

DACOWITS

Healthy Unit Climate RFI #5



**Sexual Harassment Prevention and Equal
Opportunity Office**

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DACOWITS – Healthy Unit Climate (RFI #5)

RFI Question #5a: What elements does your Service include in assessing whether or not you have a healthy unit climate?

- Commanders are required to assess their command climate assessment within 90 days after assumption of command and every 9-12 months thereafter.
- Commanders accomplish this by using the standard DoD command climate survey, conducting focus groups, and examining command records.
- Commanders provide feedback of these results to their Sailors.
- Each commander must conduct a face-to-face debrief with their immediate superior within 60 days of completion of the command climate assessment.
 - Provides the immediate superior an opportunity to mentor the commander
- Naval Inspector General conducts assessment site visits at echelon 2 commands.

Source: Navy Equal Opportunity Program Manual (OPNAVINST 5354.1G)



DACOWITS – Healthy Unit Climate (RFI #5) DEOCS 21 Climate Factors

RFI Question #5a: What elements does your Service include in assessing whether or not you have a healthy unit climate?

Organizational Effectiveness

- Organizational Commitment
- Senior Leadership
- Organizational Performance
- Group Cohesion
- Trust in Leadership
- Connectedness
- Job satisfaction
- Organizational Processes
- Engagement

Equal Opportunity / Fair Treatment

- Inclusion at Work
- Hazing
- Bullying
- Unlawful Discrimination
- Sexual Harassment
- Unwanted Workplace Experience

Retaliation

- Sexual Harassment Retaliation Climate
- Sexual Assault Retaliation Climate

Sexual Assault & Response Prevention (SAPR)

- Sexual Assault Prevention Climate
- Bystander Intervention
- Sexual Assault Reporting Knowledge
- Sexual Assault Response Climate



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RFI Question #5b: What policies/procedures are in place to promote: healthy relationships; respect and dignity; and bystander expectations and accountability?

Policies and Programs

- Navy Sexual Harassment Prevention and Response Program
- Navy Equal Opportunity Program
- Navy Performance Evaluation Changes
- Chaplain Religious Enrichment Development Operation (CREDO)
- Operational Stress Control Program
- Suicide Prevention Program
- Lifelink Newsletter

Training

- Life Skills (began April 2016) – Given to students at “A” School
- Bystander Intervention to the Fleet (2015), Chart the Course (2016), Full Speed Ahead (2017), Full Speed Ahead 2.0 “Got Your 6” (2018)
- Annual EO/SH and Grievance Procedures General Military Training
- Commanding Officers “Top Six” – Recruit Training Command
- Sex Signals – Given to students at the Training Support Centers
- Sexual Harassment & Assault Prevention Education (SHAPE) – USNA
- “One Love” healthy relationships pilot



DACOWITS – Sexual Harassment Prevention Training (RFI#5)

	<i>Enlisted Navy Leader Development Continuum</i>					<i>Officer Navy Leader Development Continuum</i>				
	RTC	E-1 to E-3	E-4 to E-6	E-7 to E-8	E-9	USNA/ROTC/OCS	O-1 to O-2	O-3 to O-4	O-5 to O-6	Flag
Experience		Technical Qualifications and Certifications	Work Center Supervisor Divisional LPO Small Team Leader	Divisional LCPO Departmental LCPO Command Senior Chief/COB	Departmental LCPO CMC		Community-Managed Career Paths		Command MAJCOM Staff Joint	Succession Planning
Education		Introductory PME	Basic PME	Primary PME SEA	KEYSTONE	Bachelor's Degree	Primary PME NPS JPME I Advanced Education		JPME II Advanced Education Fellowships	CAPSTONE PINNACLE C JFMCC
Trainings Containing Mandated EO/SHP Modules										
All Hands Training	General Military Training – Equal Opportunity/SH/Grievance procedures, all personnel annually face-to-face Command Indoctrination – Navy Pride and Professionalism, all newly reporting personnel within 30 days of reporting onboard									
Individual Training	<ul style="list-style-type: none"> Basic Military Training - Recruits – Command managed equal opportunity/sexual harassment training, week 3 of recruit training 	<ul style="list-style-type: none"> Life Skills at "A" School - Life skills; for all Sailors attending formal schoolhouse training during 1st year of service following recruit training 	<ul style="list-style-type: none"> PO INDOCE-5/E-6 Leadership Courses CPO 365 Training 	<ul style="list-style-type: none"> CPO Select Training - Equal Opportunity/SH Policy, selectees during leadership course Chief's Mess Training 		Introductory Military Training <ul style="list-style-type: none"> USNA – Annual SHAPE/SAPR-L/F NROTC - Annual Naval Science Lab MIDN 1/2C: SAPR-L MIDN 3/4C: SAPR-F NROTC – During fall/spring indoctrination and prior to summer cruise OCS – During week 1 Officer Development School – During week 1; Staff Corps Officer Students 				
Supplemental Training										
Fleet-Wide	Bystander Intervention to the Fleet – 2015 Training Chart the Course – 2016 Training Full Speed Ahead – 2017 Training Full Speed Ahead 2.0 "Got Your 6" – 2018 Training									
Workshops/Summits										
<ul style="list-style-type: none"> USFF Waterfront Workshops CPF Resilient Workforce Summits 	Conducted annually by Fleets									



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RFI Question #5c: How effective are your current policies/procedures; and if none exist, offer your Service's future plan(s) to address.

- Fleet Feedback:
 - Navy Military Equal Opportunity Professional Development Training Summit
 - Regional Command Managed Equal Opportunity Program Manager and Triad Training Summits
 - Resilient Workshop Summits
- Monthly teleconferences with echelon 2/3 Command Climate Specialists
- Naval Inspector General conducts assessment site visits at echelon 2 commands
- Quarterly trend data analysis from echelon 2 commands
- Annual Navy-wide Equal Opportunity Climate Assessment
- Health of the Force semi-annual report to CNO on trend analysis:
 - Command Climate Assessment
 - Drug and Alcohol Abuse
 - Hazing and Bullying
 - Sexual Assault
 - Sexual Harassment
 - Suicide Prevention / Operational Stress Control
- Commander's Risk Mitigation Dashboard is in development



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RFI Question #5d: Explain how women in your Service are encouraged or trained to respond to inappropriate behavior, language, or a perceived hostile environment.

- All Sailors regardless of sex, are trained to recognize and respond to inappropriate behavior through mandatory completion of small group, face-to-face, scenario based training including, but not limited to:
 - Life Skills (began April 2016) – Given to students at “A” School
 - Bystander Intervention to the Fleet (2015), Chart the Course (2016), Full Speed Ahead Training (2017) , Full Speed Ahead 2.0 “Got Your 6” (2018)
 - Annual Equal Opportunity / Sexual Harassment and Grievance Procedures General Military Training
 - Commanding Officers “Top Six” – Recruit Training Command
 - Sex Signals – Given to students at the Training Support Centers
 - Sexual Harassment & Assault Prevention Education (SHAPE) – USNA
 - “One Love” healthy relationships pilot
 - Command Indoctrination
 - Leadership Development Training (Petty Officer Indoc, CPO 365, NLEC, etc.)