



DEOCS Information



Unit Climate Assessment/DEOCS

**OPR: 66ABG/EO
845-6397**



Overview



- **SecDEF Objective**
- **Main Changes from Unit Climate Assessment (UCA) to DEOMI Equal Opportunity Climate Survey (DEOCS)**
- **Unit Specific Information**



SecDEF Objective



- **Enhance commander accountability**
- **Address issues of equal opportunity**
- **Improve organizational effectiveness**
- **Uniform assessment data across Services/DoD components**



Main Changes



UCA (Previous)	DEOCS (Current)
Results remained with initiating CC	Next person in chain of command receives survey results
2 yr requirement	Annual requirement and within 120 days after of assumption of command
Out of cycle requests permitted (requested by CC)	Out of cycle requests unauthorized
Air Force only	All DoD personnel authorized to participate
PII Redacted at discretion of EO	PII redaction unauthorized



Unit Specific Information



- **Tentative Dates of survey: **TBD****
 - **Access code will be distributed via email**
 - **Finish before exiting**
 - **Allow approximately 40 minutes for completion**
 - **Contractors not authorized to participate**
- **Electronic**
- **Up to 3 AFMC Mandated Questions**
- **Up to 8 Locally Developed Questions (optional)**
- **Up to 5 Short Answer Questions (optional)**
- **Anonymous: < 5 respondents of any demographic – data masked**
- **Honest Feedback Encouraged**
- **Unit out-brief required within 60 days of closure**



EO Services



- Out & Abouts
- Refresher Training
- Team Building Activities
- Focus Groups/Facilitation
- Alternate Dispute Resolution (ADR)
- In/formal Complaints



For additional information contact the Hanscom
EO office at DSN 225-6397.