

BACKGROUND PAPER
ON
GENDER DISCRIMINATION

PURPOSE

In accordance with DACOWITS' Terms of Reference, the WB&T Subcommittee will examine existing Defense Department and Military Services' institutional policies and procedures to identify gaps that enable gender discrimination to occur unconstrained and recommended necessary policy changes.

QUESTION #18

The Committee is interested in learning about what information and metrics the Military Services have employed to detect, identify, and monitor the occurrence of gender discrimination. The Committee requests a written response from the Army, Navy, Marine Corps, Air Force, Space Force, Coast Guard, and National Guard on the following:

a. Detail efforts/initiatives/actions, including measures, metrics, surveys, focus groups, studies or other mechanisms undertaken, to detect/identify and monitor the issue of gender bias in Service organizations. Provide findings and recommendations flowing from such reviews.

- In January 2022, Undersecretary of the Air Force directed a review of all Department of the Air Force (DAF) policies and programs to identify those that impose restrictions or criteria specific to gender. SAF/MR created a Cross-Functional Team (CFT) to identify and review recommendations and propose recommended changes. In addition to a review of all publications by Functionals, the CFT also reached out to the field and advocacy groups to identify potential issues.

- In total, 75 DAF policies were identified / submitted as imposing restrictions that were considered gender-specific. After review and removal of duplications and erroneous submissions, 15 policies were identified for modification or related action and 53 were identified as necessary policy that does not require modification at this time.



Tab 1 -
Gender-Specific Poli

- Additionally, the DAF developed the Women's Initiative Team (WIT), one of the seven Department of the Air Force Barrier Analysis Working Group teams. It is an all-volunteer team with 54 lines of effort and 600 volunteers. The WIT's mission is to "identify barriers to women's service in the Department of the Air Force and Department of Defense that influence and impact women's propensity to serve and advocate to eliminate those arrears through policy change." This all-volunteer team has accomplished significant progress toward effecting positive change for the female Airmen and Guardians in the areas of convalescent leave for pregnancy loss,

Commander accountability for climate, flying while pregnant, postpartum travel allowances for nursing mothers, and temporary duty travel for fertility treatments. DAF WITs current initiatives include child care, Tricare doula shortfalls, reproductive health, and infertility.

b. Statistics/data reflecting the number of servicewomen, by number and percentage and grade, who have filed complaints alleging gender bias/discrimination or who have otherwise reported such discrimination via exit surveys or other tools. Identify the number of servicewomen who have cited gender bias/discrimination as their reason for separation or resignation.

- From FY 2019 through 2021, there were 368 MEO complaints alleging sex discrimination filed by Servicewomen with DAF EO offices.

DAF Servicewomen MEO Complaints: Sex Discrimination				
Grade	FY 2019	FY 2020	FY 2021	Total (FY 2019-2021)
E1-E4	50	57	59	166
E5-E6	29	29	35	93
E7-E9	11	8	12	31
O1-O3	19	11	9	39
O4-O6	16	7	11	34
Cadet	2	1	2	5
Total	127	113	128	368

Note: The DAF EO Program does not collect other DAF exit survey data for MEO complaints

c. What tools does your Service use to measure climate and culture, in addition to surveys, metrics, or other tracking methods (e.g., Army Cohesion Assessment Teams pilot)? In addition, identify how any findings of gender discrimination have been or will be addressed and monitored.

- Per DAFI 36-2710, the only authorized and approved organizational climate assessment survey tool is the Defense Organizational Climate Survey (DEOCS) and no other survey instrument is authorized.

- The DAFI 36-2710 also requires EO offices to also conduct an Installation Equal Opportunity Assessment Summary (IEOAS) at least twice annually to provide the installation commander and unit commanders a summary of the installation's equal opportunity and human relations climate. The IEOAS includes trend analysis of equal opportunity related data submitted by security forces, inspector general, chaplain, military personnel section and other relevant agencies, as well as provides recommendations on equal opportunity and human relations issues that enhance or impact overall mission readiness of the installation. Moreover, the EO offices conduct "out and about" outreach and other local EO activities to gather additional equal opportunity and human relations information that may affect installation personnel morale and mission readiness.

d. For the Army: In 2021, the RAND Arroyo Center conducted a survey on behalf of the Army titled, "Sexual Harassment and Gender Discrimination in the Active-Component Army." Based on key findings from this survey, how does the Army intend to utilize the information?

- For the Army only. NSTR for the DAF.

e. For the Air Force: The Committee was briefed at the June 2022 QBM about a policy that commanders whose units score less than 49 percent on diversity and equal opportunity assessments must prepare command action actions to address the unsatisfactory findings. How many unsatisfactory (<49 percent) assessments have identified gender discrimination as among the problems discovered, and what trends do these findings disclose (e.g., grade, type of behaviors identified, types of unit, grades of women subject to gender discrimination, etc.).

- The DAF requires commanders to create command action plans (CAP) for Defense Organizational Climate Survey (DEOCS) reports where climate factors on fairness, inclusion, leadership support, connectedness, cohesion, racially harassing behaviors, sexist behaviors, sexually harassing behavior, and workplace hostility have a rating less than 49%. The CAPs identify the issues to be addressed; action(s) planned to address issues; status of the actions taken to date; and the party responsible for accomplishing the remedial action(s). This DAF CAP requirement aligns with the Department of Defense (DoD) Office of People Analytics' (OPA) guidance to develop action plans to mitigate DEOCS issues. The OPA provides policy and operational oversight of the DEOCS, which the military services are required to use for command climate assessments. The DEOCS measures 10 protective factors and nine risk factors, which do not specifically address gender discrimination. As such, the DAF does not have the ability to provide data on how many unsatisfactory DEOCS reports have identified gender discrimination as a problem or a trending issue. The DAF defers to OPA for additional information on the scope and capabilities of the DEOCS.



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Department of the Air Force

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Gender Policy Review Recommendations/COAs For SAF/US Review



**SAF/MR
22 March 2022**



Background

- **SAF/US directed the review of DAF policies and programs that impose gender restrictions or criteria specific to gender to determine if any should be modified.**
 - **SAF/MR stood up Cross Functional Team (CFT).**
 - **OCRs: SAF/DI, SAF/GC, AF/A1, AF/2/6, AF/A3, AF/A4, AF/JA, AF/SG, AF/RE, NGB/CF, SF/A1, AETC, AFPC**
- **75 policies and programs were identified and presented to the CFT.**
 - **After CFT reviews, IPRs, and removal of duplications/erroneous submissions, 68 policies/programs were analyzed further.**
 - **13 were identified for modification: 4 complete, 5 in work, 4 working outside CFT.**
 - **55 were deemed sufficient.**
 - **CFT developed recommendations for concurrent DAF 2/3 Ltr coordination.**
 - **DAF 2 Ltr coord was complete on 17 Mar 22, providing coord on the 68 requirements.**
 - **Staff coord generated a few comments, zero non-concurs, and mostly concurs without comment.**
- **Draft COAs and recommendations for SAF/US review were developed based off CFT and staff recommendations.**
 - **COAs and recommendations will be staffed BTGD for concurrence.**



RECOMMENDED FOR MODIFICATION COMPLETE



Separation due to Pregnancy & Childbirth (3 policies)

Policy / Issue

- Only female Airmen may apply for a separation date due to pregnancy or birth of a child.

Guidance

- AFI 36-3207, Separating Commissioned Officers; AFI 36-3208, Administrative Separation of Airmen, para. 3.17.
- AFI 36-3208, Administrative Separation of Airmen, para 3.17.
- AFI36-2606, Reenlistment and Extension of Enlistment in the USAF, para. 2.6.6.2.

Recommendation

- Modify policy to allow either member, but only one, of a DAF mil to mil active duty couple to volunteer for early separation due to pregnancy, childbirth, or adoption.

Discussion

- Only women have the option to separate in conjunction with pregnancy or the birth of a child.
- This is in various policies for officer, enlisted and for re-enlistment dealing with pregnancy and childbirth, both before and after the birth of the child.
- For dual military couples, it disincentivizes female retention and also does not allow the father to potentially separate for family care issues.

Status

- **Complete:** On 8 March 2022, DAF expanded provisions to allow either member, but only one, of a DAF mil to mil active duty couple to volunteer for early separation due to pregnancy, childbirth, or adoption.



ACSC Distinguished Graduate (DG) Program (1 policy)

Policy / Issue

- Field Input: Most pregnant women attending Air Command and Staff College (ACSC) in-residence will miss one quarter of in-person instruction for maternity leave. Students vote on a quarterly basis for DG and there is very little likelihood they'd vote for an absent classmate.

Guidance

- AUI 36-2602, Command, Governance and Administration Policy, Ch 14

Discussion

- Field input: Mathematically it's nearly impossible to be DG missing one quarter's worth of votes.
- Field input suggested that Air University (AU) should update the formula or prorate the calculation for service members who miss class for medical reasons.

Recommendation

- AU review all DG formulas to ensure students with valid waivers/absences are not impacted.

Status

- **Complete:** Squadron Officer School (SOS), Air Command and Staff College (ACSC), and the Barnes Center for Enlisted Education (BCEE) completed a review and analysis of their DG formulas and programs. All programs concluded that the current factors and factor weights (percentage of overall student achievement score) eliminate any potential impact on any student's selection to DG or other awards due to authorized absences / medical profiles (Tab 3).



RECOMMENDED FOR MODIFICATION WORKING



Accessions and Pregnancy (OTS) (2 policies)

Policy / Issue

- Pregnant women are unable to apply for OTS during pregnancy through six months postpartum.
- Pregnant women are unable attend OTS during pregnancy through six months postpartum.
- Medical disqualification for pregnant women (through six months post-partum) to attend OTS is due in part to physical fitness requirements while healing from pregnancy.

Guidance

- AFMAN 36-2302, Military and Recruiting Accessions, Para 7.4.3.2.3;
- DoDI 6130.03 Medical Standards for Military Service, Para 5.13., Para 5.4.7.1 and Para 7.4.3.2.3.2.1

Recommendation

- Modify accessions policy to allow pregnant applicants to apply for OTS, and if selected, attend once they are able to complete a qualifying physical.
- No action to policy prohibiting attendance while pregnant. DAF has a vested interest in ensuring that all personnel are medically qualified and capable of meeting military standards during initial entry training.
- Reinforce waiver process to ensure awareness
- Develop opt-in requirements for individuals ready to participate within six months after pregnancy.

Discussion

- Pregnancy (through six months post-pregnancy) is a disqualifying medical condition for application and attendance to OTS based on medical accessions standards and physical fitness requirements during training. Disqualification to attend is due in part to physical fitness requirements while healing from pregnancy.
- It can take upwards of a year between the time an OTS package is due to the time an officer candidate departs for training, giving her enough time to recover from pregnancy and qualify physically.
- Attendance within six months after pregnancy can be waived.

Status

- AF/A1 take lead to modify policy to allow applicants to apply while pregnant.
- AF/SG reinforce existing waiver process, opt-in requirements for attendance within six months after pregnancy.



USAF Honor Guard

(1 policy)

Policy / Issue

- Minimum Honor Guard applicant height is 5’10” for males and 5’6” for females.

Guidance

Air Force Officer and Enlisted Classification Directory, para 3.5.2.5 – 31 Oct 21.

Discussion

- Previous standard was 5’8” for all, lowered to 5’6” in 2016 specifically targeted at females to increase female participation.
- If the minimum standard for Honor Guard membership is 5’6”, gender should not be a factor.
- Only one element of the Honor Guard can support 5’6” individuals (see Tab 4).

Recommendation

- Change standard to ensure 1 height standard for all, regardless of gender, and establish process to manage number of personnel admitted at shorter heights in order to ensure proper mix of male and female members.

Status

- USAF Honor Guard to seek concurrence from joint service to ensure 1 height standard.



AFSC-Specific Strength Requirements

(1 policy)

Policy / Issue

- Strength requirements on numerous Air Force Specialty Codes (AFSCs) ranging from no restrictions, to less than 40, to 110 pounds.

Guidance

- Air Force Enlisted Classification Directory, 31 Oct 21, Atch 4

Discussion

- Feedback from Recruiters: strength requirements are one of the reasons why more females are not assigned to more predominately male AFSCs.
- CFMs have validated requirements at different times.

Recommendation

- DAF CFMs revalidate AFSCs with strength requirements of 40 pounds and over to revalidate if the requirement is necessary and/or needs to be modified.

Status

- Working: SAF/MR tasked CFMs to conduct the review, suspense 4 May 2022.



Defense Health Agency (DHS) Award (1 policy)

Policy / Issue

- Military Health Service Female Physician Leadership Award (DHS award, not DAF)

Guidance

- Not a DAF policy; however, Air Force personnel can win award.

Discussion

- DAF cannot legally participate in the nomination or selection process for an award whose eligibility is limited on the basis of sex (or race or national origin). (GCI input)
- The award can be made lawful by changing the award criteria to a focus on the work of either gender to promote the advancement of females in military medicine.

Recommendation

- DHS award POCs work with OSD/GC and SAF/GCI to develop lawful award criteria.
- Allow DAF participation once award is legally sufficient.

Status

- Working: DHS award POCs are working with OSD/GC to change award.



RECOMMENDED FOR MODIFICATION UNDER REVIEW OUTSIDE CFT



Recommended for Modification (4 policies under review outside CFT)

- **Requirement:** Pregnancy is a temporary grounding condition for Flying Class I, IA, II, III, OSF and SWA duties. However, pregnancy is disqualifying for Special Warfare duties at any time in the pregnancy and they will remain off status through 6 months post-partum.
Concern: Medical standards involving flying, Operational Support Flying (OSF), and Special Warfare Airmen (SWA) duties during pregnancy should be reviewed at each trimester.
Action: MR, SG, A3 working.
Ref: Aerospace Medicine Waiver Guide, Dated 1 Feb 22.
- **Requirement:** To be considered uncomplicated/low risk, aviator age at time of delivery must be less than 35 years old, in accordance with current American College of Obstetricians and Gynecologists guidelines.
Concern: Medical standards involving flying during pregnancy should be reviewed at each trimester.
Action: MR, SG, A3 working.
Ref: Aerospace Medicine Waiver Guide, Dated 1 Feb 22.
- **Requirement:** Selection board membership will reflect the eligible population in terms of minority and women officers, MAJCOM of assignment, and component when practical. Even if no females or minorities meet a particular selection board, at least one female or one minority officer will be a member of each board.
Concern: Guidance is being updated to adhere to Title 10 USC § 612 which states members of a selection board shall represent the diverse population of the armed force concerned to the extent practicable.
Ref: AFI36-2504, Officer Promotion, Continuation and Selective Early Removal in the Reserve of the Air Force, Para. 3.2.4.
- **Requirement:** Royal Thai Air Force prohibits female participation in professional military developmental education (DE) courses.
Concern: Prohibiting female participation in DE is not in line with DAF policies
Actions: Still in progress. Chief, PACAF International Affairs, spoke to Air Chief Marshals visiting PACAF along with Thai Air Chief of Hawaii during a visit to PACAF the week of 7 March 2022. Per the Air Chief Marshals, "There is no plan to integrate PME at this time." Because this information conflicts with previous information that females would be integrated into PME in the near future, Chief, PACAF International Affairs will discuss at an upcoming trip to Thailand to receive an official answer.



Sufficient Policies

CFT/DAF Staff Concurrence



Bin 1: Fitness

- **Requirement:** Tier 1 Fitness Assessment Scoring - different standards for men & women.
Recommendation: No change. Fitness standards are appropriately tailored based upon differences in the physiology of men and women.
Ref: DAFMAN 36-2905, Air Force Physical Fitness Program, Para 3.1.1 and attachment 2.
- **Requirement:** Alternate (Cycling) Aerobic Event Standards - different standards for men & women
Recommendation: No change. Fitness standards are appropriately tailored based upon differences in the physiology of men and women.
Ref: AFI 32-118, Security Forces Standards and Procedures, Figure 7.2.
- **Requirement:** Appearance - max allowable body fat - different standards for male & female instructors
Recommendation: No change. Requirement is driven by differences in ideal percentages of body fat for men and women.
Ref: JROTCI 36-2010, Air Force Junior Reserve Officer Training Corps, Para. 19.4.7.



Bin 2: Accessions & Training

- **Requirement:** Gender-specific requirements on recruits prior to BMT (Body Fat, Pregnancy, change or expected changes in family status).
Recommendation: No change. Body fat Requirement is driven by differences in ideal percentages of body fat for men and women. Remaining requirements are to ensure applicants remain eligible to enter the AF.
Ref: AFRCMAN 36-2004, Air Force Reserve Recruiting and Accessions, Para. 3.13.6.2., 4.6.1.5.2., & Table A15.2.
- **Requirement:** Females may not enter the NAVSCOLEOD (Basic EOD Training) if they are pregnant.
Recommendation: No change. EOD training is incompatible with pregnancy.
Ref: NAVSCOLEOD/NETC policy.
- **Requirement:** OTS - limitations on facilities & conditions for pumping breastmilk.
Recommendation: No change. OTS syllabus includes events and conditions incompatible with pumping & sufficient storage of breastmilk.
Ref: Nursing/Lactation Support and Postpartum Physical Fitness Assessment Policy.
- **Requirement:** Officer attendance at Reserve Commissioned Officer Orientation during pregnancy.
Recommendation: No change. Course is only two weeks long and easily rescheduled. If pregnancy is detected during the course, the TRS/CC has the option to allow the member to stay.
Ref: Policy guidelines have been executed under the course's previous guidelines, which have not changed.
- **Requirement:** Conditions for breastfeeding during OTS: storage of milk & pumping supplies, milk shipping option, accommodation for regular pumping schedule.
Recommendation: No change. The OTS syllabus includes events and conditions incompatible with pumping & sufficient storage of breastmilk.
Ref: OTS Additional Breast Pumping Considerations
- **Requirement:** AFROTC; Medical Recheck Status allows pregnant contracted cadets to continue receiving monetary benefits & meet selection boards for duration of pregnancy.
Recommendation: No change. Policy is pregnancy-inclusive and allows for a safe and complete pregnancy and post pregnancy medical evaluation for continuation in the AFROTC program.
Ref: AFROTCI 36-2011v3, Cadet Operations, Para. 8.6 & DODI 6130.03, Medical Standards for Military Service: Appointment, Enlistment, or Induction.



Bin 2: Accessions & Training

- **Requirement:** AFJROTC; Pregnant cadets are exempt from uniform wear when a pregnancy reaches a point at which it is not possible to wear the standard blouse or skirt.
Recommendation: No change. The policy is pregnancy-inclusive and addresses the need of participants.
Ref: JROTCI 36-2010, Personnel, Para 6.1.12
- **Requirement:** SOS; rooms & refrigerators are available for pumping mothers.
Recommendation: No change. The policy is pregnancy-inclusive and addresses the need of participants.
Ref: SOS "Day 1 Admin" briefing slides.
- **Requirement:** No female cadre allowed in the Special Warfare training pipeline.
Recommendation: No such policy exists. Currently, there are not yet any women in the AFSC-qualified roles.
***A3 will provide USecAF data on female participation since the full integration of women in Special Warfare. Suspense: 21 Mar 2022**
Ref: SecDef memo, Implementation Guidance for the Full Integration of Women in the Armed Forces, 3 Dec 2015; SecAF memo, Air Force Final Implementation Plan for Full Integration of Women in the Air Force, 29 Dec 2015.
- **Requirement:** Squadron Officer School (SOS) physical experientials restrict members who are on medical waivers for pregnancy, while distance learning SOS does not require any physical activities. There is a disparity here that deters females from wanting to go to SOS in-residence if they are pregnant. The 42MDG (Maxwell AFB) is not able to provide OB/GYN care.
Recommendation: No change. AF/SG office working with AU and Chief of Medical Staff at Maxwell to understand what processes are already in place for short-term coverage, not aware of process already in place.
Ref: DAFI 36-2670, Total Force Development, Para 3.2.1.22.2.
- **Requirement:** Officer and enlisted members must have a current passing Air Force Fitness Assessment (FA) prior to attending any resident professional military education, except pregnant and post-partum women who must receive approval from their PCM or OB/GYN to attend. Physical fitness activities at resident PME exclude these pregnant or post-partum females.
Recommendation: No change. AU has reviewed their policies to ensure that all students with valid waivers are not impacted.
Ref: DAFI 36-2670, Total Force Development, Para 3.2.1.22.2.



Bin 3: Utilization & Entitlements

- **Requirement:** In accordance with 50 USC § 3802, all male applicants between the ages of 18 and 26 must register with the Selective Service.
Recommendation: No change. This is law, not policy and not within DAF purview to change (has been presented to Congress).
Ref: Military Selective Service Act, 50 U.S.C. 3801(a).
- **Requirement:** Installation commanders may approve pregnant unaccompanied members to move out of dorms at the 20th week of pregnancy, while males must apply for an ETP from the Installation CC.
Recommendation: No change. Males/expectant fathers are not prohibited from moving off base. Just as pregnant members have to be granted approval by the installation commander (typically delegated to the Group/CC), males have to also submit a request for approval.
Ref: AFI 32-6000, Housing Management, Para 7.10.4.2.
- **Requirement:** Differing clothing entitlements for males & females.
Recommendation: No change. Clothing entitlements are appropriately tailored based upon differences in the articles of clothing required by AFI.
Ref: AFI36-3012, Military Entitlements, Tables A2.1.2. through A2.10 & Tables A3.1 through A3.9.
- **Requirement:** AFR; female enlisted members are authorized a cash allowance for the purchase of women's personal items and maternity wear.
Recommendation: No change. Clothing entitlements are appropriately tailored based upon differences in the articles of clothing required by AFI.
Ref AFI23-101_AFRCSUP, AFRC Supplement to Materiel Management Policy, Para. 11.5.9.2, 11.9.4., 11.10.
- **Requirement:** Medical Standards in general; specific conditions in practice have differential gender impact.
Recommendation: No change. It is appropriate for medical standards to apply based on presence of anatomy and diagnosed illness.
Ref: DAFMAN 48-123, Medical Standards Directory.
- **Requirement:** Medical Health Service Female Physician Leadership Course.
Recommendation: No change. Course is deliberately aimed at developing women leaders who have proven successful in other venues.
Ref: USUHS Nomination/Information Sheet.



Bin 3: Utilization & Entitlements

- **Requirement:** Post Pregnancy Assignment Deferment for female Airmen.
Recommendation: No change. Policy is intended to provide stability for pregnant service members and those who have recently added a child to their family.
Ref: AFI 36-2110, Total Force Assignments, Para. 5.18.
- **Requirement:** First term, non-prior service, female Airmen who enlisted into the AF and later discovered to be pregnant prior to enlistment and were immediately discharged are ineligible for immediate reenlistment.
Recommendation: No change. Pregnancy is service disqualifying. DAF has a vested interest in ensuring that all personnel are medically qualified and capable of meeting military standards during initial entry training.
Ref: AFI36-2606, Reenlistment and Extension of Enlistment in the USAF, Table 5.4.
- **Requirement:** Extension of enlistment for pregnancy for up to two months after delivery.
Recommendation: No change. This policy is pregnancy-inclusive as it allows for recovery time post-delivery prior to date of separation.
Ref: AFI36-2606, Reenlistment and Extension of Enlistment in the USAF, Para. 6.6.6. & 6.6.6.3.
- **Requirement:** AFR; upon notification of pregnancy, member must inform PCM and supervisor and must report to Public Health immediately to ensure they receive appropriate education (Mishap Prevention Program).
Recommendation: No change. Employers are required by OSHA to put appropriate protections for pregnancy in place. Notification to command is mandatory for military personnel because they are mandated to report any medical condition that could have duty or mission safety impacts.
Ref: AFI91-202_AFRCSup, The USAF Mishap Prevention Program, Para. 1.6.28.15 & 1.6.29.10.
- **Requirement:** For accessions purposes, the Air Force defines a family member as: for male applicants only, the spouse's unborn child for whom applicant claims paternity or court order determines to be his.
Recommendation: No change. Ensures the department has a verification mechanism in place before providing benefits.
Ref: DAFMAN 36-2032, Military Utilization and Classification, Para. 3.6.9.2.5.



Bin 3: Utilization & Entitlements

- **Requirement:** Pregnant firefighters are removed from positions involving hazardous conditions until post-partum, with no specified timeframes.
Recommendation: No change. Medical profile restrictions apply for many medical conditions. Employers are required by OSHA to put additional protections in place for pregnancy.
Ref: AFI 32-2001, Technical Implementation Guide (TIG) for NFPA Std 1582-18, Standard on Comprehensive Occupational Medical Program for Fire Departments.
- **Requirement:** If a pregnant member does not have live weapons firing or range duties excluded on a medical profile, they are permitted to participate in these functions.
Recommendation: No change. Policy is pregnancy-inclusive as it allows member participation when medically feasible.
Ref: AFI36-2654, COMBAT ARMS PROGRAM, Para. 5.2.3.2.
- **Requirement:** AFSOC facility requirements include space for a “wellness room” for nursing mothers to pump breast milk.
Recommendation: No change. Policy is breastfeeding-inclusive and in alignment with the Fair Labor Standards Act.
Ref: AFMAN 32-1084_AFSOC Sup, Facility Requirements Standards, Para 7.6.14.1.6.
- **Requirement:** Minimum height of 5’2”; maximum height 6’6” to qualify for the Explosive Ordnance Disposal career field.
Recommendation: No change. Height requirements are due to the sizing of the bomb suit. A new suit is now in use which allows for more size variations and can size down to personnel 5’-0” or taller.
Ref: Air Force Enlisted Classification Directory, Para. 3.5.1.1.



Bin 4: DAF Correctional System

- **Requirement:** Within 24-hours of an escapee being returned to military control, females must be tested for pregnancy.
Recommendation: No change. Requirement ensures thorough and complete testing of female inmates to determine pregnancy.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 13.6.3.2.
- **Requirement:** For female confinees, administer a pregnancy test upon arrival.
Recommendation: No change. Requirement establishes pregnancy status prior to confinement.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 3.1.4.1.
- **Requirement:** Dormitory type facilities have a minimum ratio of: two toilets and one washbasin for every eight males, and two toilets and one washbasin for every four females.
Recommendation: No change. Requirements are driven by physiological differences in men and women.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 4.2.17.2.
- **Requirement:** Preferably have at least one SF of the same gender as the offender when conducting interviews.
Recommendation: No change. This is a recommendation, not a requirement. Reduces the possibility of an accusation of impropriety between genders.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 4.8.9.3.1.
- **Requirement:** Post-trial male inmates with a sentence over 10-years are housed at the US Disciplinary Barracks, Ft Leavenworth KS, or as determined by the Director, DAF Confinement and Corrections.
Recommendation: No change. Requirement is driven by availability of proper confinement facilities.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 5.2.6.
- **Requirement:** Post-trial male inmates with a sentence greater than one year but less than ten years normally serve the sentence at a Level II facility or as determined by AFSFC/FC.
Recommendation: No change. Requirement is driven by availability of proper confinement facilities.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 5.2.7.



Bin 4: DAF Correctional System

- **Requirement:** Post-trial female inmates under sentence of death or with a sentence of more than 90 calendar days remaining until MRD usually serve the sentence at the Naval Consolidated Brig, Miramar CA, or as determined by AFSFC/CC.
Recommendation: No change. Requirement is driven by availability of proper confinement facilities.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 5.2.8.
- **Requirement:** Facility sections designated for housing female confinees are required to provide for separation by sight and sound of housing and personal hygiene areas from male confinees and vice versa.
Recommendation: No change. Ensures proper separation of male and female inmates.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 5.5.1.
- **Requirement:** Confinement officers and NCOs consult with MTF staff for the care and management of pregnant confinees.
Recommendation: No change. Ensures appropriate prenatal care and availability of a nearby facility for labor & delivery.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 5.8.4.
- **Requirement:** A confinee considering elective abortion is to be permitted to discuss the matter with medical staff and, if desired, with a chaplain or other counselor.
Recommendation: No change. Provides appropriate checks and balances during the abortion request process for confinees.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 5.8.4.2.
- **Requirement:** Use of appropriated funds to perform abortions in DoD facilities is prohibited by 10 USC § 1093.
Recommendation: No change. Provides appropriate checks and balances during the abortion request process for confinees.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 5.8.4.2.1.
- **Requirement:** If a confinee desires to seek an abortion, she must submit a written request to the confinement officer. Unless the abortion meets a legal and medical exception, the abortion must be funded by the confinee and, unless exempted for a military treatment facility, be arranged through a non-DoD facility.
Recommendation: No change. Provides appropriate checks and balances during the abortion request process for confinees.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System EM, Para. 5.8.4.2.2.



Bin 4: DAF Correctional System

- **Requirement:** Following an abortion, a period of reduced activity is normal.
Recommendation: No change. Ensures appropriate care and protection for pregnant confinees.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 5.8.4.2.3.
- **Requirement:** When deciding appropriate custody control needs at the hospital take the entire situation into account.
Recommendation: No change. Ensures appropriate care and protection for pregnant confinees.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 5.8.4.3.
- **Requirement:** When a SF member interviews an individual of the opposite gender, another SF member of the same gender as the interviewee should be present.
Recommendation: No change. This is a recommendation, not a requirement. Ensures a witness in the event of an accusation.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 6.4.5.
- **Requirement:** It is prudent to always have two SF present for interviews regardless of gender or age.
Recommendation: No change. This is a recommendation, not a requirement. Ensures a witness in the event of an accusation.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 7.1.
- **Requirement:** For females, physically check the bra straps and the space between the bra cups during a search.
Recommendation: No change. Ensures females are sufficiently searched by law enforcement.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 8.6.2.4.2.
- **Requirement:** In deciding whether to assign a transgender or intersex confinee to a facility or program for male or female confinees, the DFC or confinement officer considers on a case-by-case basis.
Recommendation: No change. Protects intersex and transgender confinees.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. A19.14.2.



Bin 4: DAF Correctional System

- **Requirement:** Female confinees who are pregnant, post-partum, who recently had a miscarriage, or who recently had a terminated pregnancy are not placed in Restrictive Housing.
Recommendation: No change. Appropriate for the protection of certain confinees.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. A19.15.
- **Requirement:** When a female confinee who is pregnant, post-partum, recently had a miscarriage, or recently had a terminated pregnancy poses a serious and immediate risk of physical harm to self or others, separate the confinee from others NTE 24-hours and conduct suicide watch if appropriate.
Recommendation: No change. Appropriate for the protection of certain confinees.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. 19.15.1.
- **Requirement:** Female-specific personal hygiene/health items are made available when such items are not already in the confinee's possession.
Recommendation: No change. Driven by differences in physiology of men and women.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. A3.2.
- **Requirement:** Barrettes/hair ties may be purchased by female confinees or issued to non-pay status inmates.
Recommendation: No change. Appropriate IAW DAF dress and appearance standards. Men are not authorized to use any form of ornamentation in their hair nor to have hair long enough to require a hair tie.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. A3.3.
- **Requirement:** Physical, verbal, and written contact is prohibited between male/female confinees except within the scope of duties or as necessary on a detail or at official facility programs. They may not socialize during religious services or gatherings.
Recommendation: No change. Ensures proper separation of opposite gender inmates.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. A4.1.2.14.
- **Requirement:** In the case of a female, indecent exposure includes intentionally exhibiting bare breast to another or to public view.
Recommendation: No change. Driven by differences in physiology of men and women.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System, Para. A4.1.2.25.



Bin 4: DAF Correctional System

- **Requirement:** The DoD uses US Disciplinary Barracks (USDB), Ft Leavenworth KS for Level III males with Level III females housed in the female facility at Miramar.
Recommendation: No change. Driven by availability of proper confinement facilities.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System.
- **Requirement:** Table 9.2. Categories of Offenses and Punishment. 7. Unauthorized Contact Between Male and Female Confinees.
Recommendation: No change. Ensures proper separation of opposite gender inmates.
Ref: AFMAN31-115, Volume 1, Department of the Air Force Corrections System.



Way Ahead

- **SAF/US concur w/ recommendations.**
- **SAF/MR ensure appropriate taskers generated.**
- **Policy owners ensure appropriate coord for policy changes, if necessary.**



DEOCS: Frequently Asked Questions

March 2022

The Defense Organizational Climate Survey (DEOCS) is a tool that provides commanders and Department of Defense (DoD) leaders with important feedback about the current climate within their unit or organization. This document contains a list of frequently asked questions about the DEOCS, and is intended to provide survey administrators, commanders, leaders, and supervisors with a high-level overview of the DEOCS.¹

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¹ For more information about the roles different personnel take in the DEOCS, navigate to <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/> and under step 1, Prepare, click on the document titled "User Roles and the DEOCS Process."

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General

What is the DEOCS?

The DEOCS is a survey conducted by the Department of Defense (DoD) Office of People Analytics (OPA) to provide commanders and leaders with information they can use to improve their unit or organizational climate. The DEOCS asks questions about an individual's experiences within their unit, organization, Military Service Academy (MSA), or MSA preparatory school. The survey also asks questions about an individual's immediate supervisor, unit commander, organizational leader, Senior Non-Commissioned Officer (NCO)/Senior Enlisted Leader (SEL), the first cadet or midshipman in their chain of command (MSAs), or the first cadet or midshipman candidate in their chain of command (MSA preparatory schools). The combined responses to these questions provide commanders and other leaders with important feedback about the current climate and help to identify emerging or existing challenges that may negatively impact their unit.

Is my unit or organization eligible to request a DEOCS?

The DEOCS is available to all Department of Defense (DoD) agencies, however, a unit or organization must have at least 16 individuals, excluding the commander or leader, to request a survey. If a unit or organization has fewer than 16 individuals, the commander or leader is encouraged to instead conduct focus groups to assess their unit or organizational climate. Contact your local Equal Opportunity Advisor (EOA), Command Climate Specialist (CCS), or Equal Opportunity (EO) Service Headquarters to ensure you are complying with your Service's command climate assessment policy.

How do participants access the DEOCS? Do they have to complete the survey in one sitting?

All DEOCS must be completed online using a computer or mobile device (such as a smartphone or tablet). Paper surveys are no longer an option. Once a registration has been approved, the DEOCS system will provide survey administrators with a survey link and subgroup-specific passcodes. Survey administrators should distribute this information to the appropriate unit or organization members once the survey has opened. Participants will be prompted to enter the passcode before beginning the DEOCS.

Can contractors or foreign nationals take the DEOCS?

No. Contractors with the federal government and foreign nationals employed by the DoD are considered members of the public for data collection purposes and are therefore ineligible to take the DEOCS.

How does the DEOCS protect participants' privacy?

The DEOCS team is committed to safeguarding the information of all participants. The DEOCS system has privacy policies and secure technology in place to protect all personally identifiable information.

All participant answers are protected and kept confidential. No one—including survey administrators, commanders and leaders, and their supervisors—is able to view who has or has not completed a survey nor are they able to access a specific individual's survey responses. With the exception of open-ended (i.e., short answer) responses all data are reported in the aggregate. To further ensure participants' privacy, results for subgroups or demographic categories with fewer than five participants are not reported. For example, if only two women in a unit complete the DEOCS, women-only results will not be provided to the unit's leaders, only overall results for men and women combined.

Short answer responses are compiled and provided as part of the results reporting; however, these responses are never linked to specific individuals and participants are repeatedly urged to make sure they do not unintentionally identify themselves in their responses. Additional measures that we encourage participants take to protect their own privacy include being aware of the environment in which they take the survey and not leaving the survey unattended.

Moreover, OPA's data security systems have been designed with overlapping layers of security to protect participants' information from cyber-attacks. Response data and personally identifiable information (PII) are encrypted during data collection and stored in a secure network isolated by firewalls and other security measures; PII is never stored in the same file as DEOCS responses. OPA actively monitors all digital traffic and inspects its systems to ensure participants' information stays secure. All systems comply with the National Institute of Standards and Technology's (NIST) Risk Management Framework (RMF) security standards, as required by the DoD.

Finally, OPA has also received a federal Certificate of Confidentiality from the National Institute of Health (NIH), which further protects the privacy of participants by prohibiting the disclosure of personally identifiable information and providing additional protection against any attempt to subpoena confidential survey records.

Registering and Administering the DEOCS

Who can register/set up a new DEOCS?

The DEOCS is available to all Department of Defense (DoD) agencies and is registered by a survey administrator on behalf of a unit or organization's commander or leader. A survey administrator is typically a trained military EO professional, however, commanders and leaders can authorize any responsible member of their organization to serve in this role.

What is a survey administrator?

The survey administrator is the individual who oversees the entire command climate assessment process. This includes registering a DEOCS, adding a customized set of questions if desired, coordinating outreach to participants (i.e., invitation and reminder emails), and tracking response rates. This individual also receives the DEOCS results and is typically involved with their review and interpretation and the development of a corresponding, tailored action plan. A survey administrator is typically a trained military EO professional, however, commanders and leaders can authorize any responsible member of their organization to serve in this role.

Can there be more than one survey administrator for a unit or organization?

Yes. Survey administrators may share DEOCS registrations. If the survey administrator is not available during the DEOCS process, they can also designate a proxy administrator. For more information about sharing a DEOCS registration or designating a proxy survey administrator, please navigate here <https://www.defenseculture.mil/A2S-Home/> and under step 1, Prepare, click on the document titled “User Roles and the DEOCS Process.”

How do survey administrators register a survey?

To register a survey, survey administrators must go to the DEOCS Portal website located at: <https://www.drcedirect.com/all/eca-portal-v2-ui/#/login/deocs>.

What is the DEOCS Portal?

The DEOCS Portal is a comprehensive website where commanders and leaders, their supervisors, and survey administrators can register a DEOCS (survey administrators), approve or deny a new DEOCS (commanders and leaders), monitor response rates (all), and view and download DEOCS results (all). The DEOCS Portal is comprised of two major components—the Registration Portal and the Interactive Dashboard. More information about the DEOCS Portal, including how to request an account, can be found by navigating to <https://www.defenseculture.mil/A2S-Home/> and under step 1, Prepare, selecting the document titled “How to Request a DEOCS Portal Account.”

Does the commander or leader receive a notification when a survey is registered?

Yes. When registering a survey, the survey administrator is required to enter the commander’s or leader’s name and e-mail. Once the administrator has submitted the DEOCS request, the commander receives an e-mail and must approve or deny the DEOCS request. Once approved, the DEOCS will begin on the specified start date.

Is a commander or leader's approval necessary to administer a DEOCS?

Yes. The commander or leader of the unit or organization requesting the DEOCS must approve the survey submitted by the survey administrator. In the DEOCS Portal, the survey administrator will be asked to enter the commander or leader's name and e-mail address. The commander or leader will then receive an email asking him or her to log in to the DEOCS Portal and approve or deny the DEOCS request. Once the commander or leader has done this, the survey administrator will be notified and—if approved—the DEOCS will begin on the specified start date.

Why does the commander or leader have to approve the DEOCS I registered?

Because the DEOCS is an assessment of a commander's or leader's unit or organizational climate, it is necessary for the survey administrator to acknowledge that they have (1) obtained consent from the commander/leader to request a DEOCS and (2) obtained consent from the commander/leader to receive the DEOCS report. In the DEOCS Registration Portal, the survey administrator will enter the commander/leader's name and e-mail, and an e-mail will be sent to the commander/leader asking them to approve or deny the DEOCS request. The commander/leader can either approve the DEOCS request in the email they receive or log in to the DEOCS Portal and approve or deny the request. Once the commander/leader has approved the request, the survey administrator will be notified and the DEOCS will begin on the specified start date.

How long should the DEOCS be made available to my unit or organization's members?

To help ensure that all members of a unit or organization have ample opportunity to complete the DEOC, we recommend that the survey be made available for at least 20 business days (i.e., four work weeks). However, the survey administrator should closely monitor survey response rates and keep leadership informed so that, should response rates trend lower than desired, the survey end date can be extended (through DEOCS Registration Portal) if appropriate. Response rates can be monitored through the DEOCS Portal Interactive Dashboard.

How many participants need to complete the DEOCS for the results to be meaningful?

OPA does not recommend a specific number of responses for your unit or organization. However, the higher the completion rate, the greater confidence you can have in your unit or organization's results.

Content of the DEOCS

What types of questions does the DEOCS ask?

The DEOCS contains over 100 questions that measure 10 protective factors and 9 risk factors to help unit and organization commanders and leaders, as well as DoD leadership, better understand the current climate within and, in the case of DoD leadership, across units and organizations. These factors are:

Protective Factors

- *Cohesion*
- *Connectedness*
- *Engagement & Commitment*
- *Fairness*
- *Inclusion*
- *Leadership Support*
- *Morale*
- *Safe Storage for Lethal Means*
- *Transformational Leadership*
- *Work-Life Balance*

Risk Factors

- *Alcohol Impairing Memory*
- *Binge Drinking*
- *Passive Leadership*
- *Racially Harassing Behaviors*
- *Sexist Behaviors*
- *Sexually Harassing Behaviors*
- *Stress*
- *Toxic Leadership*
- *Workplace Hostility*

These 19 protective and risk factors are assessed because they are related to the DEOCS' six strategic target outcomes (STOs)—personnel issues identified as strategically important to the Department of Defense (DoD). For more information about each of these factors and how they relate to the STOs, navigate to <https://www.defenseculture.mil/Assessment-to-Solutions/Factor-Products/>.

In addition to questions assessing the protective and risk factors, the DEOCS contains a subset of questions that are asked only of Military Service Academy (MSA) and MSA Preparatory School participants and focus on Academy life.

Finally, survey administrators also have the option to customize their survey in two ways—by selecting up to ten multiple choice questions (also known as locally developed questions, or LDQs) and up to five short-answer questions (SAQs)—from a custom question bank.

Can I write my own questions for an upcoming DEOCS?

No. Per DoD policy (DoDI 8910.01, "Information Collection and Reporting") the questions on the DEOCS must undergo human subjects review and Report Control Symbol (RCS) review and approval process. This means that all survey questions must be reviewed and approved before the survey is sent to potential participants. Prior versions of the DEOCS were granted an exception but DEOCS 5.0 is fully compliant with this policy.

However, OPA does have a process for stakeholders to recommend questions for inclusion in the custom question bank². Questions that are submitted are reviewed through human subjects review and the Report Control Symbol (RCS) process and, if approved, will be added for use in future DEOCS administrations.

NEW! Due to recent changes regarding DoD survey guidance, we can no longer update this question bank on a quarterly basis. All DEOCS content was deemed to be "public interest," therefore, any additions or changes to content must be approved by the Office of Management & Budget (OMB). OPA plans to initiate the OMB review in Fall 2022. Any submissions we receive will be considered for additions at that time, dependent on the outcome of the OMB review.

When registering a survey, survey administrators can customize the survey by selecting up to ten multiple choice questions (also known as locally developed questions, or LDQs) and up to five short-answer questions (SAQs) from this custom question bank.

Do commanders and leaders have a say in what questions are asked on the DEOCS?

In a way, yes. In addition to the core questions that are asked of all participants, survey administrators can select up to ten multiple choice questions (also known as locally developed questions, or LDQs) and up to five short answer questions (SAQs) from a custom question bank when registering their survey.³

Can I add custom questions to my DEOCS (i.e., include SAQ's and LDQ's)?

Yes. In addition to the core questions that are asked of all participants, survey administrators can select up to ten multiple choice questions (also known as locally developed questions, or LDQs) and up to five short answer questions (SAQs) from a custom question bank when registering their survey.⁴

² For more information on how to submit questions or topics for consideration in the custom question bank, please navigate to <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/> and under step 1, Prepare, click on the document titled "Process for Updating Custom Question Bank."

³ The questions in the custom question bank are provided in the DEOCS Portal and also posted on <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/> (see "Custom Question Bank" under step 1, Prepare).

⁴ The questions in the custom question bank are provided in the DEOCS Portal and also posted on <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/> (see "Custom Question Bank" under step 1, Prepare).

DEOCS Reporting

How quickly will my DEOCS results be available?

Reports are typically available within 72 hours of the survey end date.

How do I view/access my DEOCS report?

The survey administrator, the requesting commander or leader, and their supervisor will receive an e-mail notification when results are available to view in the DEOCS Interactive Dashboard.⁵ Each of these users can also download their results as a PDF.

Who can view/has access to the survey results in the DEOCS Portal?

Survey administrators, requesting commanders and leaders, and their supervisors can all access survey results through the DEOCS Portal.

What does a DEOCS 5.0 report look like?

Survey results are presented in the DEOCS Portal Interactive Dashboard. Graphs and tables are used to display results and users can download all or a portion of the results as a PDF. Factors are organized into two main groups: 1) protective factors and 2) risk factors, with both favorable and unfavorable results for all factors. An “alert” feature calls attention to factors of concern for your unit or organization. Factor results are also displayed by demographic category and tables that show results for each question on the survey are provided.⁶

Does the DEOCS Portal Interactive Dashboard break down results by different subgroups?

Yes. The DEOCS Portal Interactive Dashboard breaks down survey results for certain demographic categories such as gender and enlisted/officer status, respectively. In addition, if subgroups were identified and the necessary information included in the roster when the survey administrator registered the survey, a breakdown of results by those subgroups will also be provided.⁷

The presentation of results for different subgroups enables commanders, leaders, and their supervisors to better understand the nuances of their unit or organization’s climate, and identify any noteworthy disparities in their members’ beliefs, attitudes, or

⁵ For instructions on use of the Interactive Dashboard, navigate to <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/> and under step 2, Conduct, click the link titled “How to Use the Interactive Dashboard.”

⁶ For instructions on use of the Interactive Dashboard, navigate to <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/> and under step 2, Conduct, click the link titled “How to Use the Interactive Dashboard.”

⁷ Sample surveys are provided on the Assessment to Solutions website, under step 1, Prepare: <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/>.

experiences. To protect participants' privacy and confidentiality, however, a subgroup must have least five survey respondents for results to be displayed. If, for example, only four females in a unit respond to the survey, results will not be shown by gender.

Are “like-unit,” “like-organization” or “Service” comparisons included in the DEOCS Portal Interactive Dashboard?

No. The DEOCS Portal Interactive Dashboard currently does not provide comparisons of a unit or organization's survey results to its overall Service or to “like-units” or like-organizations.” These comparisons may be available in future iterations of the dashboard.

Are trends available in the DEOCS Portal Interactive Dashboard?

Yes. The DEOCS Portal Interactive Dashboard does displays trends over time for factor ratings if there are previous DEOCS 5.0 survey results with the same Service component, the same unit identification code (UIC), and the same commander/leader. Additional trending capabilities—such as, viewing results for the same unit or organization over time under different commanders/leaders—will be built into future iterations of the dashboard, in consultation with stakeholders.

Can I access a previous DEOCS report for my unit/organization?

In most cases, yes.

If a DEOCS was **conducted after July 28, 2020**, a PDF report can be downloaded by survey administrators, commanders and leaders, and their supervisors through the current DEOCS Portal. To do this, log in to the DEOCS Portal and navigate to the Interactive Dashboard by clicking on “My Applications” and then “Interactive Dashboard.” Next, click on the “DEOCS v4.1 Downloads” tab and use the “Service,” “Unit/Organization Title,” “Survey Date,” “Group,” and “Report Type” filters to identify the survey report you would like to download. Only Survey Results reports and Comment reports for DEOCS 4.1 administrations are available; Executive Reports are not.

The screenshot shows the DEOCS Portal Interactive Dashboard filter interface. It includes several dropdown menus for filtering survey results:

- Survey Administration:** Aug 2020 - Dec 2020
- Service Component:** DoD
- Unit/Organization Title:** OPA Test Unit
- Survey Date:** 08/26/2020-09/03/2020
- Group:** Overall Unit/Organization
- Report:** A dropdown menu with options for "Survey Results" and "Comments".

 A "Go" button is located to the right of the filters.

If a DEOCS was **conducted prior to August of 2020**, you can e-mail a request to ContactOPA@mail.mil that includes the unit or organization's title, UIC, DEOCS ID/registration number, and the survey dates. Note, however, that reports are only retained for a maximum of two years after the close date.

Using the Results of the DEOCS

What should I do when I get the final DEOCS report?

We urge transparency and recommend that DEOCS results be shared with all members of a unit or organization. Moreover, the DEOCS is intended to produce actionable results that can be used to effect positive change. There are many resources available at <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/> to assist commanders and leaders in improving their unit or organization's climate.

For instructions on use of the Interactive Dashboard, navigate to <https://www.defenseculture.mil/Assessment-to-Solutions/A2S-Home/> and under step 2, Conduct, click the link titled "How to Use the Interactive Dashboard."

DEOCS Help

Who should survey administrators contact if they have questions about how to register and administer a DEOCS?

Equal Opportunity Advisors (EOA) or others in the field with questions about how to register, administer, and use the DEOCS Portal should contact the DEOCS help desk at:

- 1-833-867-5674
- deocs@datarecognitioncorp.com

Some of my participants can't access the DEOCS Portal and/or the survey. What should I tell them?

Due to certain configuration settings, unit and organization members who attempt to take the DEOCS on a DoD computer may have problems accessing it. In such cases, suggest that the participant take the DEOCS on a mobile device or on a non-DoD computer.