

FORT CAMPBELL GARRISON WORKFORCE



Let Your Voice be Heard

Take the DEOCS Today!

Access your survey with your .mil email address from anywhere.



Why should you take the Defense Equal Opportunity Climate Survey? Isn't the DEOCS voluntary? What is the point?!

WHAT IS IT?

Organizational climate stems from members' day-to-day experiences within the work environment and reflects members' shared perceptions of behaviors, practices and routines that are reinforced by coworkers and leadership.

CHARACTERISTICS:

- Temporally based
- Easier to change
- Driven by current leadership and other environmental factors
- Visible

The DEOCS is confidential!

The DEOCS helps promote a positive work environment!

HOW DOES IT IMPACT AN ORGANIZATION?

Climate is learned through the behaviors and practices that the organization rewards, encourages, and tolerates. What's rewarded is repeated by both individual and group, leading to predictable behaviors and outcomes. Organizational climate is known to predict commitment, job satisfaction, performance, dysfunctional behavior, and psychological well-being.

The DEOCS is how leadership makes change!

CLIMATE

VS

The DEOCS is how you get your voices heard!

CULTURE

WHAT IS IT?

Culture is an organization's unique identity. It reflects the underlying assumptions about how the organization can be successful, based in early successes from the initial formation of the organization. These beliefs, values, and norms are often unspoken and removed from members' day-to-day awareness.

CHARACTERISTICS:

- Stable
- More difficult to change
- Deep rooted in history and likely influenced by founder(s)
- Invisible

The DEOCS can be accessed here:
<https://www.surveysdrc.com/DEOCS>

HOW DOES IT IMPACT AN ORGANIZATION?

Culture is a powerful but unseen force that influences how members approach tasks and how they interpret unexpected challenges. Research suggests strong and healthy cultures lead to successful organizations!

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DEOCS & DOCP PROTECTING YOUR PRIVACY

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

ARE MY SURVEY RESPONSES CONFIDENTIAL?

Yes. We understand there may be privacy concerns when taking the DEOCS and DOCP survey. These are taken very seriously. Your leadership cannot see who has or has not taken the DEOCS or DOCP survey and all responses are kept confidential to the extent that the law permits. Under state and federal law, certain rare circumstances may require that confidentiality be broken—for example, if a participant indicates that they are a threat to themselves or others. To help ensure your privacy, we caution against including potentially identifying information in any written comments.

WHY AM I ASKED TO ENTER CERTAIN PERSONAL INFORMATION?

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

ARE MY DEOCS AND DOCP RESPONSES SECURE?

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

HOW ARE MY SURVEY RESPONSES REPORTED? WHO CAN SEE THESE RESULTS?

Results are directly reported to your commander/leader, their supervisor, and the survey administrator. Additionally, DEOCS and DOCP survey results may be viewed by other DoD leaders and Integrated Primary Prevention Workforce (IPPW) personnel.

Results are reported for the overall unit/organization; by demographic groups such as sex, race, and pay grade; and by subgroups as determined by the unit/organization. Presentation of results by these groups enable leaders to better understand the nuances of their unit's/organization's climate and ensures that smaller groups are not overlooked. To protect participants' privacy, commanders and leaders only receive subgroup reports if at least 5 participants respond. If your survey included multiple subgroups and only one subgroup has fewer than 5 responses, that subgroup will be combined with the reportable subgroup that has the next lowest number of participants. Additionally, demographic groups are considered in sets. If one group in a set does not have five or more participants, no demographic groups in that set are reported. For example, if there are only two female respondents, results are not provided for either female or male demographic groups.

Written comments are combined and only reported for the unit/organization if at least 16 people responded. Written comments are not broken out by demographic groups and are only reported for a subgroup if at least 16 people from that subgroup responded. If your survey included multiple subgroups and only one subgroup had fewer than 16 written responses, it will be combined with the reportable subgroup that had the next lowest number of participants.

