Defense Advisory Committee On Women in The Services

Twenty-first Century Sailor Office

04 December 2013

Unclassified

Commander Performance Assessments
Enhancing Commander Accountability

- **In effect now throughout our Navy:**
  - NAVADMIN 216/13 and Evaluation Instructional changes direct organizational climate and equal opportunity grading for E1-O7
    - Explicitly references sexual assault, sexual harassment, hazing and discrimination
    - Requires all Officers and Enlisted to demonstrate how they have directly contributed to/improved/sustained a productive and professional command climate
  - Senior Navy Flag Officers
    - Quarterly SAPR 4-star engagements review climate surveys and enable CNO to evaluate where senior leadership is having a positive or negative impact
  - Relief of Command and Court Martial results made public immediately
    - Published to entire Navy and press monthly by CHINFO
    - Recent examples of reliefs due to command climate (Naval Medical Clinic Quantico, NOSC Harlingen)

Navy Tradition of Transparency and Accountability

Methods to Assess Commander Effectiveness & Accountability

- **Climate Surveys Fully Debriefed to Immediate Superior in Command**
  - Commanders must conduct climate surveys within first 90 days of assuming command and annually thereafter [OPNAVINST 5354.1F Navy EO Policy]
  - NAVADMIN 181/13 directs full visibility of survey results for subordinate commands; Commanders must debrief results w/ISIC, including plan of action and milestones for corrective actions

- **First Flag Reports**
  - Commanders must discuss each alleged sexual assault with first Flag in their chain of command and identify conditions surrounding each incident

- **COs use SAPR Commander's Guide to Shape their Programs**
  - Distributed at Command Leadership school for Major Command, PCO and PXO courses
  - Ensures alignment of Navy SAPR programs across all commands

Navy Climate Measured and Reinforced at Every Level

360-Degree Assessments

- **Developmental only**
- **Separate and distinct from FITREP**
- **Provides a more complete picture of Flag officer's character and competence**
- **Promotes individual development and self-awareness to improve judgment and decision making using anonymous input from subordinates, peers and superiors**
- **Do not specifically address sexual assault and sexual harassment**

QUESTIONS