (contraceptive counseling, vasectomies, etc.) when you need it? |
| SAQ3191 | Family Planning and Support | Has the support you received from your command related to family and pregnancy planning changed your decision to reenlist/remain commissioned? Please explain. |
| SAQ3153 | Gender-Specific Health | How do you access gender-specific medical care when you need it? |
| SAQ3154 | Gender-Specific Health | Do you feel as though command leadership has sufficient knowledge of gender-specific health needs to maintain your readiness? Please explain. |
| SAQ3026a | OPTEMPO | How does the balance between work and liberty hours affect your quality of life? |
| SAQ3032a | OPTEMPO | How has the unit's current OPTEMPO impacted you professionally? |
| SAQ3033a | OPTEMPO | How has the unit's current OPTEMPO impacted your personal life? |
| SAQ3034a | OPTEMPO | What ONE change would you make that you feel would improve the unit's OPTEMPO issues? |
| SAQ3035a | OPTEMPO | What ONE thing about the unit's OPTEMPO would you NOT want to change? |
| SAQ3036 | Physical Work Area | If you could make one facility improvement, what would it be? |
| SAQ3037 | Physical Work Area | What would you suggest to improve the parking situation? |
| SAQ3038 | Physical Work Area | What are the things that bring you the most satisfaction & least satisfaction working at your workstation? |
| SAQ3039 | Physical Work Area | What would you change about the current food service? |
| SAQ3040 | Recognition | How are your contributions to the unit/organization's mission recognized? |
| SAQ3041 | Recognition | How much are your contributions to the unit/organization's mission appreciated? Please explain. |
| SAQ3042 | Recognition | How are you recognized for your performance? |
| SAQ3043 | Recognition | What type of performance feedback do you receive from your chain of command? Describe whether it has been beneficial, and why. |
| SAQ3044 | Recognition | How much does your supervisor value, support and encourage your ideas for improvement? Please explain. |
| SAQ3027a | Resources and Support | How would you describe your experiences with Base Support Services? |
| SAQ3028a | Resources and Support | The most valuable feature of Base Support Services is: |
| SAQ3029a | Resources and Support | What is the quality of life in the barracks? Please explain. |
| SAQ3030a | Resources and Support | What one thing would you change about Base Support Services? |
| SAQ3031a | Resources and Support | What one thing would you make sure Base Support Services continues to provide? |
| SAQ3045 | Resources and Support | What type of training would you like to see available to you in the next fiscal year? |
| SAQ3046 | Resources and Support | How often do you receive Leader Development Training within your command? |
| SAQ3047 | Resources and Support | From the time you first learned of your assignment until 30 days after your arrival, were you provided with the resources you needed to be successful? Why or why not? |
| SAQ3048 | Resources and Support | Do you get sufficient time and resources to accomplish your assigned tasks? Please explain. |
| SAQ3049 | Resources and Support | What can be done to help you better perform your work? |
| SAQ3050 | Resources and Support | What things keep you from performing your work well? |
| SAQ3051 | Resources and Support | What things help you perform your work well? |
| SAQ3052 | Resources and Support | How would you describe your experience with your check-in procedures when you first arrived at this unit/organization? |
| SAQ3053 | Resources and Support | How would you describe your experience with your sponsor when you arrived at this unit/organization? |
| SAQ3054 | Resources and Support | Describe how the unit/organization encourages or discourages growth/advancement. |
| SAQ3055 | Resources and Support | What factors contribute to your decision whether or not to pursue a career in the Service? |
| SAQ3056 | Resources and Support | How important do you feel your daily duties are to this unit/organization's mission? Please explain. |
| SAQ3057 | Resources and Support | Briefly describe how Bridge Chats have improved your organization's climate. |
| SAQ3202 | Resources and Support | What resources would help you complete your job more effectively? |
| SAQ3204 | Resources and Support | In your opinion, what are ways that your living quarters could be improved? By living quarters we mean bachelor housing, berthing on a ship, barracks, etc. |
| SAQ3139 | Respect | How would you describe leaderships' commitment to creating and fostering an environment of respect and dignity? |
| SAQ3140 | Respect | How would you describe the level of respect higher level leadership provides your department's members? |
| SAQ3141 | Respect | Please describe any incidents where members of the unit/organization acted disrespectfully to subordinates. |
| SAQ3142 | Respect | Please describe any incidents where members of the unit/organization acted disrespectfully to superiors. |
| SAQ3058 | Retention | Do you have plans to stay in the military after your current term? Why or why not? |
| SAQ3059 | Retention | If you could choose to stay in this unit/organization, would you? Why or why not? |
| SAQ3060 | Retention | What can be done to motivate you to continue serving in this unit/organization? |
| SAQ3061 | Retention | What are some of the considerations you make when thinking about your intent to stay in the military? |
| SAQ3062 | Retention | What would your advice be to someone seeking civilian employment here? |
| SAQ3063 | Retention | What would your advice be to someone seeking military orders here? |
| SAQ3206 | Retention | If you could take a job with the same pay and responsibilities, elsewhere in your organization, would you take it? Why or why not. |
| SAQ3192 | Stress and Mental Health | What are your concerns about asking for or receiving mental health assistance (e.g., negative stigma, impact on career, impact on security clearance)? |
| SAQ3155 | Stress and Mental Health | Briefly list the sources of job-related stress you experience, from the greatest source to the least. |
| SAQ3189 | Stress and Mental Health | What are the main causes of stress for you in your unit/organization? |
| SAQ3193 | Stress and Mental Health | How comfortable would you feel talking to your primary care manager about accessing mental health support? Explain. |
| SAQ3064 | Training | How would you characterize the unit/organization's support of formalized training (billet-related and professional)? |
| SAQ3065 | Training | How would you describe the availability of small unit training? |
| SAQ3066 | Training | How would you describe the quality of small unit training? |
| SAQ3067 | Training | How would you describe the value of small unit training? |
| SAQ3068 | Training | What recommendations would you offer to improve unit/organization support of formalized training? |
| SAQ3069 | Training | What type of training would you like to see available to you in the next couple of years? |
| SAQ3070 | Training | How would you describe your experience with the unit's Mentorship Program? |
| SAQ3071 | Training | What do you recommend to improve the unit's Mentorship Program? |
| SAQ3072 | Training | What is the best feature of the unit's Mentorship Program? |
| SAQ3115 | Trust in Leadership | How much do you trust the senior leadership at the unit? Please explain. |
| SAQ3116 | Trust in Leadership | Can you describe an example where leadership has failed you? |
| SAQ3073 | Unit Challenges and Improvements | What is the ONE quality of life issue that affects you and how would you improve it? |
| SAQ3074 | Unit Challenges and Improvements | What do you see as the most significant improvements made in your unit/organization in the last year? |
| SAQ3075 | Unit Challenges and Improvements | What do you see as the most significant challenges facing your unit/organization? Please list specifics, location (if needed) and how we can improve or fix it. |
| SAQ3076 | Unit Challenges and Improvements | What do you see as the most significant challenge currently facing this unit right now? What would you recommend to address this challenge? |
| SAQ3077 | Unit Challenges and Improvements | What do you see as the most significant challenge facing this unit during the next year? |
| SAQ3078 | Unit Challenges and Improvements | What do you see as the most significant challenge facing this unit over the next five years? What would you recommend to address this challenge? |
| SAQ3079 | Unit Challenges and Improvements | How have changes (positive or negative) at this unit/organization during the past year impacted you? |
| SAQ3080 | Unit Challenges and Improvements | What one thing about our unit/organization would you want to change? |
| SAQ3081 | Unit Challenges and Improvements | What do you know about this unit/organization that leadership does not know, but should? |
| SAQ3082 | Unit Challenges and Improvements | Which inter-department relationships enhance your mission and why? |
| SAQ3083 | Unit Challenges and Improvements | Which inter-department relationships negatively impact your mission and why? |
| SAQ3084 | Unit Challenges and Improvements | Explain how you feel your responses on this survey will impact your unit/organization. |
| SAQ3197 | Unit Challenges and Improvements | What do you see as the biggest accomplishment or success made in your unit/organization in the last year? |
| SAQ3201 | Unit Challenges and Improvements | What can be done to increase trust across the unit/organization? |
| SAQ3205 | Unit Challenges and Improvements | What are things that your unit/organization are doing well? What are things in your unit/organization that need improvement? |
| SAQ3085 | Unit Climate | How is the overall climate of this unit/organization, compared to one year ago? Please explain. |
| SAQ3086 | Unit Climate | What three change(s) would you make that you feel would most improve the unit's/organization's climate? |
| SAQ3087 | Unit Climate | What climate issue does this unit/organization most need to improve? |
| SAQ3088 | Work Center | How would you describe the level of professionalism in your work center/department? Please explain. |
| SAQ3089 | Work Center | In a few words, how would you describe your workplace? |
| SAQ3090 | Work Center | What issues do you feel need to be addressed in your work center/department? |
| SAQ3091 | Work Center | How would you describe the way time is utilized to complete tasks in your work area? |
| SAQ3196 | Work Center | Explain how your unit/organization has helped or hindered you in achieving your professional goals. |
| SAQ3198 | Work Center | Explain why you would or would not recommend working for your organization to others. |
| SAQ3199 | Work Center | What do you like most about working in your organization? |
| SAQ3200 | Work Center | What do you like least about working in your organization? |
| SAQ3203 | Work Center | What skills does your workgroup/team need to add or improve to be more effective? |