

DEPARTMENT OF DEFENSE

DEOMI Organizational Climate Survey (DEOCS) Report

Organization: USS BLUE RIDGE (LCC 19)

Commander/Director: CAPT Crozier

Admin Number: 1811533

Thursday, November 01, 2018

**Defense Equal Opportunity Management Institute
Climate Enhancement Department
Patrick AFB, FL**

Management or disciplinary actions should not be taken based solely on the results of this report.

RCS: DD-P&R (AR) 2338

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PLEASE READ CAREFULLY

Careful deliberation should be taken prior to making any management or disciplinary decisions based solely on the survey results.

The DEOCS report provides valuable information about members' perceptions of the organization's climate. It is important to review all sections in this report. Compare the information presented in *Section III, Overall Unit Summary*; *Section IV, Climate Factor Subgroup Comparison*; *Section V, DEOCS Summary of Survey Item Responses*; along with *Appendix, Written Comments from Your Organization*. Doing so can help create a more complete picture and help validate potential areas of concern.

DEOMI recommends organizations use multiple approaches, including individual interviews and/or focus groups, observations, and reviews of records and reports to more comprehensively characterize the command's climate.

For example, the climate factor subgroup comparisons provided in *Section IV* can help identify subgroups with lower favorability ratings, and conducting focus groups and interviews with members of these subgroups can clarify their perceptions regarding a climate factor, and the reasons why these perceptions exist.

For information regarding climate factors, focus group/interview questions, and/or additional materials to assist with action planning, please visit "Assessment to Solutions" at:

<https://www.deocs.net>

I. HOW TO INTERPRET YOUR DEOCS

1. Start by looking at the demographic breakout in *Section II, Demographic Breakout*. The table displays the number of respondents by their demographic features. Survey respondents can select different options when completing the demographic portion of the survey, so numbers may not match the total personnel assigned. Determine how closely participants in each demographic group represent the overall assigned population. Note: disparities in responses presented in the tables throughout the report are due to missing or erroneous responses.
2. Identify areas of concern and strength (both for your overall unit and subgroups) using the color-coded comparisons:
 - a. Unit: Examine *Section III, Overall Unit Summary* to compare your unit's favorability* percentage to units of a similar organization function, and your parent Service branch on each DEOCS factor.
 - b. Subgroups: Examine *Section IV, Climate Factor Subgroup Comparisons* to compare perceptions among subgroups. No data are displayed in cases where fewer than five people in any subgroup complete the survey.
3. Examine the item-level results using the favorable/unfavorable response rates in *Section V, DEOCS Summary of Survey Item Responses*. This can help identify those items with high levels of unfavorable responses.
4. Examine the written comments associated with an area of concern to determine whether any of the comments reflect negative perceptions that may help explain the numerical findings. Comments can be easier to analyze if they are broken into themes.
5. Based on the degree of favorability of the item-level responses and written comments, determine if the apparent climate of your unit or any subgroup(s) warrants further action.
6. In such cases, use those findings to guide follow-on climate assessment actions (e.g., determine the demographic composition of focus groups and the topics to discuss with them; identify records and reports to analyze to validate perceptions, develop a plan of action to correct validated issues, etc.). For more strategies to create a healthier command climate, refer to *Section VI, Recommendations*.

* Note: There are seven response options for each item that range from unfavorable to favorable. Because the scale has a 7-point range, three of the response options are categorized as unfavorable (e.g., strongly disagree, disagree, slightly disagree), one response option is considered neutral (neither agree nor disagree), and three response options are categorized as favorable (e.g., slightly agree, agree, strongly agree). Negative worded items noted with an asterisk (*) have their scales reversed. Therefore, a favorability percentage would be interpreted as the average of your favorable response options summed.

HOW TO INTERPRET DEOCS COLOR CODING

Color Coding	Category	Criteria	General Interpretation
Green	Excellent	90% and above favorable responding	<ul style="list-style-type: none"> • Almost complete unit endorsement of scale • Area of excellence and maintenance/stability actions recommended
Blue	Adequate	Between 70% and 89% favorable responding	<ul style="list-style-type: none"> • Majority of unit endorsed scale and reached recommended endorsement threshold (70%) • Area not of concern but room for improvement
Yellow	Caution	Between 50% and 69% favorable responding	<ul style="list-style-type: none"> • Majority of unit endorsed scale but did not reach recommended endorsement threshold (70%) • Area flagged for concern. Actions should be considered to boost endorsement
Red	Improvement Needed	Below 50% favorable responding	<ul style="list-style-type: none"> • Majority of unit did NOT endorse scale • Area of great concern and corrective actions should be taken ASAP

II. DEMOGRAPHIC BREAKOUT

Table 1: Demographic Representation

REPRESENTATION		
USS BLUE RIDGE (LCC 19)	Number	Percent
Majority	82	34.3%
Minority	121	50.6%
Declined to Respond	36	15.1%
American Indian or Alaskan Native	2	0.8%
Asian	29	12.1%
Black	32	13.4%
Native Hawaiian or Other Pacific Islander	7	2.9%
White	98	41.0%
Selected Multiple Races	22	9.2%
Declined to Respond	49	20.5%
Hispanic	39	16.3%
Not Hispanic	174	72.8%
Declined to Respond	26	10.9%
Women	64	26.8%
Men	175	73.2%
Junior Enlisted (E1 - E6)	188	78.7%
Senior Enlisted (E7 - E9)	23	9.6%
Warrant Officer (WO1 - CW5)	1	0.4%
Junior Officer (O1 - O3)	24	10.0%
Senior Officer (O4 - Above)	3	1.3%
Junior Federal Civilian (Grades 1 - 12)	0	0.0%
Senior Federal Civilian (Grades 13 - SES)	0	0.0%
Non-Appropriated Funds (NAF)	0	0.0%
Wage Grade (WG/WS/WL)	0	0.0%
Other	0	0.0%
Supervisor (civilian only)	0	0.0%
Non-Supervisor (civilian only)	0	0.0%

Total

239

For the majority/minority subgroup categories, the majority category includes all respondents who listed their race as "White," and their ethnicity as "not Hispanic." All respondents who select any other race and/or Hispanic are included in the minority subgroup; the "Declined to Respond" designation includes those respondents whose responses to the race and ethnicity items render it impossible to classify them as majority or minority.

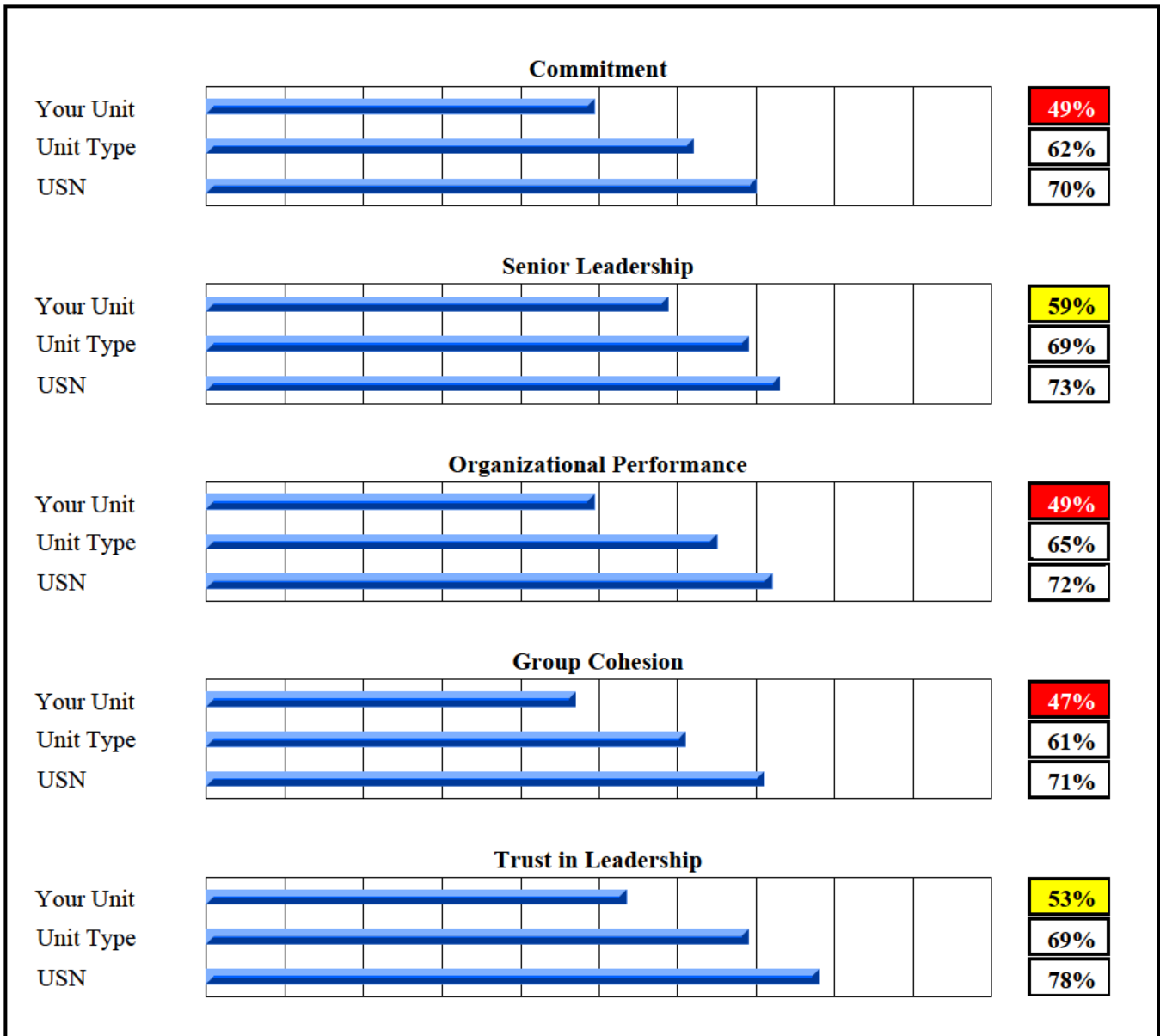
All Warrant Officers (WO1 - CW5) will be combined with Junior Officers in *Section IV, Climate Factor Subgroup Comparison*. Additionally, all Wage Grade and Non-Appropriated Fund civilians will not be in the Junior/Senior Civilian breakout within *Section IV, Climate Factor Subgroup Comparison*.

III. OVERALL UNIT SUMMARY

The figure below compares your organization's favorability ratings for each climate factor against units in your Service with similar functions (Unit Types), and to your parent Service. Unit Type and Service favorability ratings are updated on a bi-annual basis, during the first half or second half of the fiscal year. The block to the right of each figure displays your organization's favorability rating and will be color-coded green, blue, yellow, or red. Please refer to How to Interpret DEOCS Color Coding on page 4 for more information regarding the DEOCS color-coding convention. To understand how the Service and Unit Type favorability ratings were calculated and considerations for assessing the generalizability these results, contact the DEOCS Support Team. Some Unit Type favorability ratings are unavailable as an insufficient number of that Unit Type completed the DEOCS, thus a representative sample was not obtained.

Figure 2: Unit Summaries

Unit Type = Surface Combatant



Improvement Needed Below 50% favorable responses	Caution Between 50-69% favorable responses	Adequate Between 70-89% favorable responses	Excellent 90% and above favorable responses
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Figure 2 (cont): Unit Summaries

Unit Type = Surface Combatant

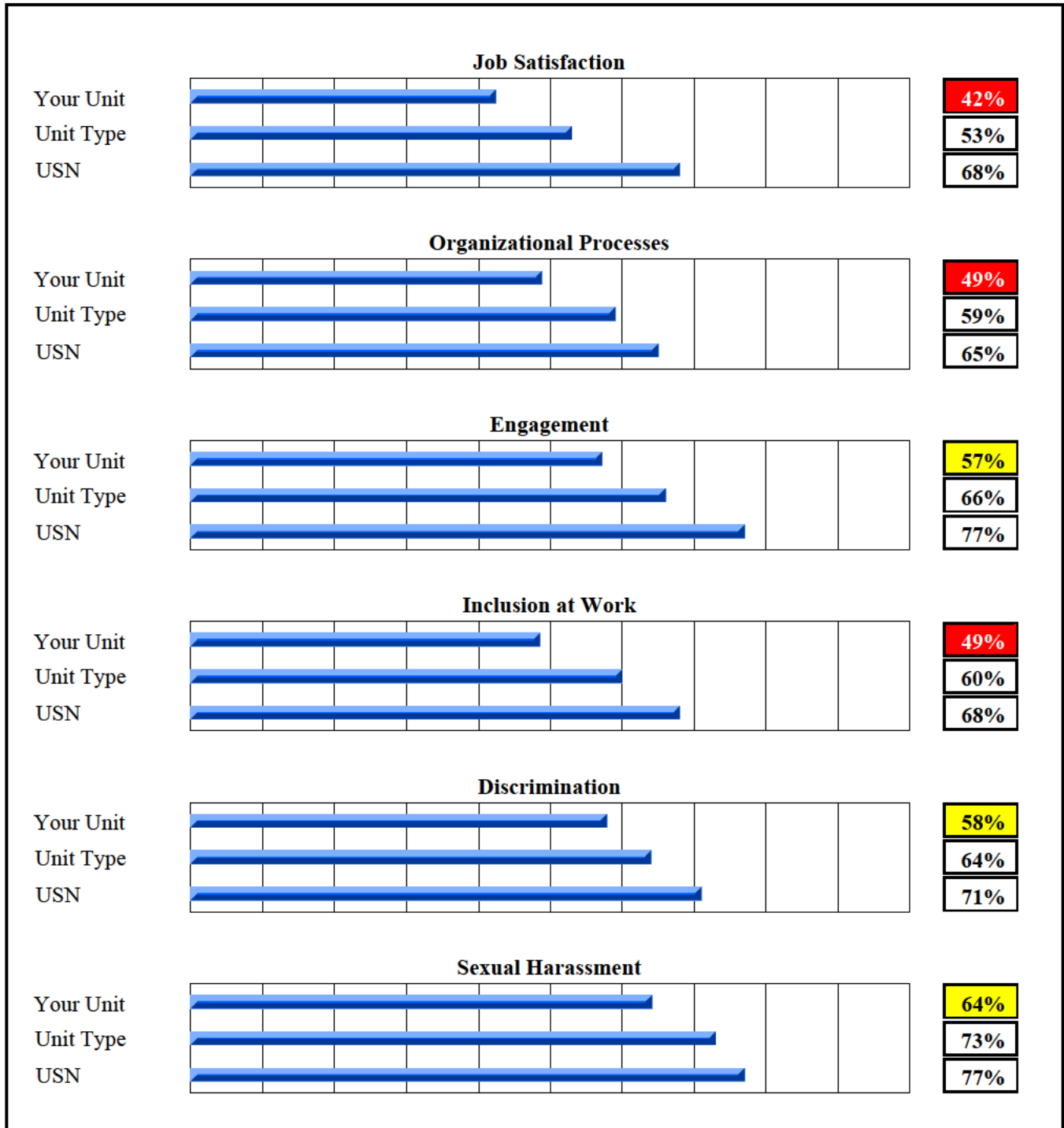
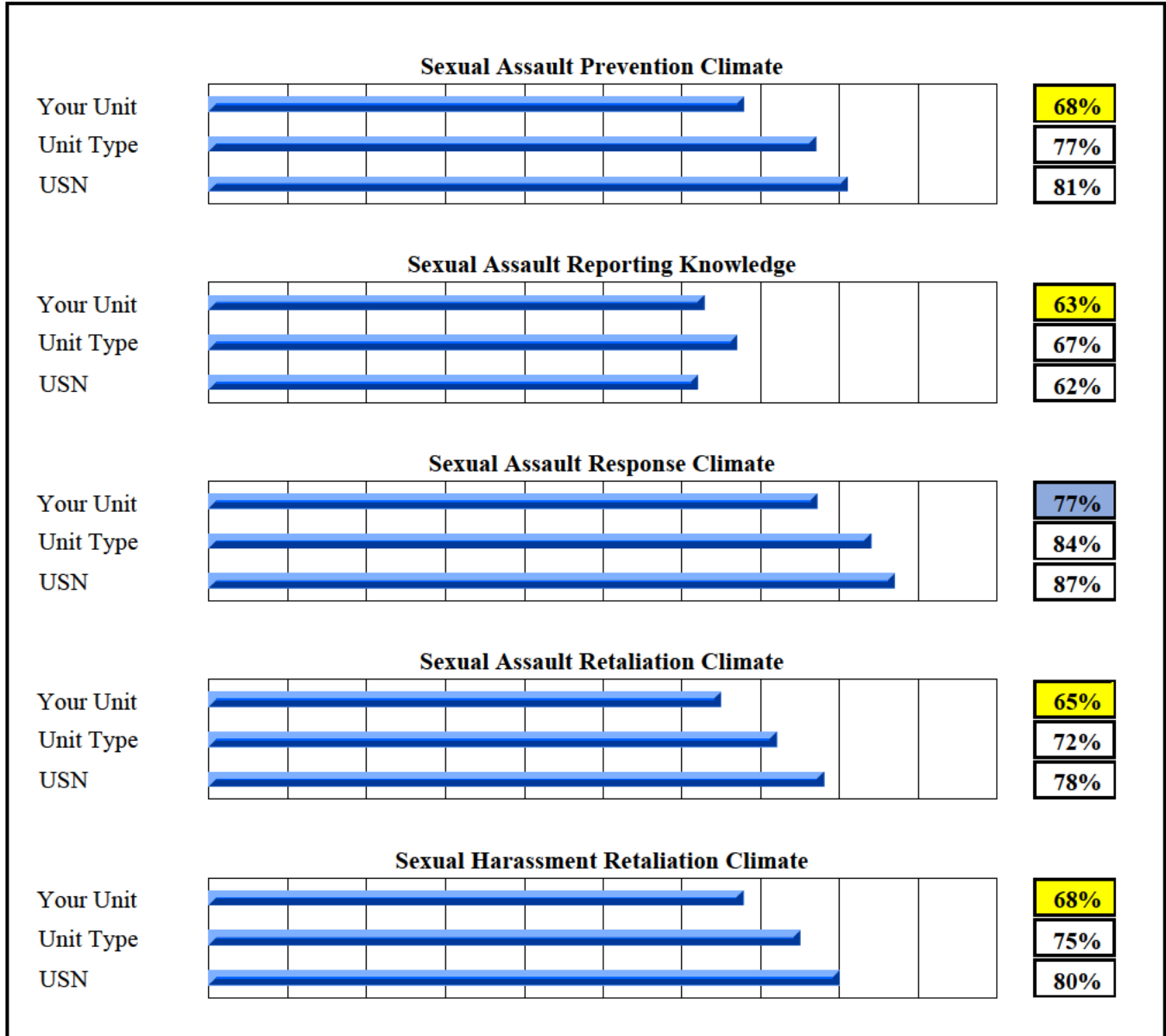


Figure 2 (cont): Unit Summaries

Unit Type = Surface Combatant



IV. CLIMATE FACTOR SUBGROUP COMPARISONS

Organizational Effectiveness Factors

The following figure displays the **Organizational Effectiveness (OE)** Factor favorability ratings by demographic subgroup. No data are displayed in cases where fewer than five people in a subgroup completed the survey; this helps maintain respondent anonymity. Refer to *Section V, DEOCS Summary of Survey Item Responses* to view the respective item level response frequencies for each factor.

Figure 3: OE Subgroup Comparison

USS BLUE RIDGE (LCC 19)								
Organizational Effectiveness								
	Commit	Senior Leader	Org Perform	Group Cohesion	Trust in Leader	Job Satisfact	Org Process	Engage
Minority	51%	56%	48%	47%	50%	43%	48%	56%
Majority	53%	64%	57%	52%	61%	50%	56%	61%
Women	39%	46%	36%	34%	45%	33%	34%	47%
Men	53%	63%	54%	52%	57%	46%	54%	61%
Enlisted	45%	54%	47%	45%	50%	39%	45%	54%
Officer	83%	92%	67%	64%	79%	69%	81%	81%
Junior Enlisted	42%	52%	45%	42%	49%	36%	42%	52%
Senior Enlisted	71%	75%	67%	64%	62%	61%	64%	70%
Junior Officer	81%	91%	63%	60%	76%	69%	80%	80%
Senior Officer								
Military	49%	59%	49%	47%	53%	42%	49%	57%
Civilian								
Junior Civilian								
Senior Civilian								
Non-Supervisor								
Supervisor								
Your Unit	49%	59%	49%	47%	53%	42%	49%	57%



**Equal Opportunity / Equal Employment Opportunity / Fair Treatment
& Sexual Assault Prevention and Response Climate Factors**

The following figure displays the EO / EEO / Fair Treatment & SAPR Climate Factor favorability ratings by demographic subgroup. No data are displayed in cases where fewer than five people in a subgroup completed the survey; this helps maintain respondent anonymity. Refer to *Section V, DEOCS Summary of Survey Item Responses* to view the respective item level response frequencies for each factor. SH and SA refer to Sexual Harassment and Sexual Assault respectively.

Figure 4: EO/EEO/Fair Treatment & SAPR Subgroup Comparisons

USS BLUE RIDGE (LCC 19)								
	EO/EEO/Fair Treatment				SAPR			
	Inclusion	Discrim	SH	SH Retaliation	SA Prevent	SA Report Knowledge	SA Response	SA Retaliation
Minority	46%	53%	63%	63%	65%	62%	76%	62%
Majority	54%	68%	67%	78%	73%	67%	82%	75%
Women	38%	44%	55%	52%	60%	63%	66%	52%
Men	52%	63%	67%	74%	71%	63%	81%	70%
Enlisted	44%	55%	61%	64%	66%	60%	74%	62%
Officer	80%	78%	91%	93%	80%	81%	100%	90%
Junior Enlisted	41%	53%	58%	63%	64%	59%	72%	60%
Senior Enlisted	75%	70%	85%	79%	85%	72%	92%	76%
Junior Officer	77%	76%	90%	93%	78%	81%	100%	89%
Senior Officer								
Military	49%	58%	64%	68%	68%	63%	77%	65%
Civilian								
Junior Civilian								
Senior Civilian								
Non-Supervisor								
Supervisor								
Your Unit	49%	58%	64%	68%	68%	63%	77%	65%

Improvement Needed Below 50% favorable responses	Caution Between 50-69% favorable responses	Adequate Between 70-89% favorable responses	Excellent 90% and above favorable responses
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V. DEOCS SUMMARY OF SURVEY ITEM RESPONSES

The following tables and figures provide the item-level response frequencies across all the DEOCS factors. The total percentage of responses and color coding for each factor mirror those found for that factor in *Section III: Overall Unit Summary*. Factor results for Bystander Intervention, Sexual Assault Reporting Knowledge, Unwanted Workplace Experiences, Connectedness, Hazing, and Bullying are presented at the end of the following tables due to different response scales. Only favorable response totals are presented in the color shaded area.

Table 2.1 Commitment

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I feel like "part of the family" in this workgroup.	50 (21%)	25 (10%)	17 (7%)	19 (8%)	41 (17%)	62 (26%)	24 (10%)
This workgroup has a great deal of personal meaning to me.	45 (19%)	38 (16%)	9 (4%)	31 (13%)	32 (13%)	58 (24%)	25 (10%)
I feel a strong sense of belonging to this workgroup.	49 (21%)	35 (15%)	15 (6%)	27 (11%)	34 (14%)	54 (23%)	24 (10%)
Total	20%	14%	6%	11%	15%	24%	10%
		39%				49%	

Table 2.2 Senior Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My senior leader puts processes in place to facilitate the sharing of information throughout the organization.	41 (17%)	17 (7%)	20 (8%)	28 (12%)	26 (11%)	58 (24%)	48 (20%)
My senior leader clarifies our organization's goals and priorities.	30 (13%)	18 (8%)	18 (8%)	17 (7%)	26 (11%)	73 (31%)	56 (23%)
My senior leader communicates a clear vision for the future.	39 (16%)	16 (7%)	14 (6%)	23 (10%)	36 (15%)	63 (26%)	47 (20%)
My senior leader listens to the concerns of the organization's military members and employees.	54 (23%)	14 (6%)	16 (7%)	25 (10%)	28 (12%)	58 (24%)	43 (18%)
Total	17%	7%	7%	10%	12%	26%	20%
		31%				59%	

Table 2.3 Organizational Performance

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
When short suspense/tasks arise, people in my organization do an outstanding job in handling these situations.	38 (16%)	34 (14%)	23 (10%)	26 (11%)	40 (17%)	52 (22%)	25 (10%)
My organization's performance, compared to similar organizations, is high.	32 (13%)	28 (12%)	20 (8%)	43 (18%)	37 (15%)	50 (21%)	28 (12%)
My organization makes good use of available resources to accomplish its mission.	36 (15%)	23 (10%)	21 (9%)	36 (15%)	44 (18%)	52 (22%)	26 (11%)
Total	15%	12%	9%	15%	17%	21%	11%
		36%				49%	

Table 2.4 Group Cohesion

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My workgroup is united in trying to reach its goals for performance.	39 (16%)	27 (11%)	28 (12%)	19 (8%)	48 (20%)	58 (24%)	19 (8%)
We all take responsibility for the performance of the workgroup.	53 (22%)	33 (14%)	20 (8%)	22 (9%)	31 (13%)	51 (21%)	28 (12%)
If members of our workgroup have problems in the workplace, everyone wants to help them so we can get back on task.	52 (22%)	37 (15%)	23 (10%)	24 (10%)	36 (15%)	50 (21%)	16 (7%)
Total	20%	14%	10%	9%	16%	22%	9%
		44%				47%	

Table 2.5 Trust in Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I can rely on my immediate supervisor to act in my organization's best interest.	46 (19%)	23 (10%)	18 (8%)	23 (10%)	32 (13%)	62 (26%)	34 (14%)
My immediate supervisor follows through with commitments he or she makes.	45 (19%)	22 (9%)	16 (7%)	27 (11%)	41 (17%)	58 (24%)	29 (12%)
I feel comfortable sharing my work difficulties with my immediate supervisor.	50 (21%)	35 (15%)	12 (5%)	22 (9%)	27 (11%)	59 (25%)	33 (14%)
My immediate supervisor treats me fairly.	38 (16%)	23 (10%)	14 (6%)	27 (11%)	29 (12%)	70 (29%)	37 (15%)
Total	19%	11%	6%	10%	13%	26%	14%
		36%				53%	

Table 2.6 Job Satisfaction

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
I like my current job.	48 (20%)	28 (12%)	20 (8%)	26 (11%)	34 (14%)	59 (25%)	23 (10%)
I feel satisfied with my current job.	47 (20%)	37 (15%)	21 (9%)	39 (16%)	31 (13%)	49 (21%)	14 (6%)
I am happy with my current job.	50 (21%)	32 (13%)	24 (10%)	38 (16%)	34 (14%)	45 (19%)	15 (6%)
Total	20%	14%	9%	14%	14%	21%	7%
		43%				42%	

Table 2.7 Organizational Processes

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
Programs are in place to address military members' and employees' concerns.	23 (10%)	18 (8%)	13 (5%)	38 (16%)	38 (16%)	84 (35%)	24 (10%)
Discipline is administered fairly.	58 (24%)	33 (14%)	15 (6%)	37 (15%)	19 (8%)	62 (26%)	14 (6%)
Decisions are made after reviewing relevant information.	38 (16%)	36 (15%)	14 (6%)	41 (17%)	39 (16%)	57 (24%)	13 (5%)
Total	17%	12%	6%	16%	13%	28%	7%
		35%				49%	

Table 2.8 Engagement

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
At my workplace, I am mentally resilient.	12 (5%)	20 (8%)	12 (5%)	38 (16%)	38 (16%)	74 (31%)	44 (18%)
I am enthusiastic about my work.	37 (15%)	30 (13%)	21 (9%)	27 (11%)	42 (18%)	55 (23%)	26 (11%)
Time flies when I am working.	31 (13%)	26 (11%)	13 (5%)	37 (15%)	32 (13%)	57 (24%)	42 (18%)
Total	11%	11%	6%	14%	16%	26%	16%
		28%				57%	

Table 2.9 Inclusion at Work

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
Coworkers are treated as valued members of the team without losing their unique identities.	35 (15%)	25 (10%)	21 (9%)	39 (16%)	35 (15%)	67 (28%)	17 (7%)
Within my workgroup, I am encouraged to offer ideas on how to improve operations.	38 (16%)	28 (12%)	21 (9%)	33 (14%)	35 (15%)	56 (23%)	28 (12%)
Military members/employees in my workgroup are empowered to make work-related decisions on their own.	43 (18%)	30 (13%)	20 (8%)	28 (12%)	47 (20%)	52 (22%)	19 (8%)
Outcomes (e.g., training opportunities, awards, and recognition) are fairly distributed among military members/employees of my workgroup.	60 (25%)	27 (11%)	16 (7%)	37 (15%)	28 (12%)	52 (22%)	19 (8%)
The decision-making processes that impact my workgroup are fair.	42 (18%)	39 (16%)	27 (11%)	29 (12%)	37 (15%)	49 (21%)	16 (7%)
	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
I feel excluded by my workgroup because I am different.*	15 (6%)	20 (8%)	20 (8%)	45 (19%)	8 (3%)	78 (33%)	53 (22%)
Total	16%	12%	9%	15%	13%	25%	11%
		37%				49%	

* Note. The item marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

Table 2.10 Discrimination

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
Discrimination Items							
Discrimination based on _____ does not occur in my workplace.							
Race/Color/National Origin	34 (14%)	20 (8%)	11 (5%)	25 (10%)	14 (6%)	69 (29%)	66 (28%)
Religion	30 (13%)	18 (8%)	6 (3%)	37 (15%)	6 (3%)	72 (30%)	70 (29%)
Sex	33 (14%)	25 (10%)	13 (5%)	21 (9%)	16 (7%)	65 (27%)	66 (28%)
Sexual Orientation	29 (12%)	25 (10%)	7 (3%)	37 (15%)	12 (5%)	61 (26%)	68 (28%)
Discrimination Behavioral Subfactor							
I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal.	36 (15%)	26 (11%)	13 (5%)	28 (12%)	18 (8%)	65 (27%)	53 (22%)
	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
Racial slurs, comments, and/or jokes are used in my workplace.*	21 (9%)	36 (15%)	23 (10%)	35 (15%)	12 (5%)	50 (21%)	62 (26%)
Sexist slurs, comments, and/or jokes are used in my workplace.*	22 (9%)	36 (15%)	22 (9%)	36 (15%)	13 (5%)	48 (20%)	62 (26%)
Total	12%	11%	6%	13%	5%	26%	27%
		29%				58%	

* Note. The items marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

Table 2.11 Discrimination Summary

Discrimination based on _____ does not occur in my workplace.	Unfavorable	Neutral	Favorable
Race/Color/National Origin	65 (27%)	25 (10%)	149 (62%)
Religion	54 (23%)	37 (15%)	148 (62%)
Sex	71 (30%)	21 (9%)	147 (62%)
Sexual Orientation	61 (26%)	37 (15%)	141 (59%)

Table 2.12 Sexual Harassment

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My chain of command/supervision adequately responds to allegations of sexual harassment.	11 (5%)	12 (5%)	2 (1%)	74 (31%)	14 (6%)	72 (30%)	54 (23%)
My chain of command/supervision plays an active role in the prevention of sexual harassment.	6 (3%)	20 (8%)	10 (4%)	54 (23%)	22 (9%)	78 (33%)	49 (21%)
	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
Individuals from my workplace use offensive gestures that are sexual in nature.*	7 (3%)	15 (6%)	20 (8%)	44 (18%)	15 (6%)	72 (30%)	66 (28%)
Individuals from my workplace have been offered rewards or special treatment in return for engaging in sexual behavior.*	10 (4%)	8 (3%)	4 (2%)	46 (19%)	2 (1%)	51 (21%)	118 (49%)
Total	4%	6%	4%	23%	6%	29%	30%
	13%				64%		

* Note. The items marked with the asterisk (*) indicates the question is negatively worded; therefore agreement with this item indicates an unfavorable response

Table 2.13 Sexual Assault Prevention Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
My immediate supervisor models respectful behavior.	17 (7%)	18 (8%)	10 (4%)	38 (16%)	26 (11%)	89 (37%)	41 (17%)
My immediate supervisor promotes responsible alcohol use.	9 (4%)	12 (5%)	8 (3%)	32 (13%)	18 (8%)	107 (45%)	53 (22%)
My immediate supervisor would correct individuals who refer to coworkers as 'honey', 'babe', 'sweetie', or use other unprofessional language at work.	18 (8%)	19 (8%)	8 (3%)	44 (18%)	15 (6%)	91 (38%)	44 (18%)
My immediate supervisor would stop individuals who are talking about sexual topics at work.	13 (5%)	16 (7%)	12 (5%)	50 (21%)	25 (10%)	85 (36%)	38 (16%)
My immediate supervisor would intervene if an individual was receiving sexual attention at work.	9 (4%)	8 (3%)	7 (3%)	41 (17%)	22 (9%)	92 (38%)	60 (25%)
My immediate supervisor encourages individuals to help others in risky situations that could result in harmful outcomes.	11 (5%)	15 (6%)	5 (2%)	41 (17%)	23 (10%)	90 (38%)	54 (23%)
Total	5%	6%	3%	17%	9%	39%	20%
	15%				68%		

Table 2.14 Sexual Assault Response Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
If a coworker were to report a sexual assault, my chain of command/supervision would take the report seriously.	5 (2%)	7 (3%)	4 (2%)	21 (9%)	14 (6%)	90 (38%)	98 (41%)
If a coworker were to report a sexual assault, my chain of command/supervision would keep the knowledge of the report limited to those with a need to know.	9 (4%)	10 (4%)	7 (3%)	31 (13%)	16 (7%)	88 (37%)	78 (33%)
If a coworker were to report a sexual assault, my chain of command/supervision would discourage military members or employees from spreading rumors and speculation about the allegation.	8 (3%)	8 (3%)	7 (3%)	35 (15%)	18 (8%)	87 (36%)	76 (32%)
If a coworker were to report a sexual assault, my chain of command/supervision would promote healthcare, legal, or other support services to the reporter.	4 (2%)	5 (2%)	2 (1%)	42 (18%)	19 (8%)	86 (36%)	81 (34%)
If a coworker were to report a sexual assault, my chain of command/supervision would support the reporter for speaking up.	9 (4%)	9 (4%)	4 (2%)	46 (19%)	19 (8%)	78 (33%)	74 (31%)
Total	3%	3%	2%	15%	7%	36%	34%
		8%				77%	

The items for both the Sexual Assault Retaliation and Sexual Harassment Retaliation factors are negatively worded; therefore agreement with these items indicates an unfavorable response. Because all of the questions on this scale are negatively worded, the total disagreement responses to the items are color coded. Following the color-coding convention as in the rest of this report, this color coding reflects the percentage of favorability on the questions/scales.

Table 2.15 Sexual Assault Retaliation Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
In my work group, reporters of sexual assault would be excluded from social interactions or conversations.	62 (26%)	61 (26%)	11 (5%)	71 (30%)	9 (4%)	17 (7%)	8 (3%)
In my work group, reporters of sexual assault would be subjected to insulting or disrespectful remarks or jokes.	72 (30%)	67 (28%)	13 (5%)	57 (24%)	10 (4%)	14 (6%)	6 (3%)
In my work group, reporters of sexual assault would be blamed for causing problems.	74 (31%)	72 (30%)	14 (6%)	49 (21%)	12 (5%)	13 (5%)	5 (2%)
In my work group, reporters of sexual assault would be denied career opportunities.	80 (33%)	72 (30%)	9 (4%)	59 (25%)	7 (3%)	9 (4%)	3 (1%)
In my work group, reporters of sexual assault would be disciplined or given other corrective action.	81 (34%)	69 (29%)	14 (6%)	57 (24%)	7 (3%)	9 (4%)	2 (1%)
In my work group, reporters of sexual assault would be discouraged from moving forward with the report.	75 (31%)	71 (30%)	14 (6%)	54 (23%)	10 (4%)	12 (5%)	3 (1%)
Total	31%	29%	5%	24%	4%	5%	2%
	65%					11%	

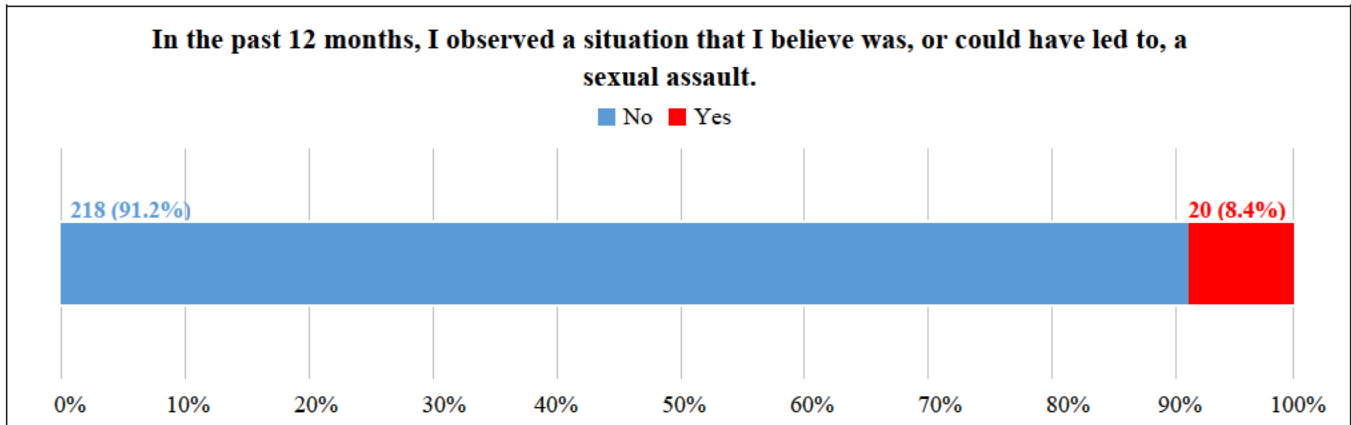
Table 2.16 Sexual Harassment Retaliation Climate

Question	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
In my work group, military members or employees who file a sexual harassment complaint would be excluded from social interactions or conversations.	76 (32%)	64 (27%)	14 (6%)	58 (24%)	16 (7%)	7 (3%)	4 (2%)
In my work group, military members or employees who file a sexual harassment complaint would be subjected to insulting or disrespectful remarks or jokes.	77 (32%)	71 (30%)	16 (7%)	50 (21%)	11 (5%)	8 (3%)	6 (3%)
In my work group, military members or employees who file a sexual harassment complaint would be blamed for causing problems.	74 (31%)	72 (30%)	15 (6%)	49 (21%)	12 (5%)	11 (5%)	6 (3%)
In my work group, military members or employees who file a sexual harassment complaint would be denied career opportunities.	81 (34%)	76 (32%)	7 (3%)	57 (24%)	10 (4%)	4 (2%)	4 (2%)
In my work group, military members or employees who file a sexual harassment complaint would be disciplined or given other corrective action.	80 (33%)	79 (33%)	7 (3%)	59 (25%)	6 (3%)	4 (2%)	4 (2%)
In my work group, military members or employees who file a sexual harassment complaint would be discouraged from moving forward with the complaint.	75 (31%)	81 (34%)	7 (3%)	56 (23%)	8 (3%)	6 (3%)	6 (3%)
Total	32%	31%	5%	23%	4%	3%	2%
		68%				9%	

Bystander Intervention Experience in Past 12 Months

Respondents were asked if they have observed a situation they believed was, or could have led to a sexual assault within the past 12 months. Respondents' responses to this *observation* question are displayed in Figure 5.

Figure 5. Respondents who Observed a High Risk Situation



If respondents answered “yes” to the observation of a high risk situation question, they were prompted to identify the response that most closely resembled their actions. Table 3 displays the responses of those who completed the question across your organization.

Table 3. Respondents' Reported Actions Taken Following High Risk Situation

If yes, in response to this situation, select the one response that most closely resembles your actions.		
	Number	Percent
I stepped in and separated the people involved in the situation.	7	35.0%
I asked the person who appeared to be at risk if they needed help.	2	10.0%
I confronted the person who appeared to be causing the situation.	3	15.0%
I created a distraction to cause one or more of the people to disengage from the situation.	0	0.0%
I asked others to step in as a group and diffuse the situation.	1	5.0%
I told someone in a position of authority about the situation.	3	15.0%
I considered intervening in the situation, but I could not safely take any action.	2	10.0%
I decided to not take action.	2	10.0%
Total	20	100.0%

Sexual Assault Reporting Knowledge

Knowledge of the sexual assault reporting options is assessed using two questions. The first item reads, “All of the following types of people can receive an Unrestricted Report of sexual assault. However, a Restricted (confidential) Report can only be made to certain people. Please identify which of the following types of people can and cannot take a Restricted Report.” The Sexual Assault Response Coordinator, Victim Advocate, and Military Service Healthcare Personnel can take a Restricted Report. “Anyone in my chain of command” and “Criminal investigator and military police officer” are incorrect answers. These persons cannot take a Restricted Report. Figure 6 displays the percentage of members within your organization who correctly and incorrectly identified who can and cannot take a Restricted Report.

The second item reads, “Service members who report they were sexually assaulted are eligible for the service of a military attorney.” The correct answer is “True”. Figure 7 displays the percentage of members in your organization who correctly identified who is eligible for the service of a military attorney.

Figure 6. Respondents’ Restricted Reporting Knowledge.

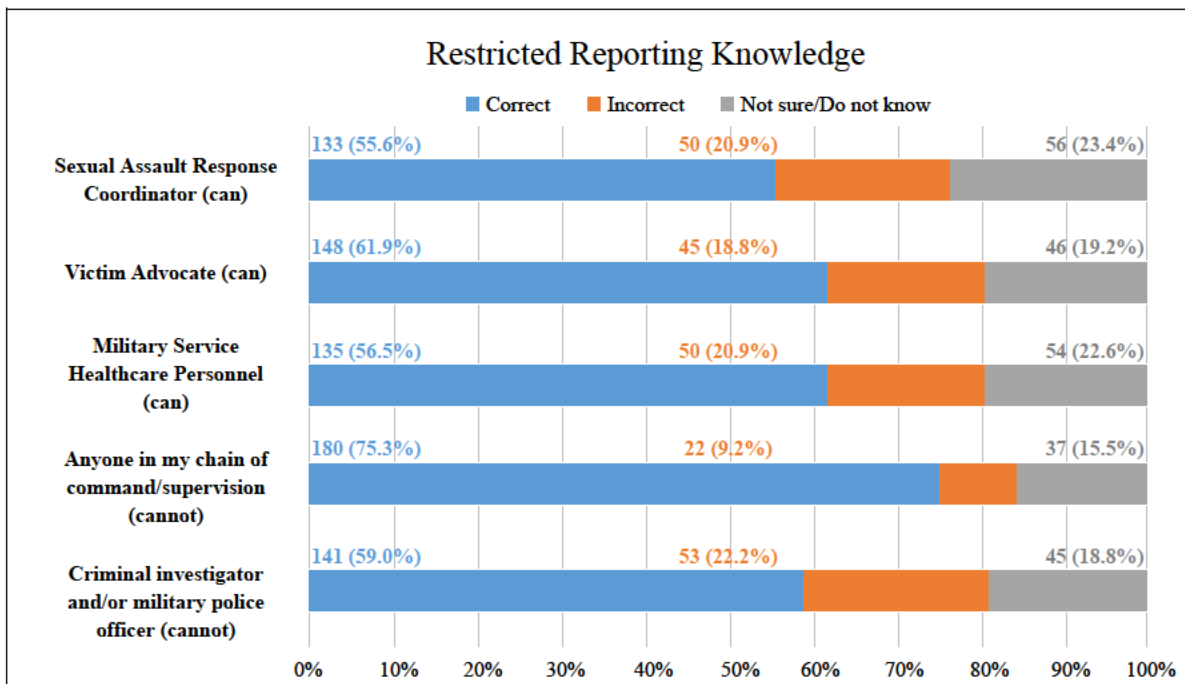
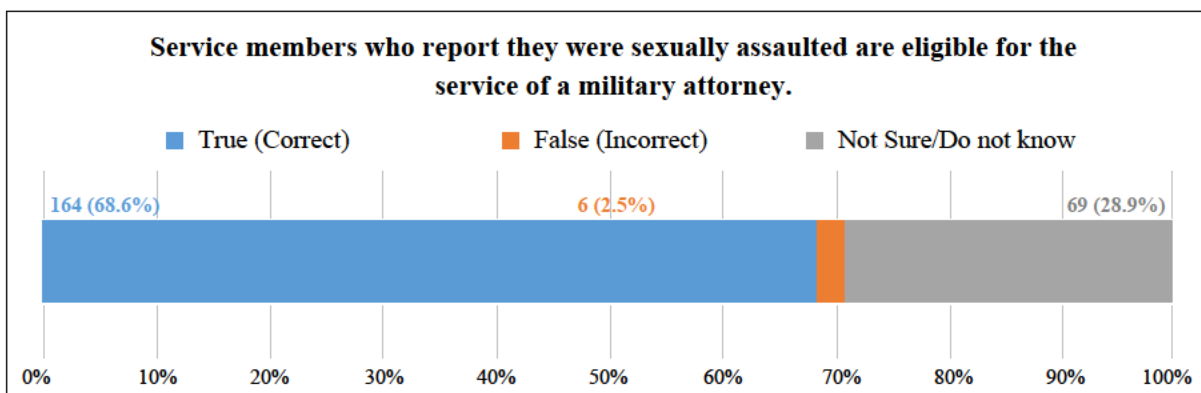


Figure 7. Respondents’ Knowledge of Military Attorney Eligibility.



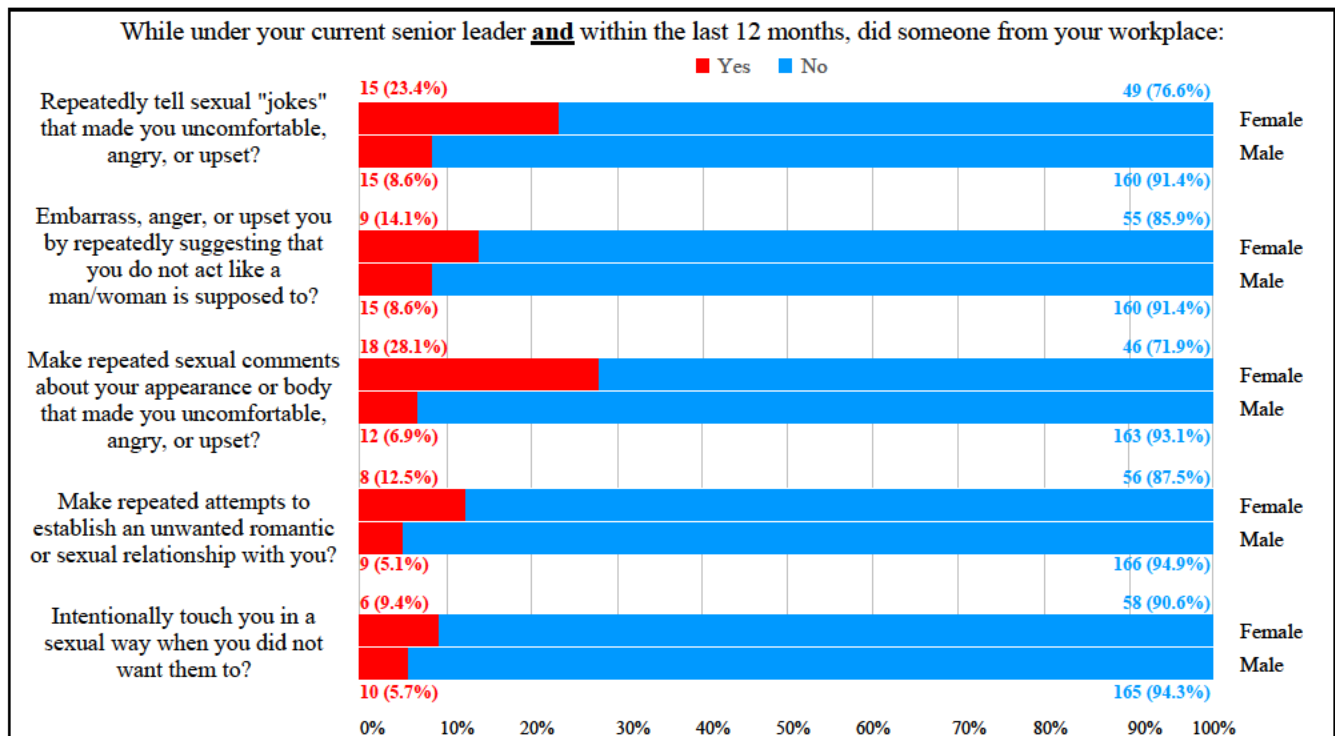
Unwanted Workplace Experiences

Below is the presentation of Yes/No response frequencies to the Unwanted Workplace Experience items. No data are displayed in cases where fewer than five people in a subgroup complete the survey.

Table 4. Respondents' Overall Unwanted Workplace Experience Responses

While under your current senior leader and within the last 12 months, did someone from your workplace: (Overall)				
	Yes	Percent	No	Percent
Repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?	30	12.6%	209	87.4%
Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to?	24	10.0%	215	90.0%
Make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?	30	12.6%	209	87.4%
Make repeated attempts to establish an unwanted romantic or sexual relationship with you?	17	7.1%	222	92.9%
Intentionally touch you in a sexual way when you did not want them to?	16	6.7%	223	93.3%

Figure 8. Respondents' Overall Unwanted Workplace Experience Responses by Sex



Connectedness

Connectedness is defined as a frame of mind that reflects an individual's outlook on life and perceptions of belongingness, well-being, and social support. Reflects a member's viewpoint that they are relevant, contributing, and have relationships upon which they can confidently depend on in times of need. Burdensomeness and Belongingness are two subfactors that when combined, create an overall Connectedness factor.

Figure 9. Percentage of Respondents' Overall Connectedness

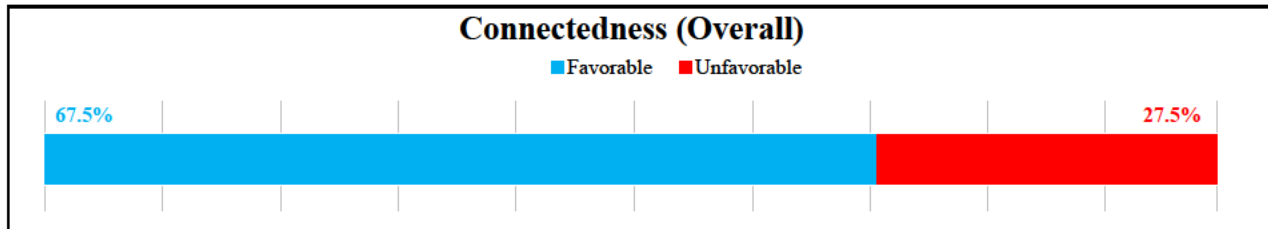


Table 5. Respondents' Connectedness Responses

Burdensomeness							
Question	Strongly Agree	Agree	Slightly Agree	Neither Agree nor Disagree	Slightly Disagree	Disagree	Strongly Disagree
My future seems dark to me.	18 (8%)	28 (12%)	21 (9%)	47 (20%)	11 (5%)	49 (21%)	63 (27%)
	Very true for me	True for me	Somewhat true for me		Somewhat untrue for me	Untrue for me	Not at all true for me
These days, I think I am a burden on people in my life.	4 (2%)	12 (5%)	28 (12%)	-	26 (11%)	76 (32%)	92 (39%)
Belongingness							
	Not at all true for me	Untrue for me	Somewhat untrue for me		Somewhat true for me	True for me	Very true for me
These days, I feel like I belong.	28 (12%)	33 (14%)	28 (12%)	-	64 (27%)	57 (24%)	28 (12%)
These days, I feel that there are people I can turn to in times of need.	20 (8%)	27 (11%)	15 (6%)	-	62 (26%)	63 (26%)	51 (21%)
Total*	7%	11%	10%	-	17%	26%	25%
		28%			68%		

* Note. The total may not equal 100% due to the changing from a seven point scale to six point scale. The loss of a response option accounts for the difference in percentage for the factor overall.

Table 6. Respondents' Knowledge of ideation of, attempted or death by suicide

I know someone in my organization who has thought of, attempted, or died by suicide.		
	Number	Percent
Thought of	63	26.5%
Attempted	18	7.6%
Died by Suicide	3	1.3%
Thought of, Attempted	36	15.1%
Attempted, Died by Suicide	1	0.4%
Thought of, Died by Suicide	1	0.4%
Thought of, Attempted, Died by Suicide	4	1.7%
None of the above	112	47.1%

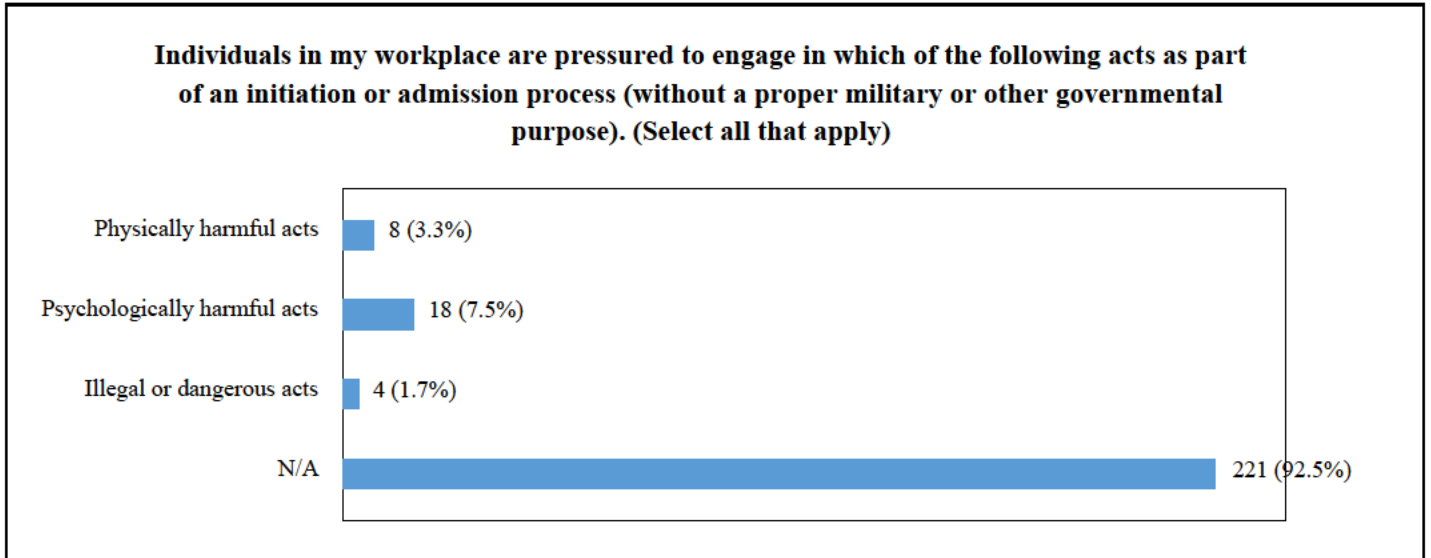
Note. Results presented below the line are the possible combinations of the items above, as it was a “select all that apply.”

The definitions of Hazing and Bullying were obtained directly from the Deputy Secretary of Defense Memorandum, "Hazing and Bullying Prevention and Response in the Armed Forces," dated 23 December 2015.

Hazing

The figure below displays response frequencies to the Hazing item. Please note that respondents' option to select more than one type of Hazing behavior accounts for disparities that may appear in the totals shown below.

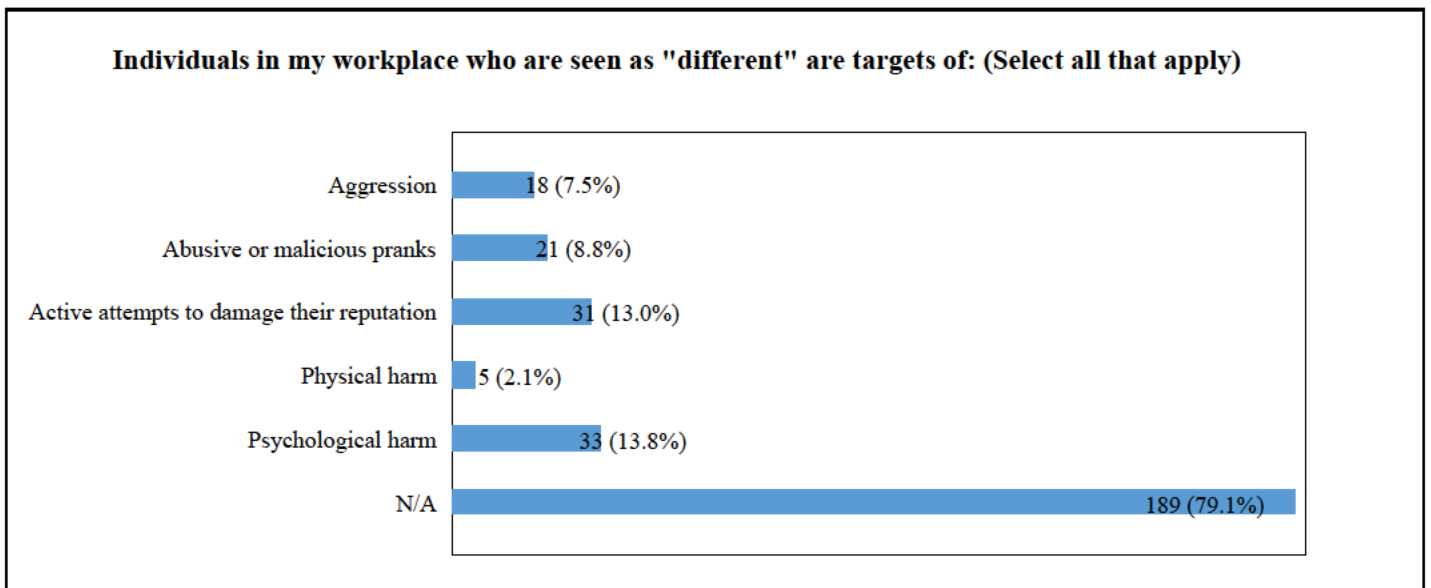
Figure 11. Respondents' Responses to Hazing



Bullying

The figure below displays response frequencies to the Bullying item. Please note that respondents' option to select more than one type of Bullying behavior accounts for disparities that may appear in the totals shown below.

Figure 12. Respondents' Responses to Bullying



VI. RECOMMENDATIONS

The following section provides interpretation of the DEOCS report and recommended follow-on actions. Based on the data obtained, your organization's DEOCS results may display both organizational strengths and concerns. It is important to not only review *Section V, DEOCS Summary of Survey Item Responses*, but to contrast that information with *Section IV, Climate Factor Subgroup Comparison*. Additionally, the *Written Comments*, may also help to validate some areas of concerns within Sections IV and V; please ensure you review that area to determine if there are comments that address any areas of concern.

This section also seeks to provide guidance for identifying additional steps in the climate assessment effort, and prescribe actions to help address organizational concerns.

Compare subgroups to determine whether diminished perceptions of climate factors are more prevalent among specific groups, and the sources of those perceptions.

Excellent/Adequate

Seek to identify and reinforce those practices and programs currently in place.

Reinforce behaviors that create a climate of inclusion, supporting and preserving the dignity and worth of all members.

Continue to promote and maintain a healthy human relations climate. This can be done by ensuring all members in the unit understand their roles and responsibilities.

Share positive results to enhance members' commitment to the organization and its mission.

Consider utilizing training aids to further provide awareness and knowledge regarding key factors.

Caution/Improvement Needed

Examine favorability ratings among specific climate factors and demographic subgroups to determine whether diminished perceptions are more obvious among some of them.

After identifying the specific climate factors with low favorability ratings and those demographic subgroups that harbor negative perceptions regarding them, use these findings to plan follow-on assessment efforts, including focus groups, interviews, and written record reviews.

Conducting focus groups and interviews with members of these subgroups can help determine the source and extent of specific perceptions.

Develop an action plan to address each specific validated concern, and socialize the plan with members. Set a timeline for each action item, and provide timely feedback on progress accomplishing them. This will demonstrate your willingness to listen to your subordinates, and take action to improve conditions whenever possible.

MAKING CLIMATE ASSESSMENT RESULTS WORK FOR YOUR ORGANIZATION

1. Share the results with members of your organization.
2. Involve key leaders; let members know you are acting on their feedback.
3. If needed, establish an action team to develop and implement a plan for organizational improvement.
4. Conduct another climate assessment in accordance with your Service component directives to determine the effectiveness of the corrective actions that were taken to remedy validated perceptions.

We trust these recommendations for interpretation will prove useful. The DEOCS can help commanders improve the readiness within their commands. To make best use of this tool, DEOMI provides tools and products designed to address the mission impacting issues that were identified during the climate assessment process.

ASSESSMENT TO SOLUTIONS

Assessment to Solutions (www.deocs.net) was created to support leaders and equal opportunity professionals throughout the climate assessment process. Assessment to Solutions provides products that help identify appropriate follow-on climate assessment efforts, aid in the development of an action plan to rectify workplace conditions that negatively impact climate, and training materials that can be incorporated in an action plan.

The Assessment to Solutions area parallels the main assessment sections of the DEOCS, which include OE, EO/EEO/Fair treatment, and SAPR. Each area further addresses each climate factor included in the section, and provides a host of products for each.

Access to products can be found at the “Assessment to Solutions” website which is designed to support leaders and equal opportunity professionals. To access the site go to:

<https://www.deocs.net>

The DEOCS Support Team is available to assist you and can be contacted at:

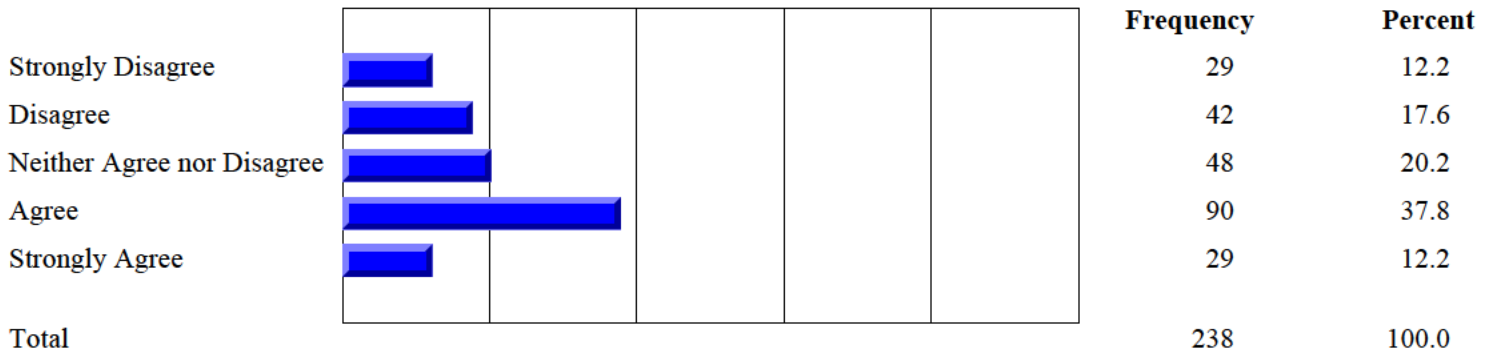
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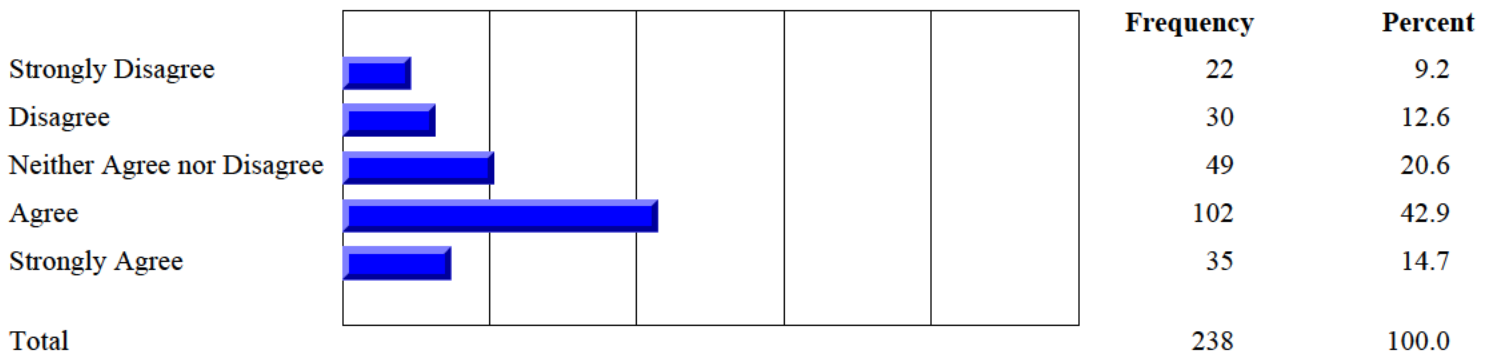
support@deocs.net

Appendix A: Your Locally Developed Questions

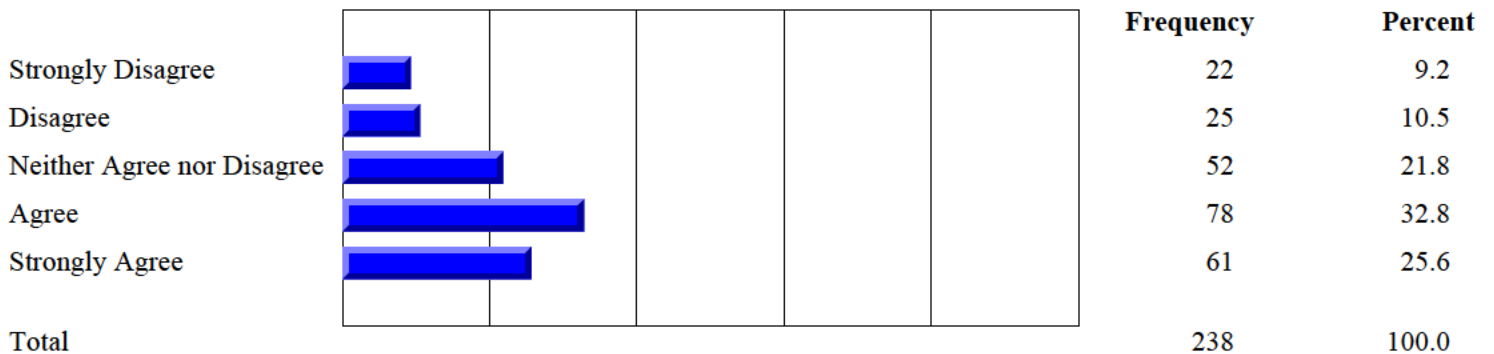
1. Communication flows freely from our command Triad to ALL levels of the command.



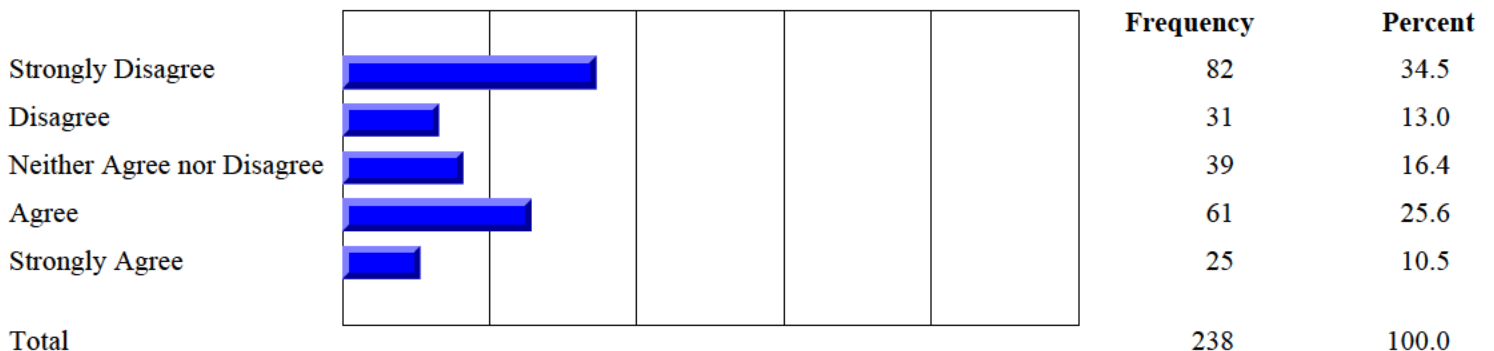
2. Rules, regulations, and policies are enforced aboard USS Blue Ridge.



3. I am a valuable member of the Blue Ridge team.



4. People in my department/division DO NOT practice favoritism.



5. I have NOT experienced or witnessed hazing while assigned to USS Blue Ridge

					Frequency	Percent
Strongly Disagree					14	5.9
Disagree					18	7.6
Neither Agree nor Disagree					45	19.1
Agree					100	42.4
Strongly Agree					59	25.0
Total					236	100.0

6. I plan on reenlisting in the Navy at the completion of my current obligated service.

					Frequency	Percent
Strongly Disagree					52	21.8
Disagree					12	5.0
Neither Agree nor Disagree					64	26.9
Agree					61	25.6
Strongly Agree					49	20.6
Total					238	100.0






7. I trust shipboard leadership to handle complaints, problems, or issues seriously.

					Frequency	Percent
Strongly Disagree					48	20.2
Disagree					35	14.7
Neither Agree nor Disagree					33	13.9
Agree					82	34.5
Strongly Agree					40	16.8
Total					238	100.0






8. I think communication is effective within my department.

					Frequency	Percent
Strongly Disagree					75	31.5
Disagree					51	21.4
Neither Agree nor Disagree					40	16.8
Agree					56	23.5
Strongly Agree					16	6.7
Total					238	100.0

9. I have received the necessary training it takes to accomplish my job aboard.

					Frequency	Percent
Strongly Disagree					33	13.9
Disagree					36	15.1
Neither Agree nor Disagree					37	15.5
Agree					95	39.9
Strongly Agree					37	15.5
Total					238	100.0

10. The overall climate and morale at our command is good.

					Frequency	Percent
Strongly Disagree					53	22.3
Disagree					42	17.6
Neither Agree nor Disagree					51	21.4
Agree					74	31.1
Strongly Agree					18	7.6
Total					238	100.0

Appendix B: Your Short-Answer Questions

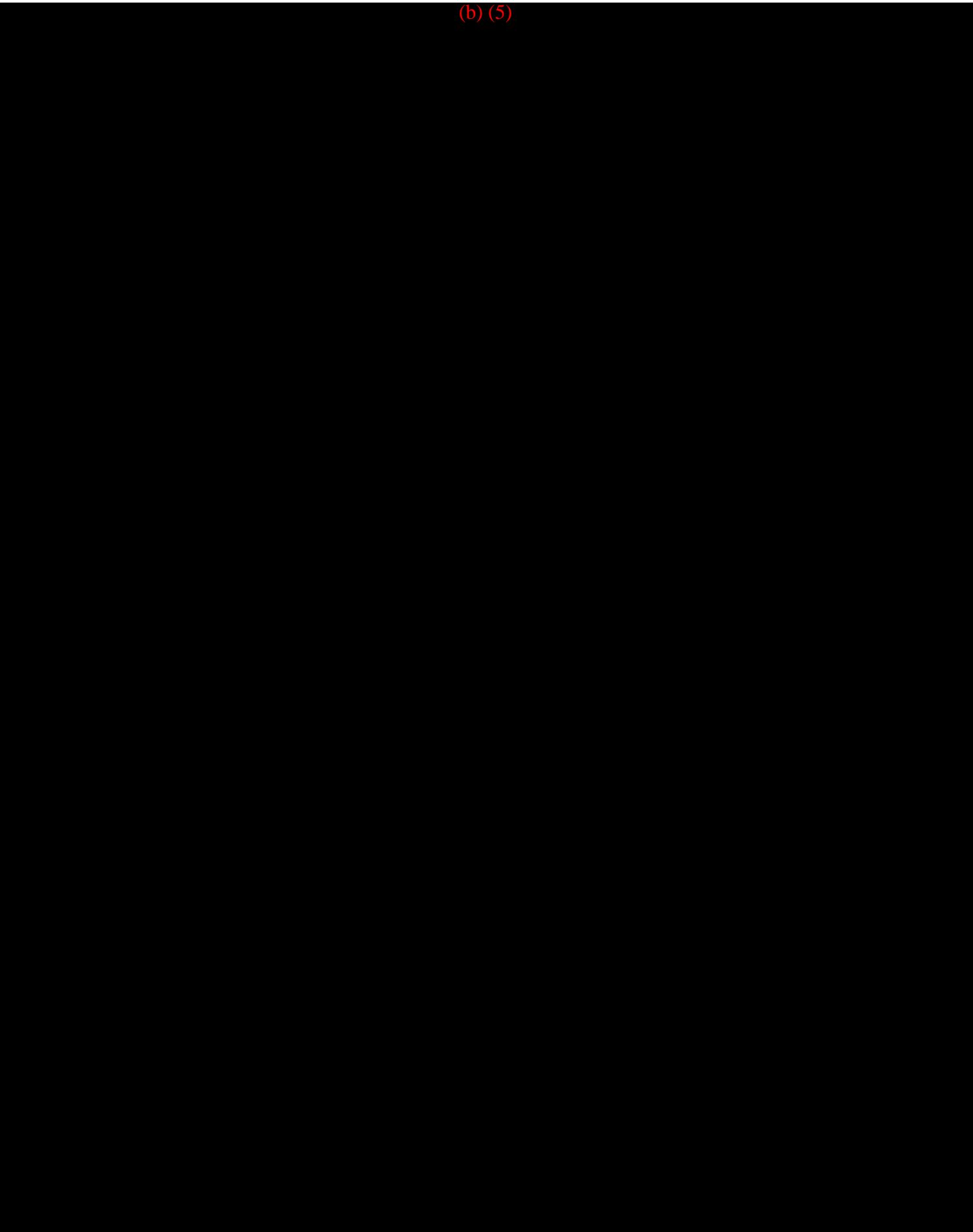
NOTE: The answers appear exactly as they were written on the survey:

1. What is the ONE thing that leadership can do for you that they currently don't do?

(b) (5)

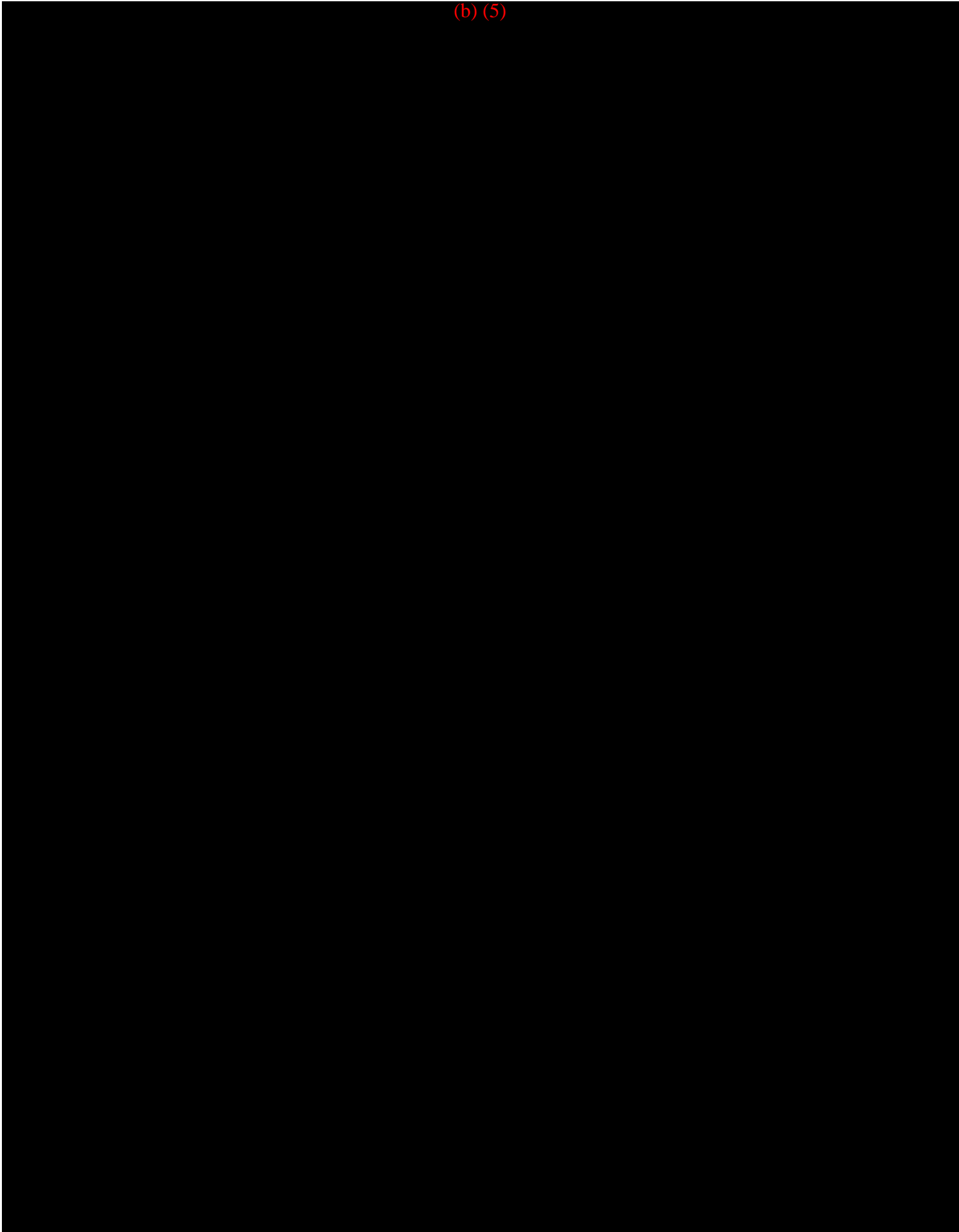


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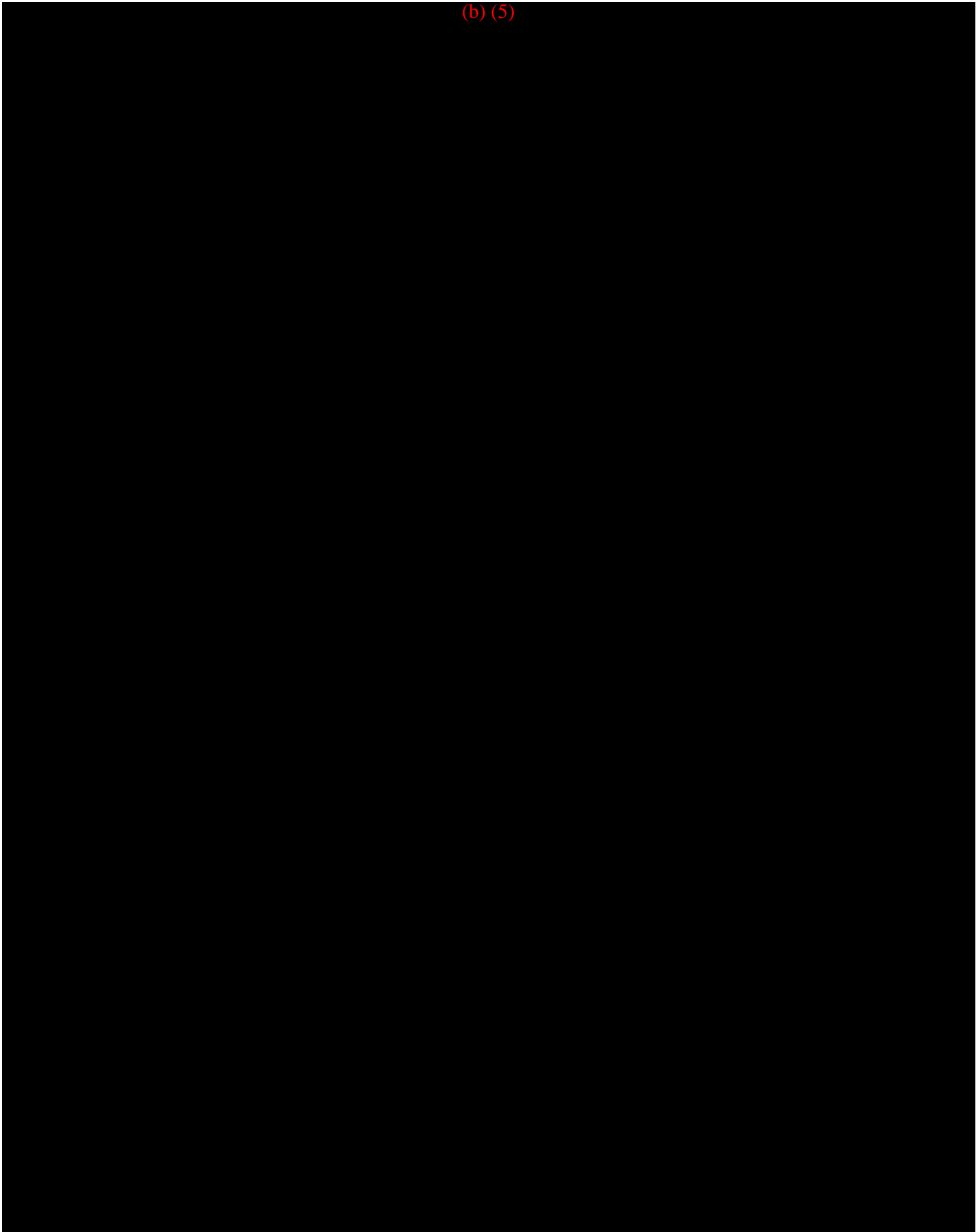


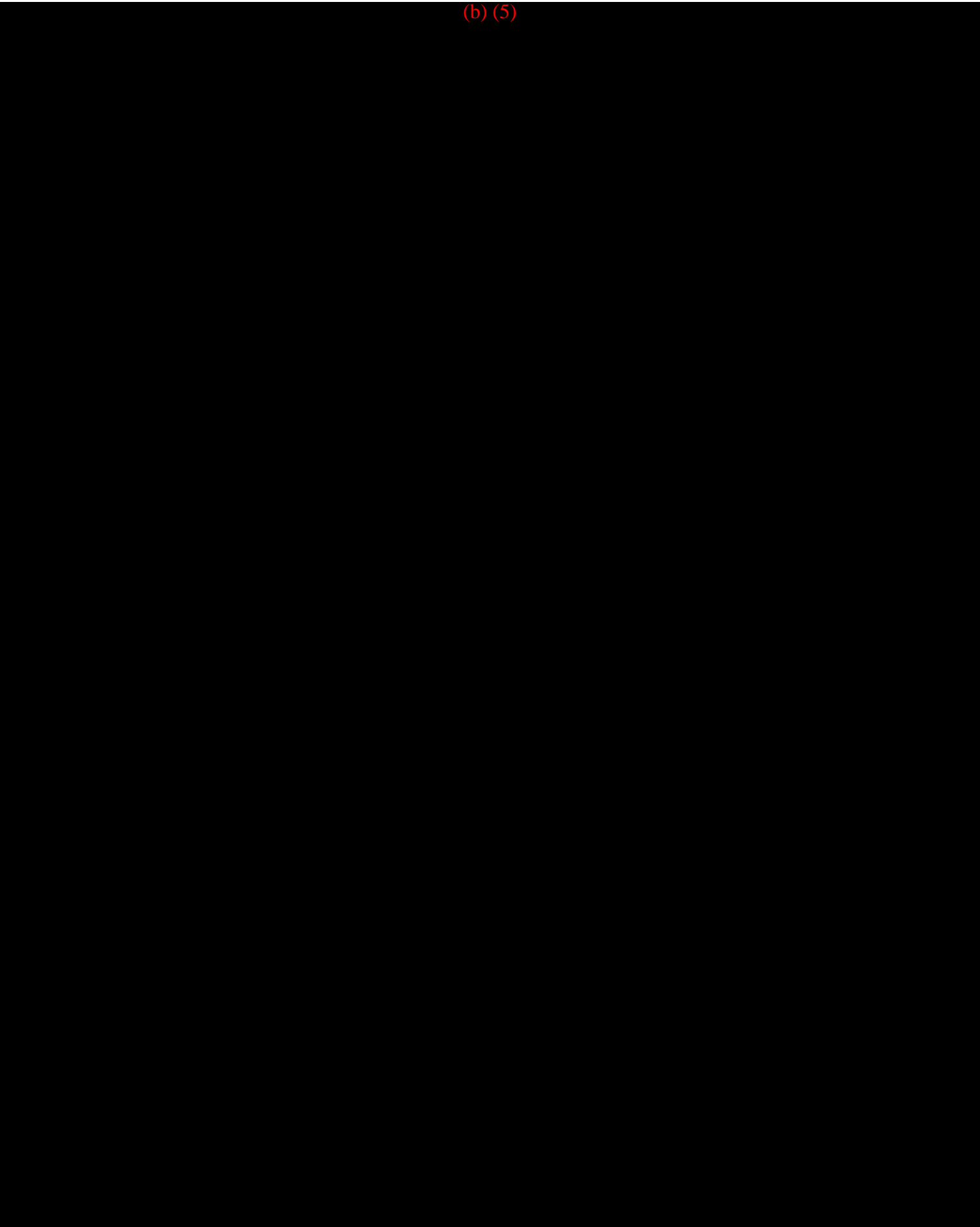
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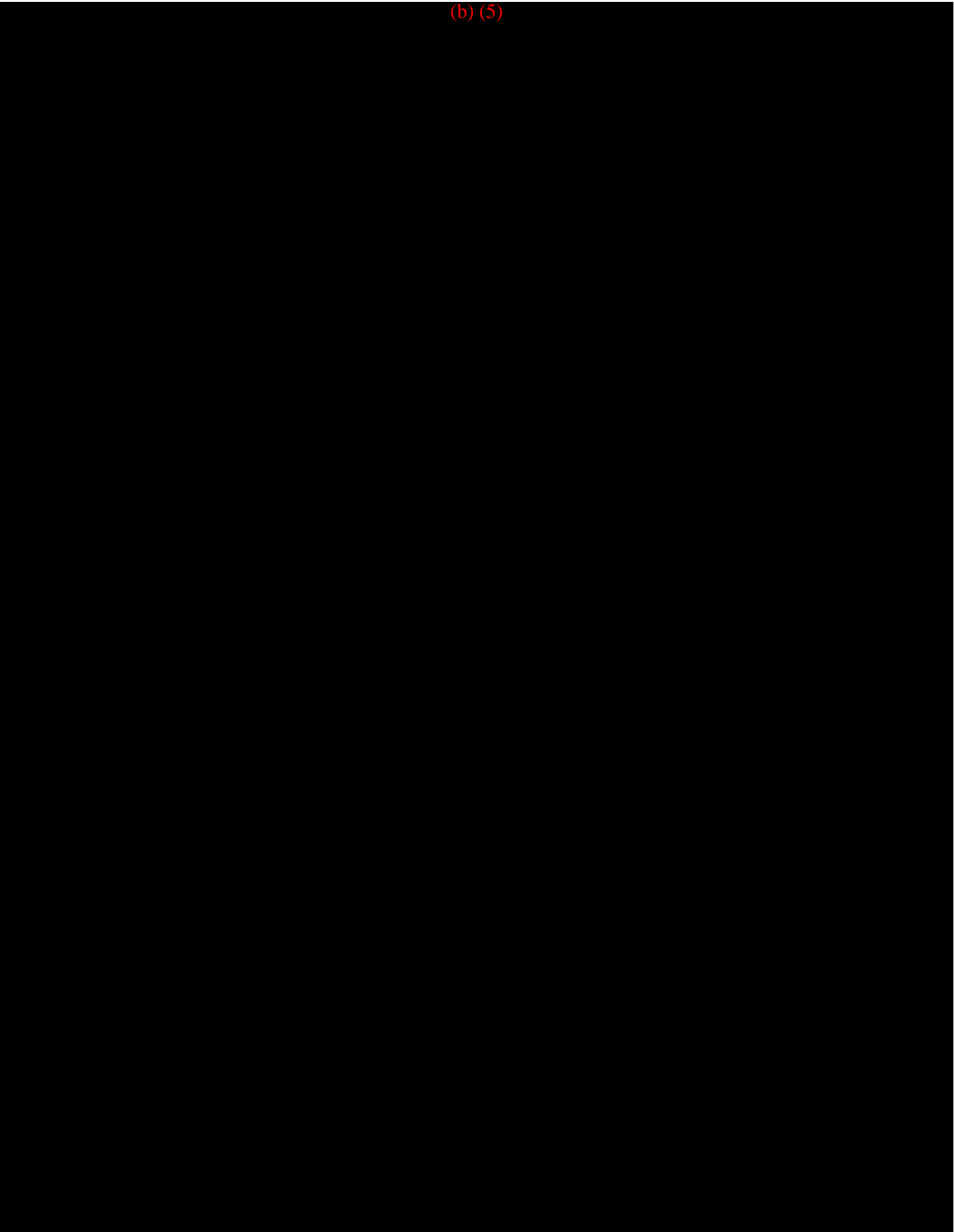


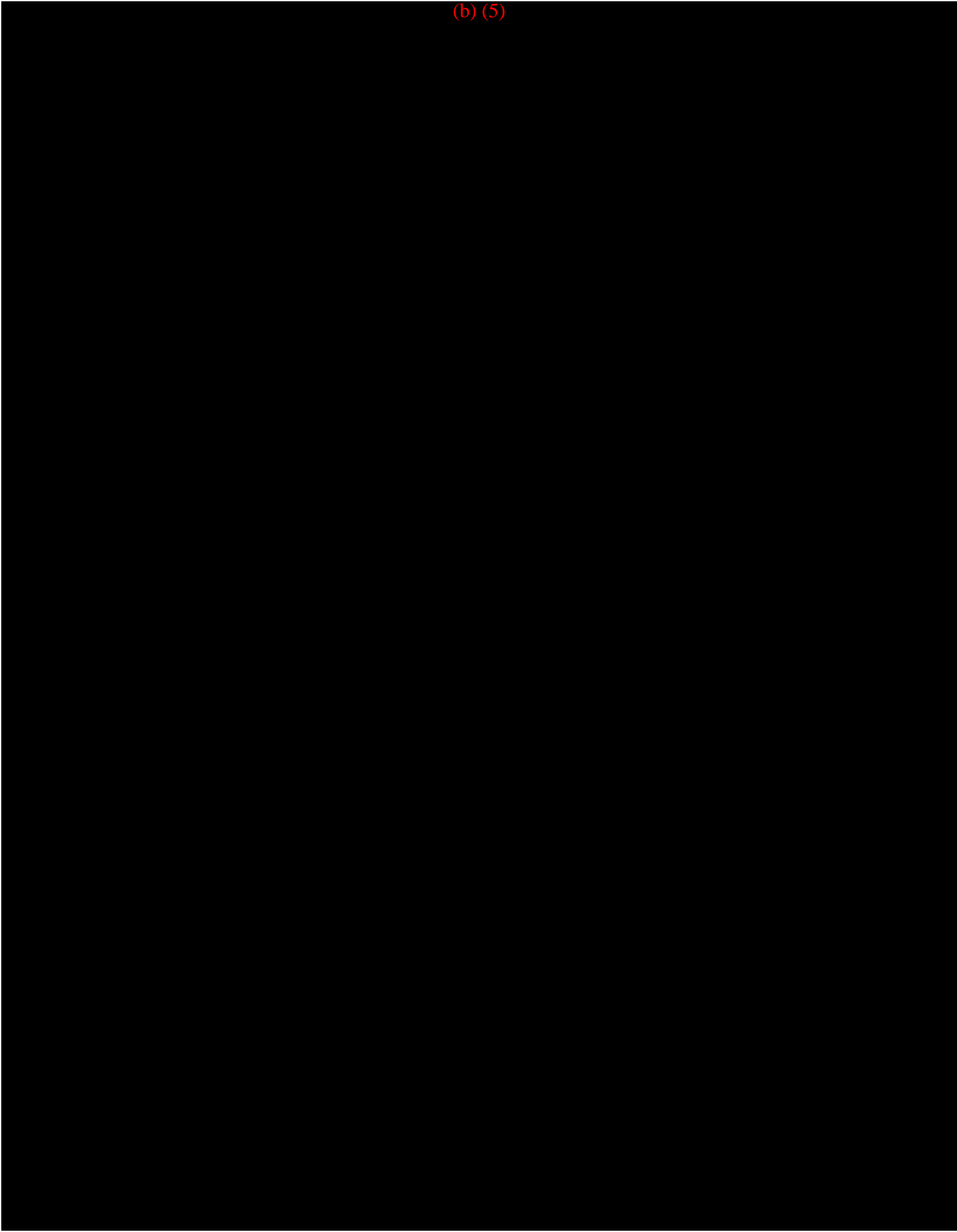
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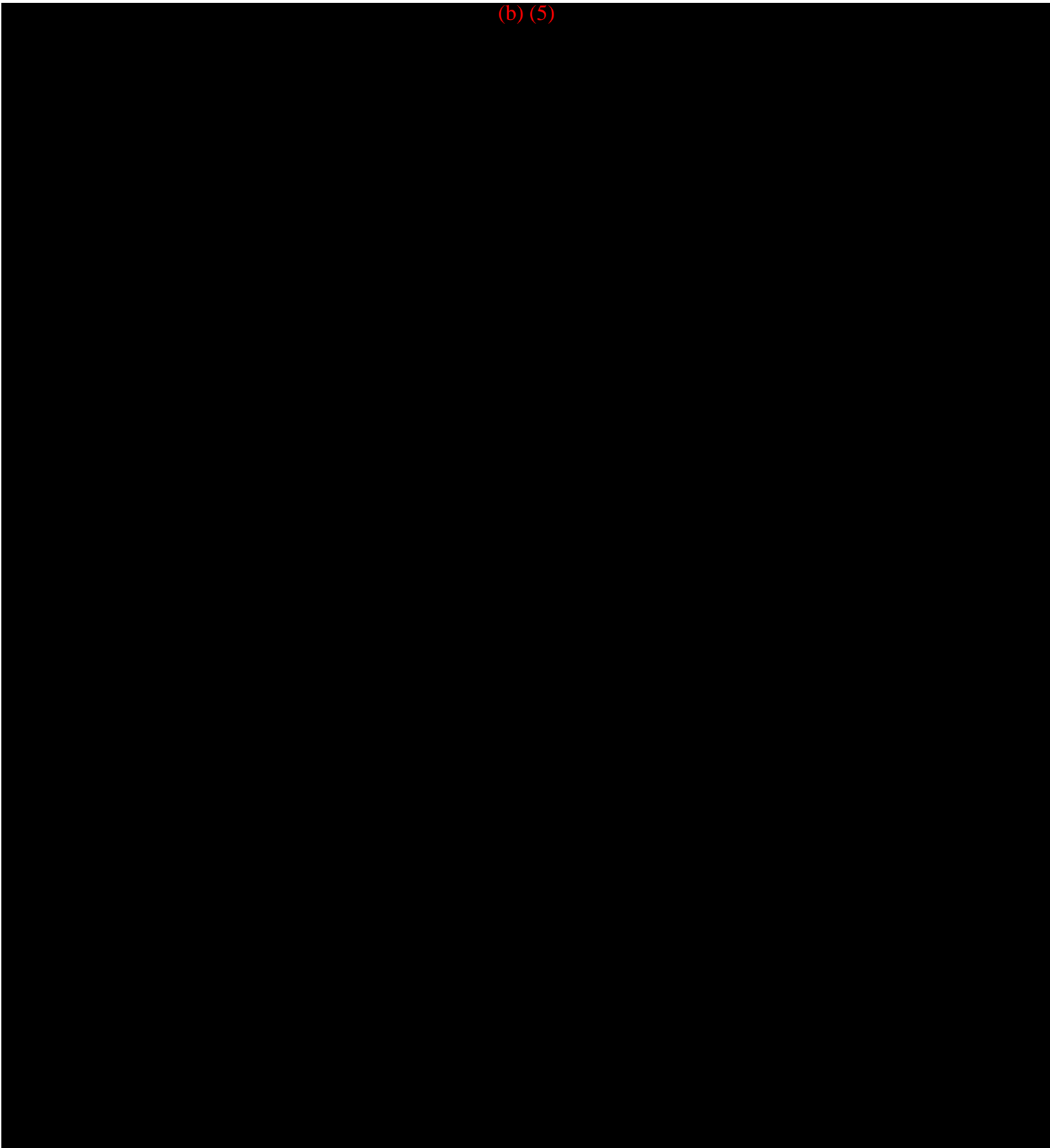


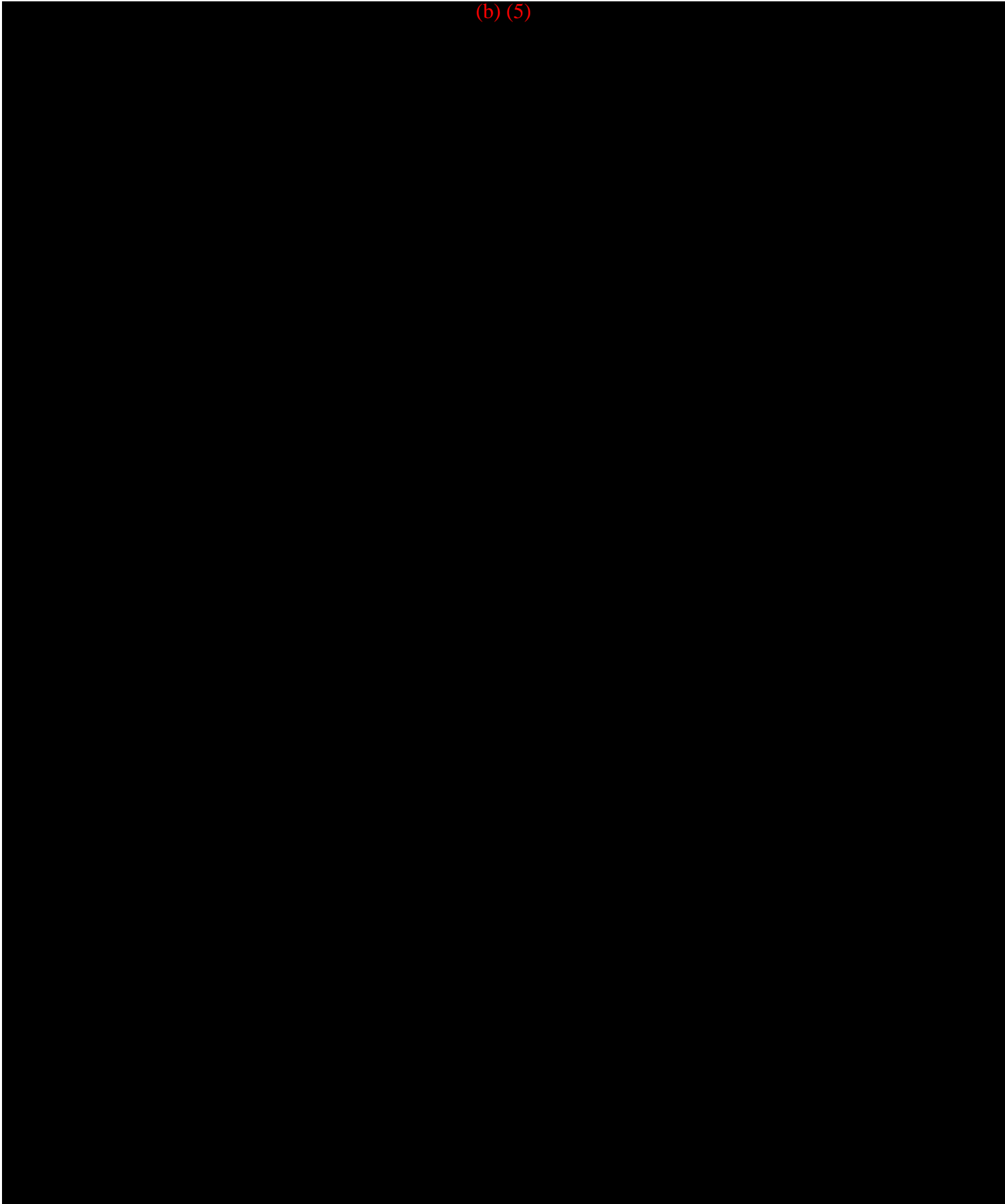


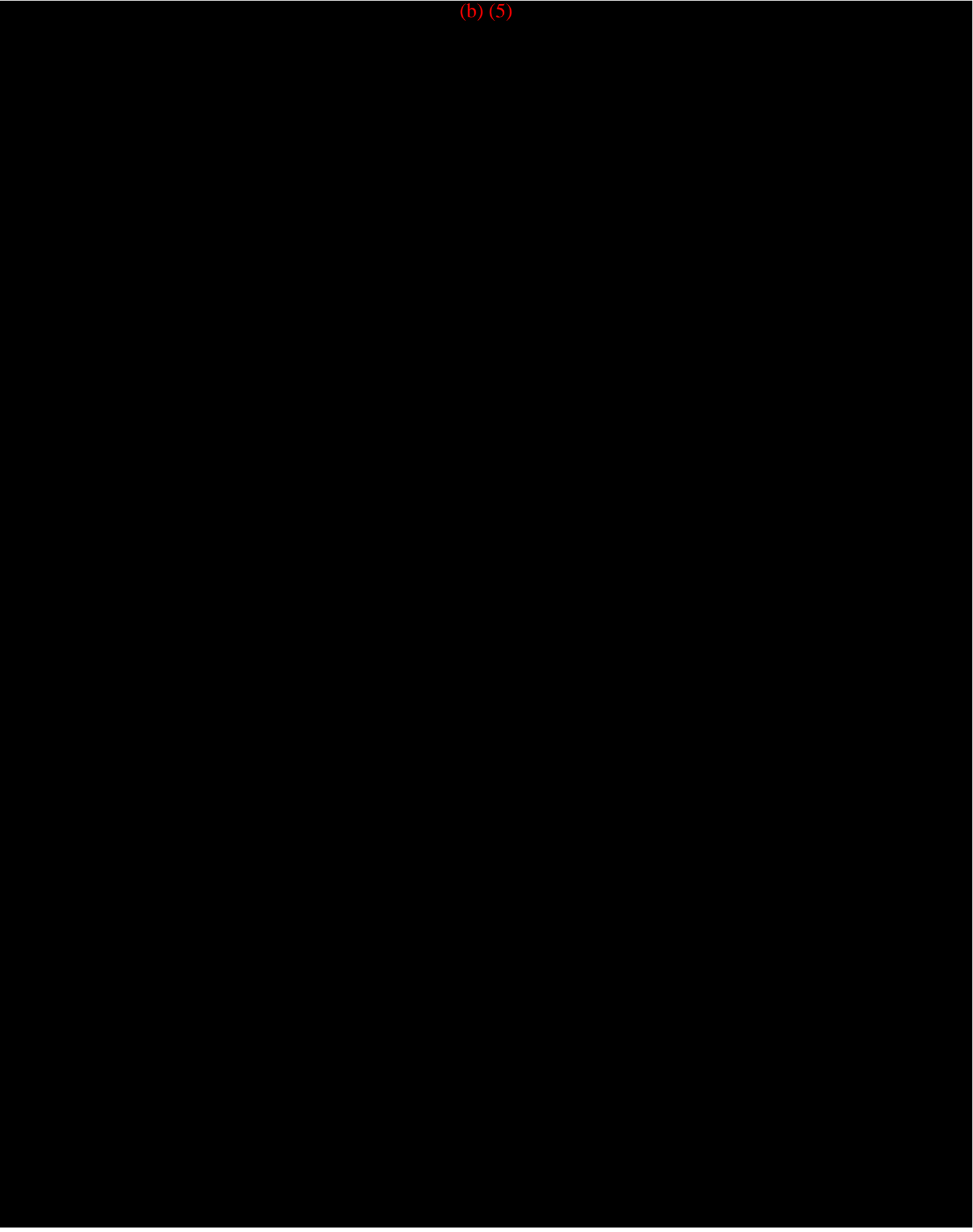
2. How comfortable are you with expressing your opinion to your chain of command without fear of reprisal or retaliation?

(b) (5)





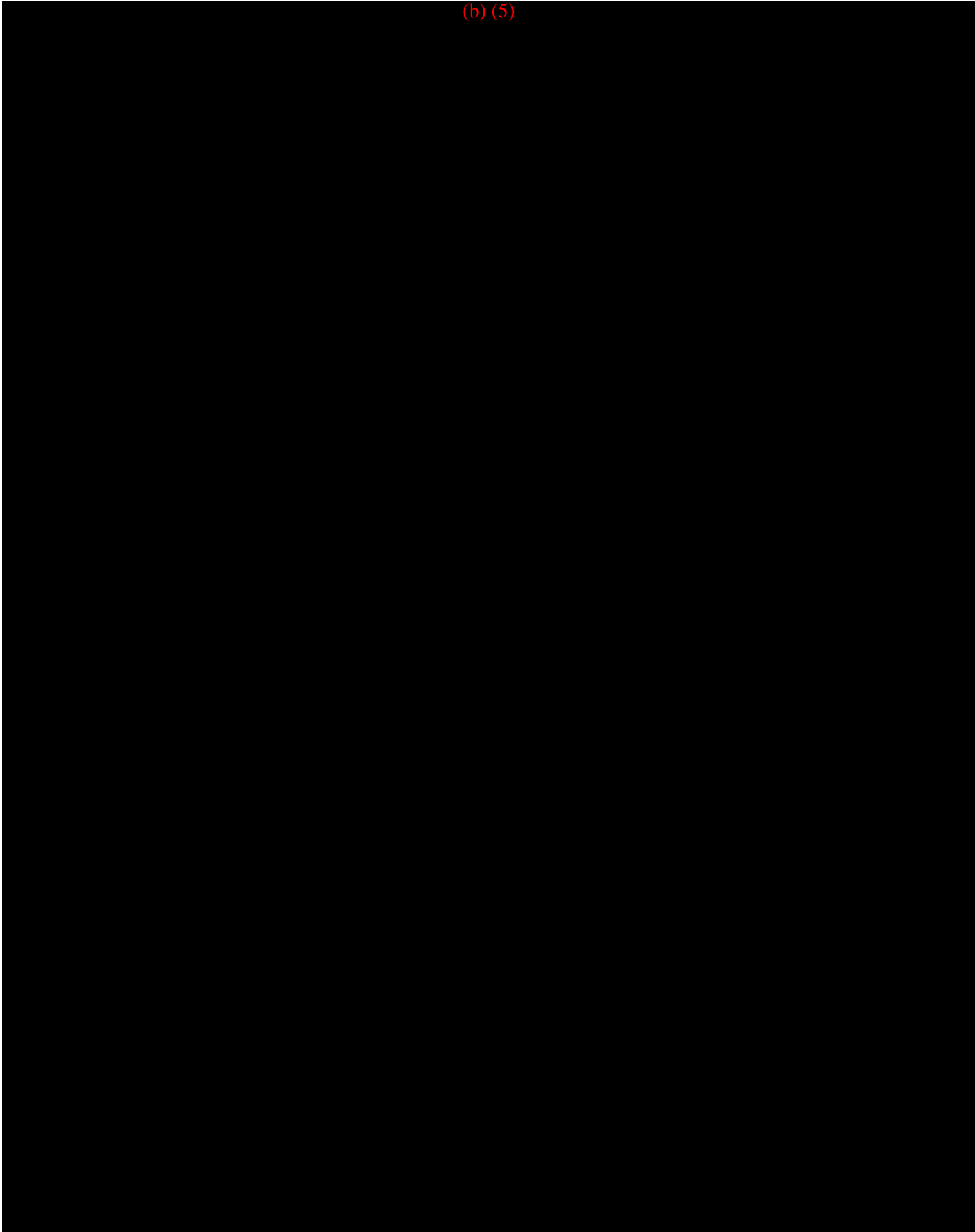


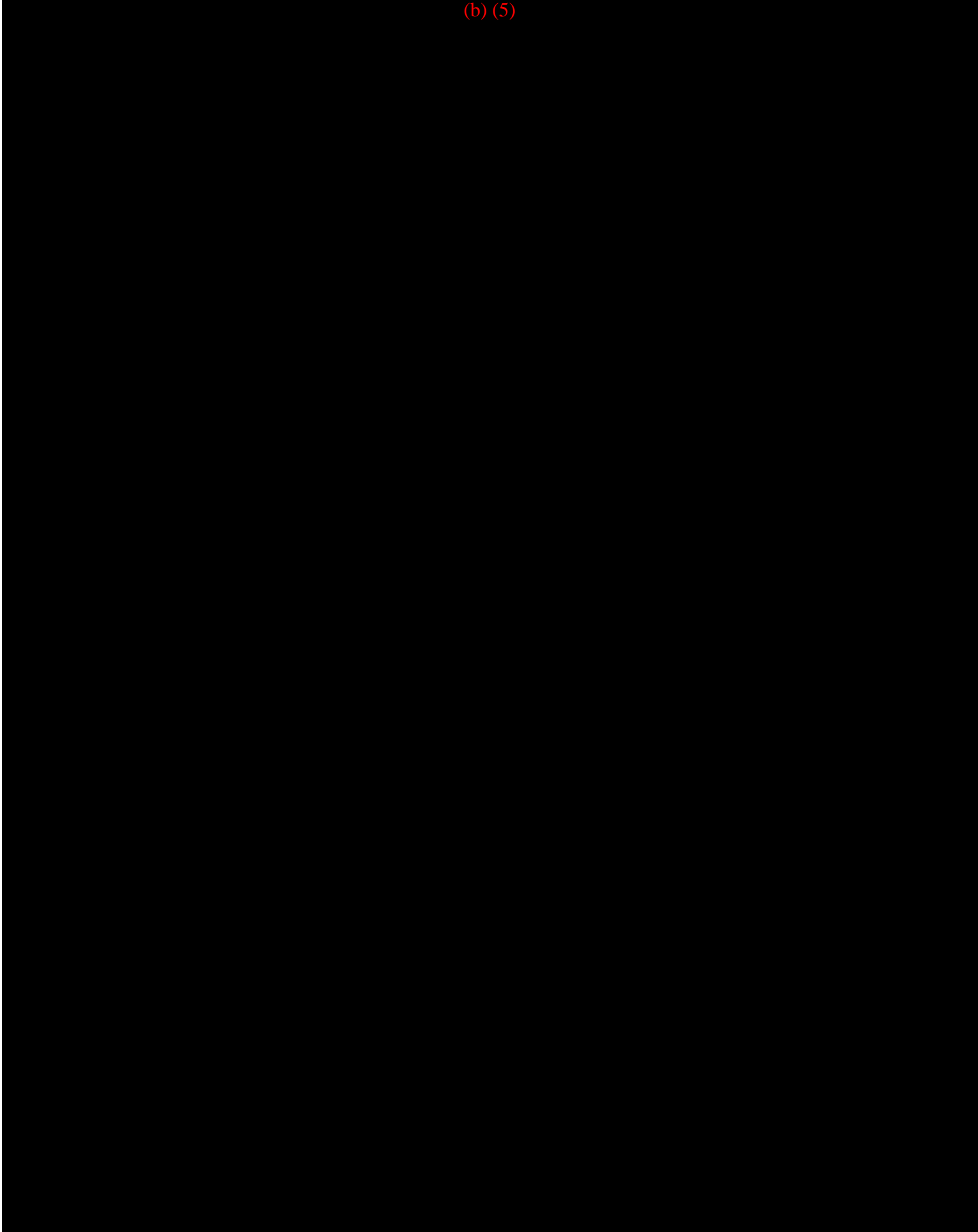


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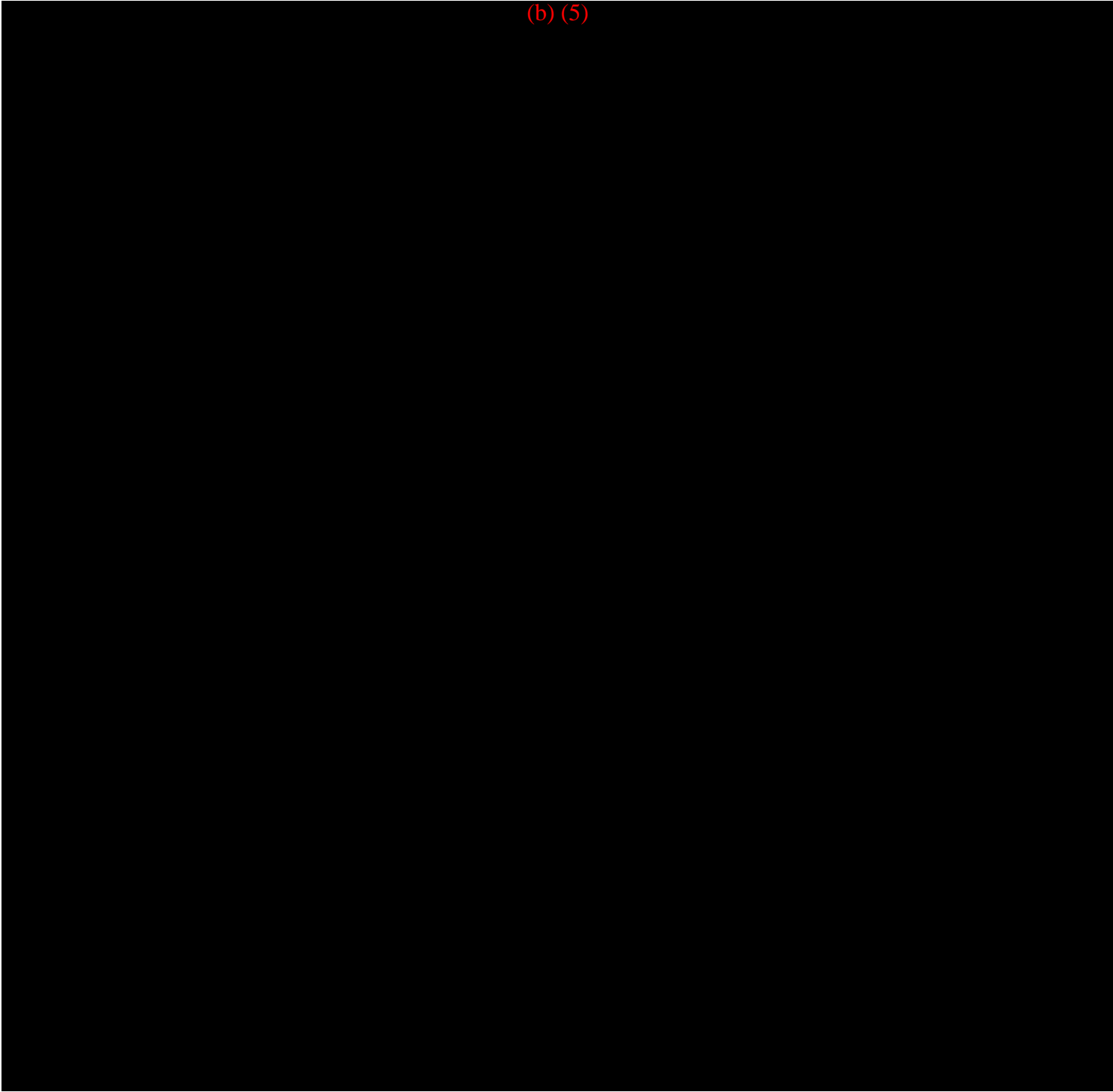


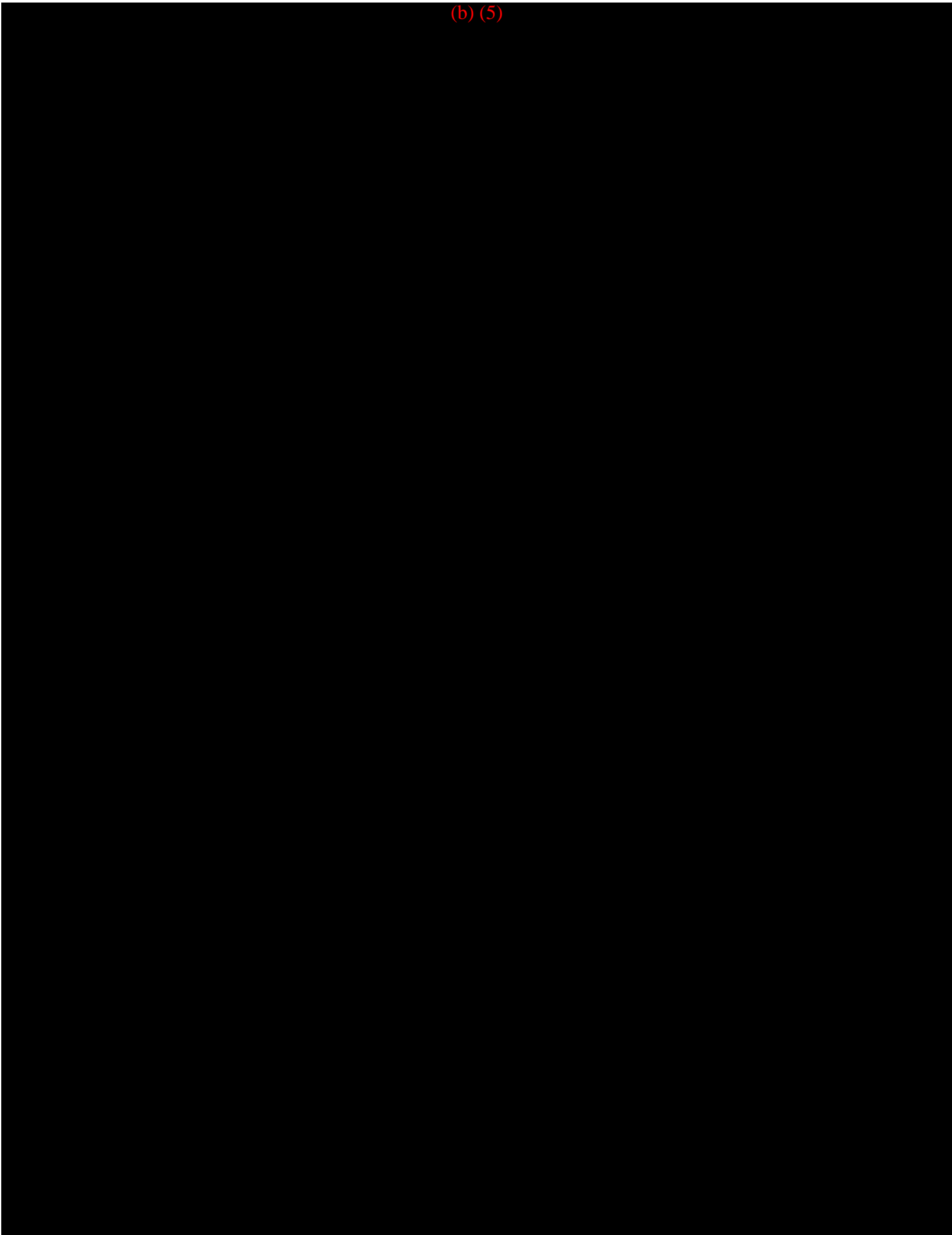
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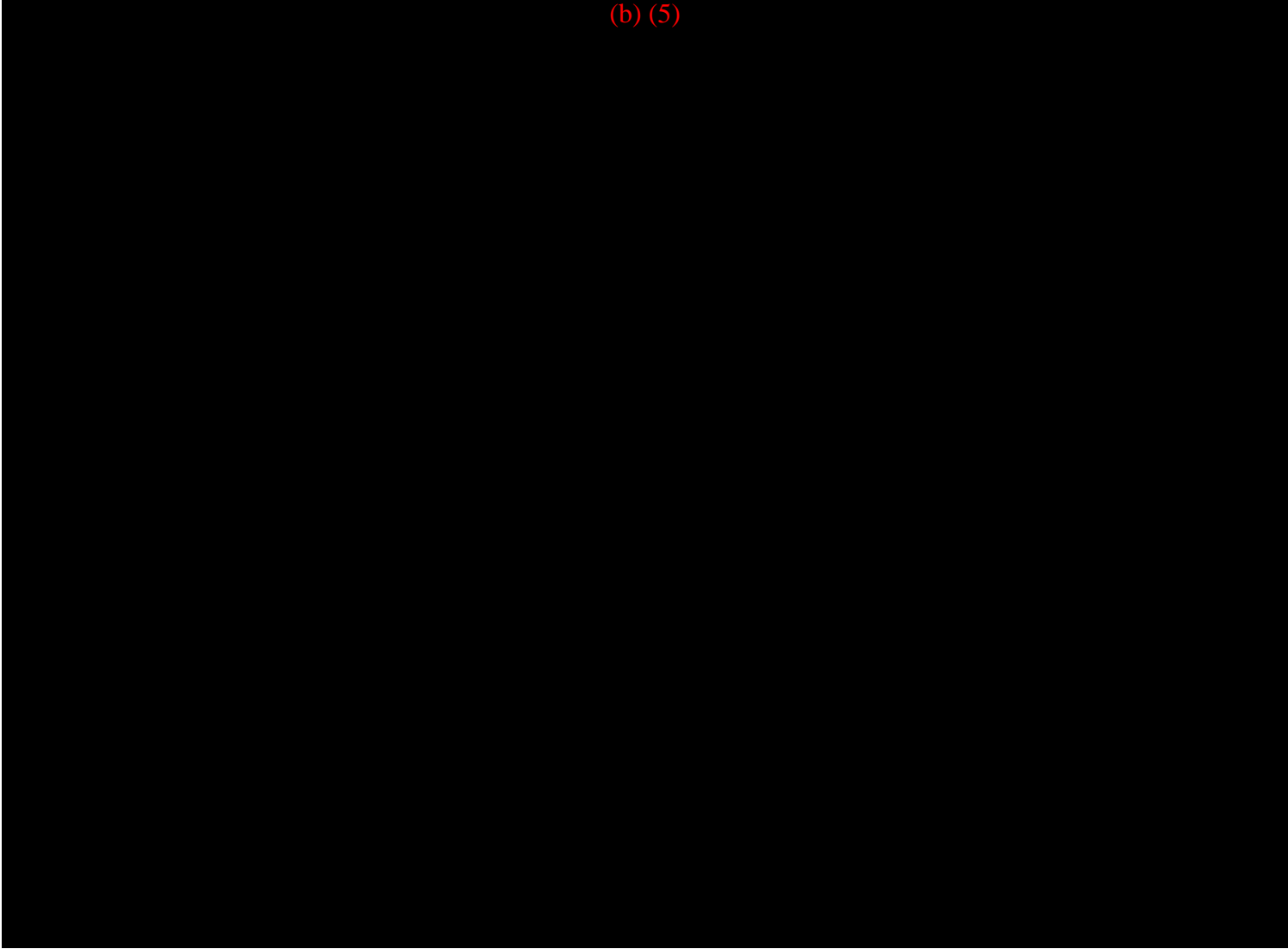


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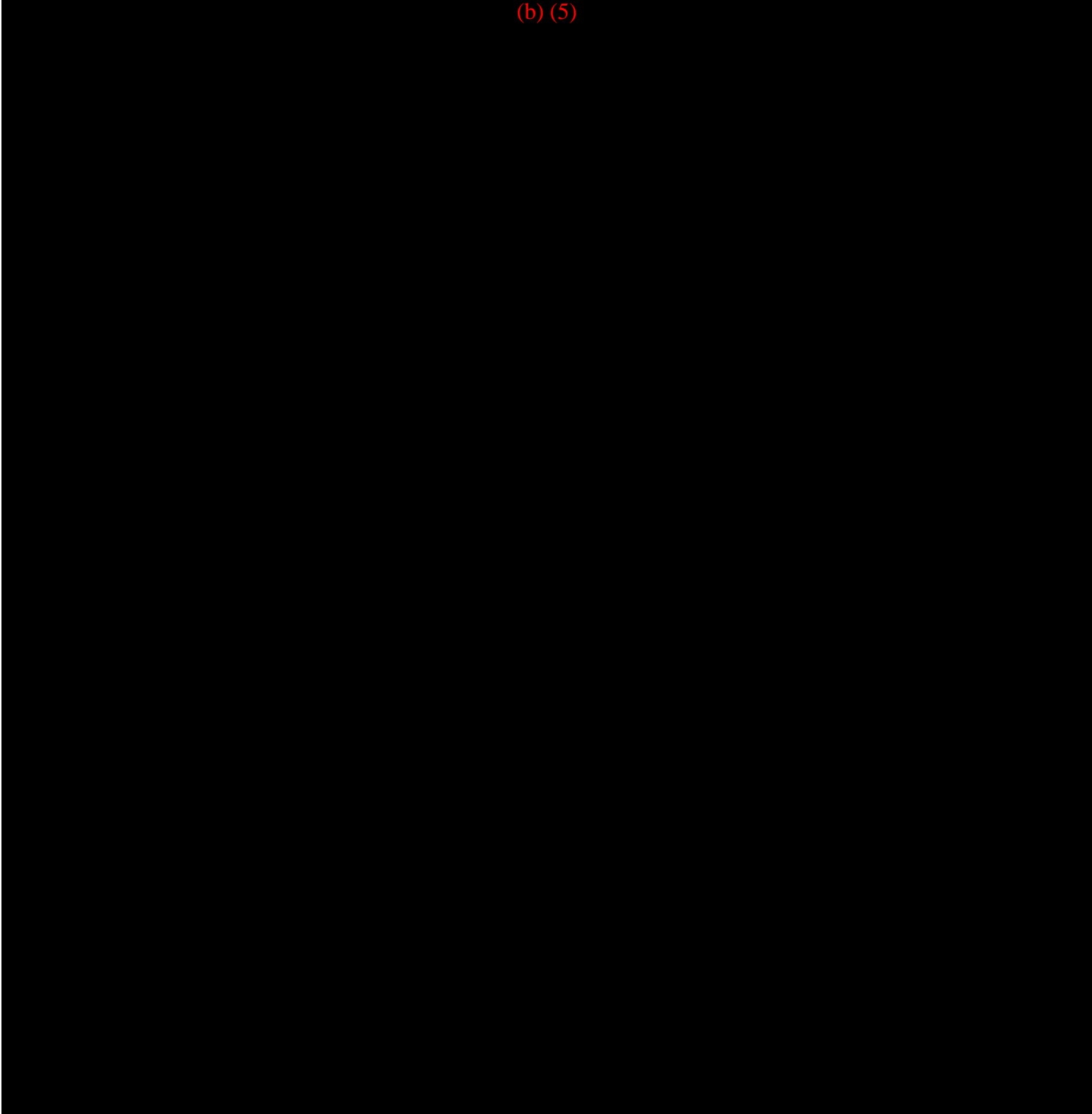
(b) (5)



4. What are your biggest concerns as the ship returns to sea-going operations? What would you recommend to address these concerns?

(b) (5)

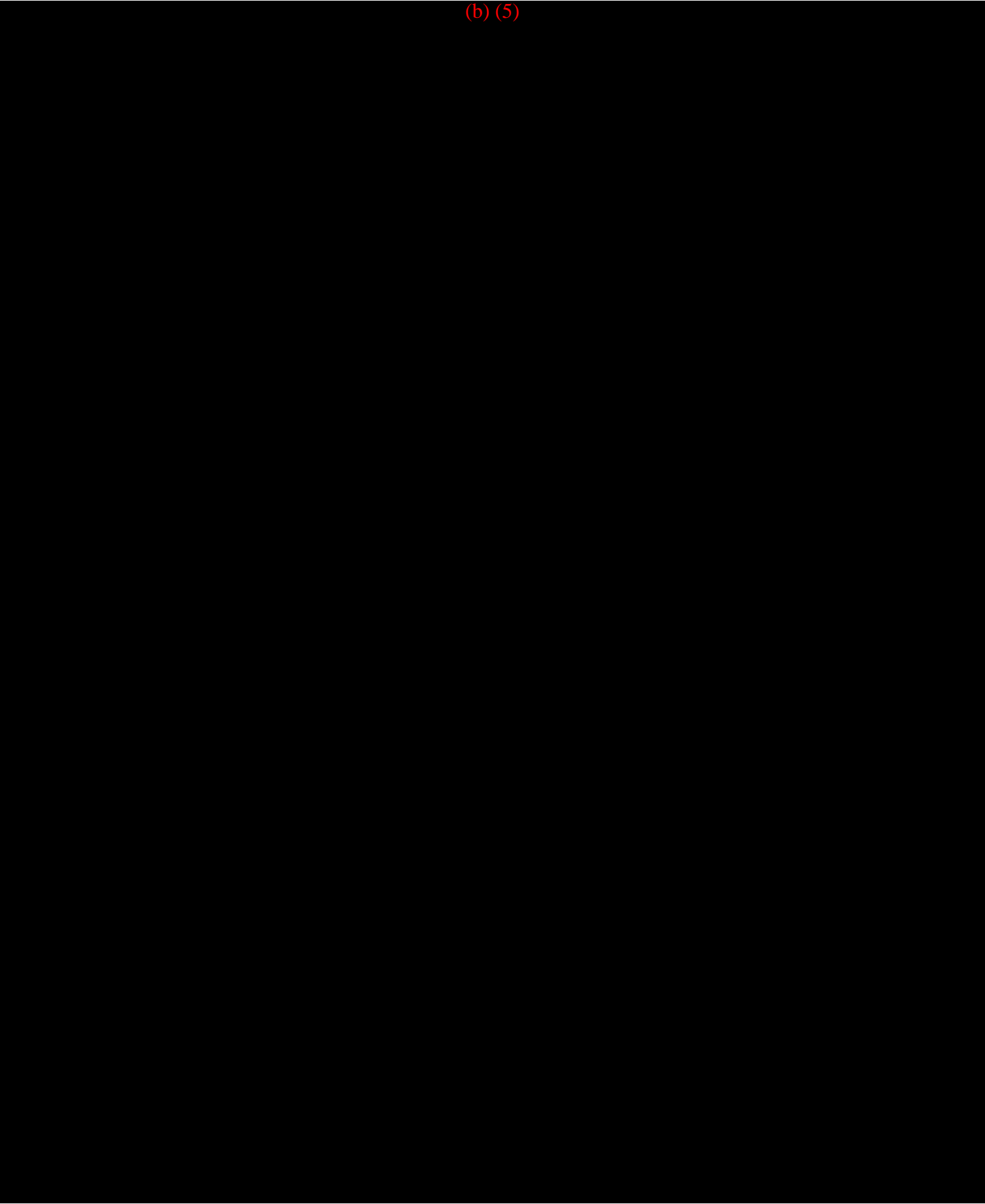


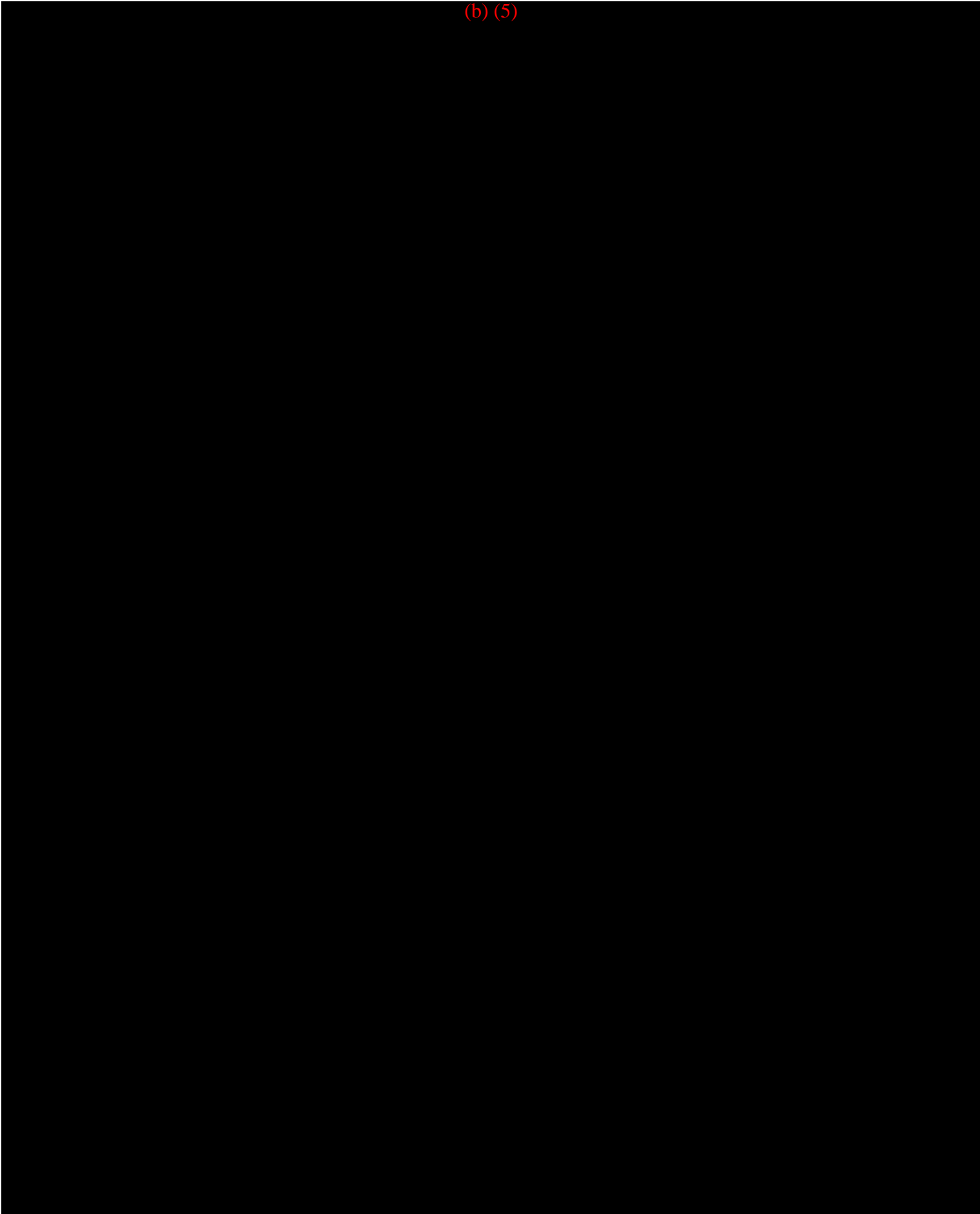


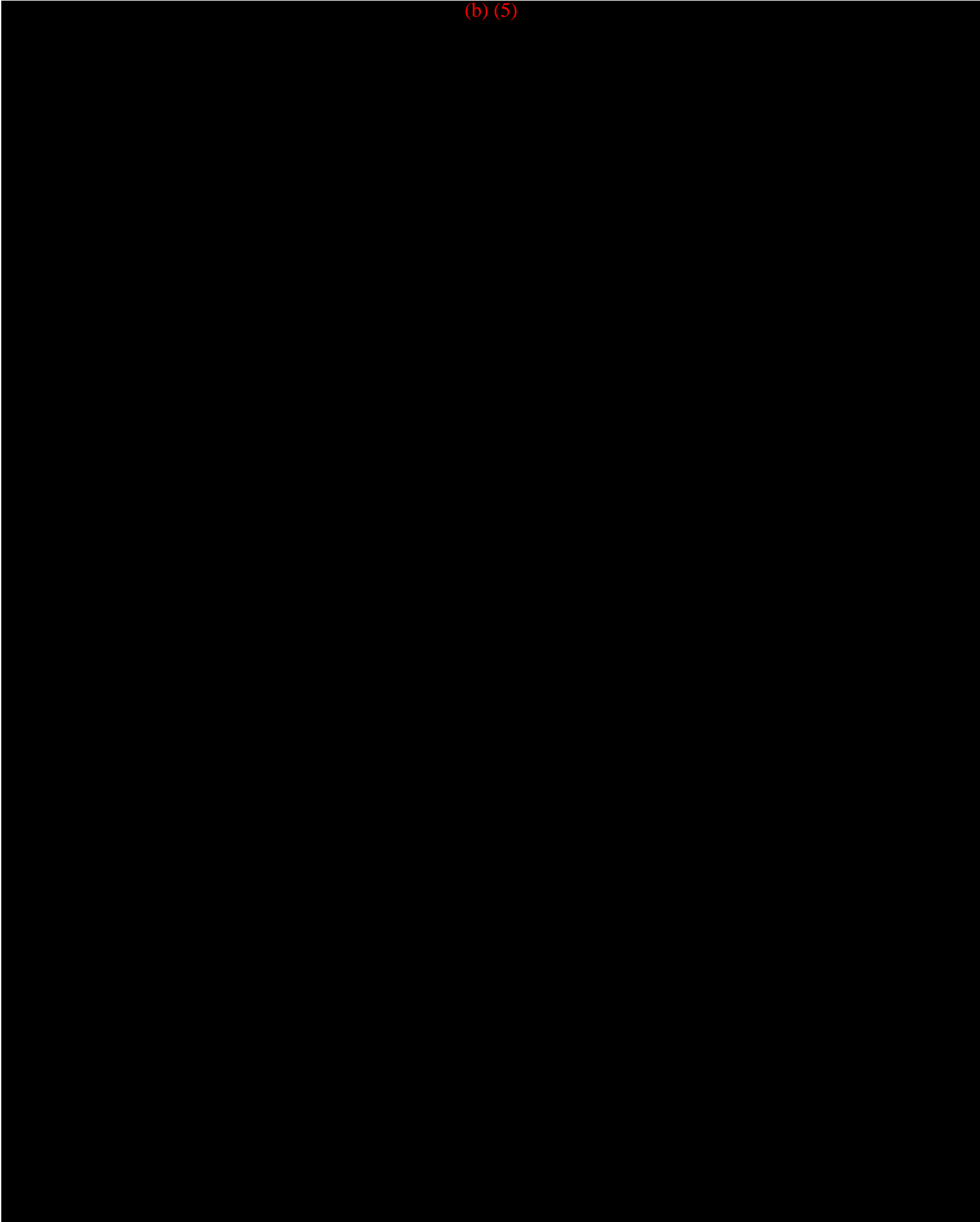
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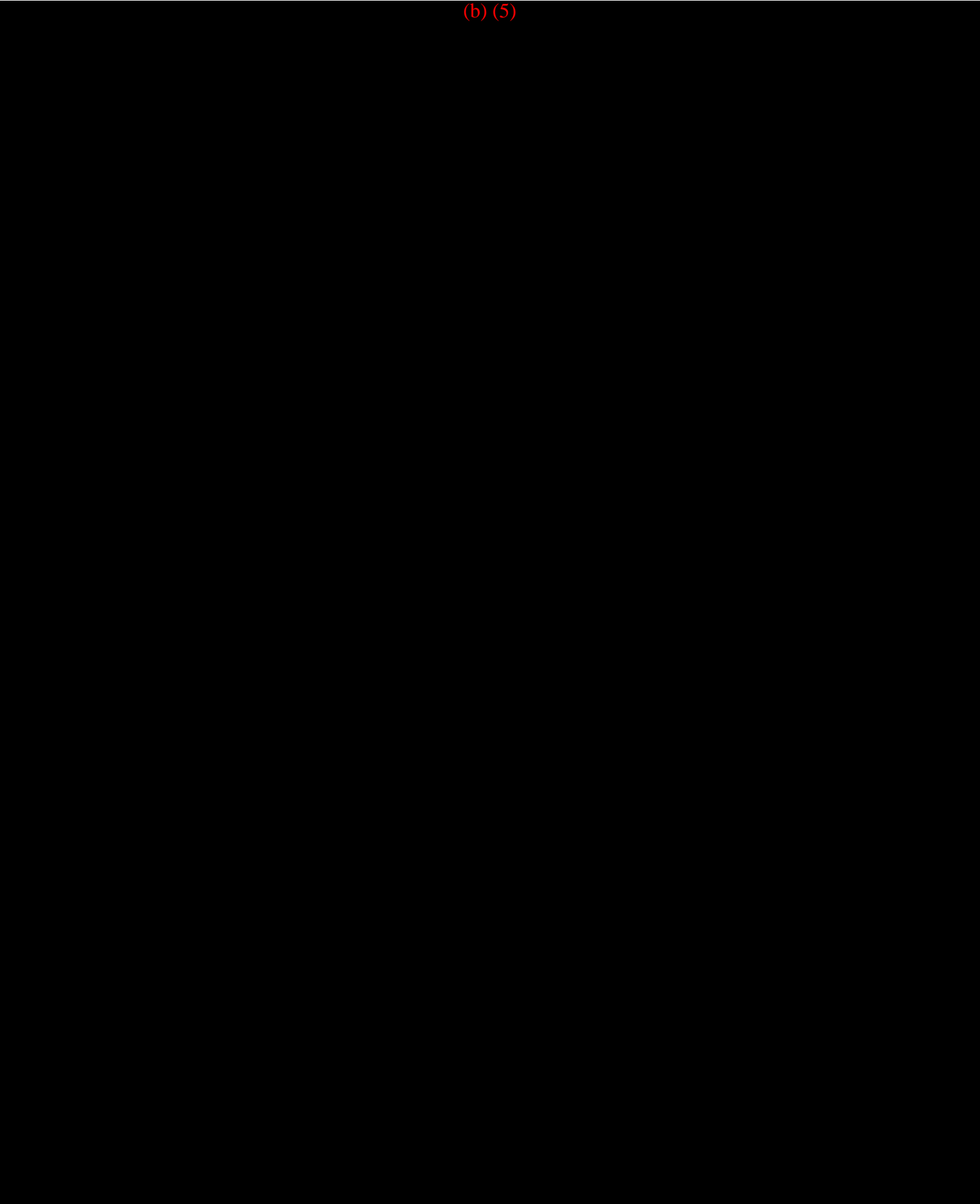






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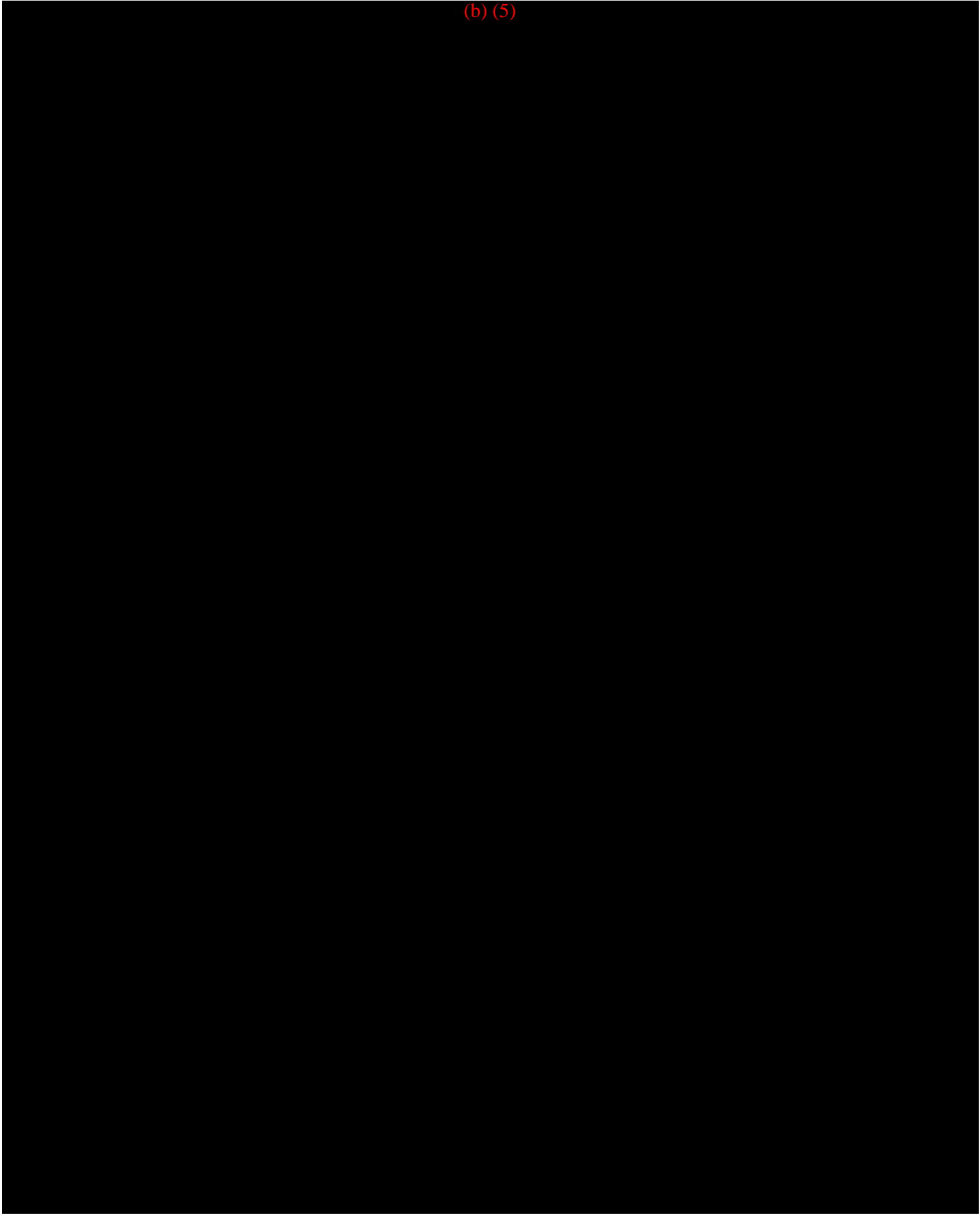
(b) (5)



5. If you could decide, what port would you like USS Blue Ridge to visit during the spring patrol?
Why?

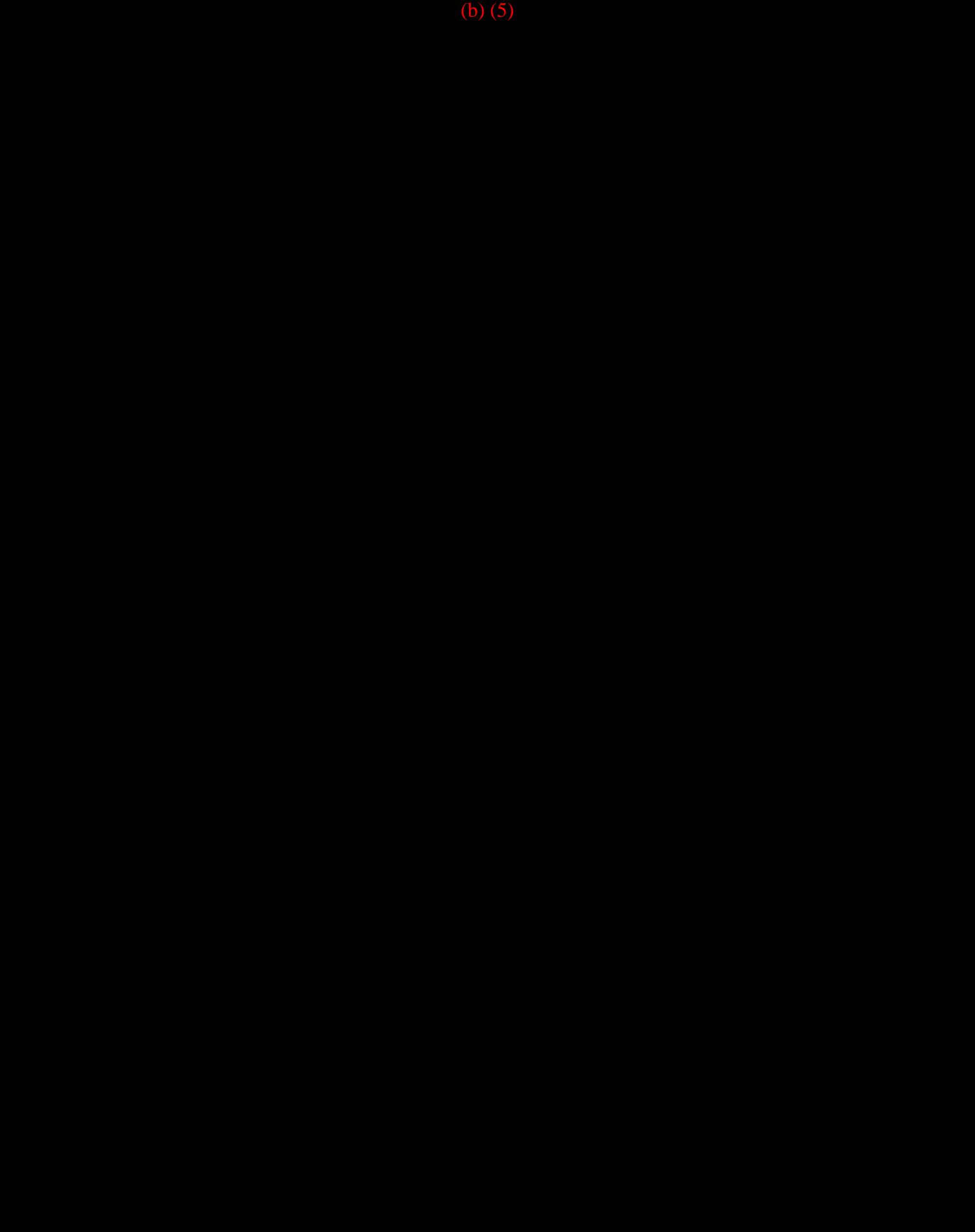
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Appendix C: Written Comments from Your Organization

NOTE: The answers appear exactly as they were written on the survey:

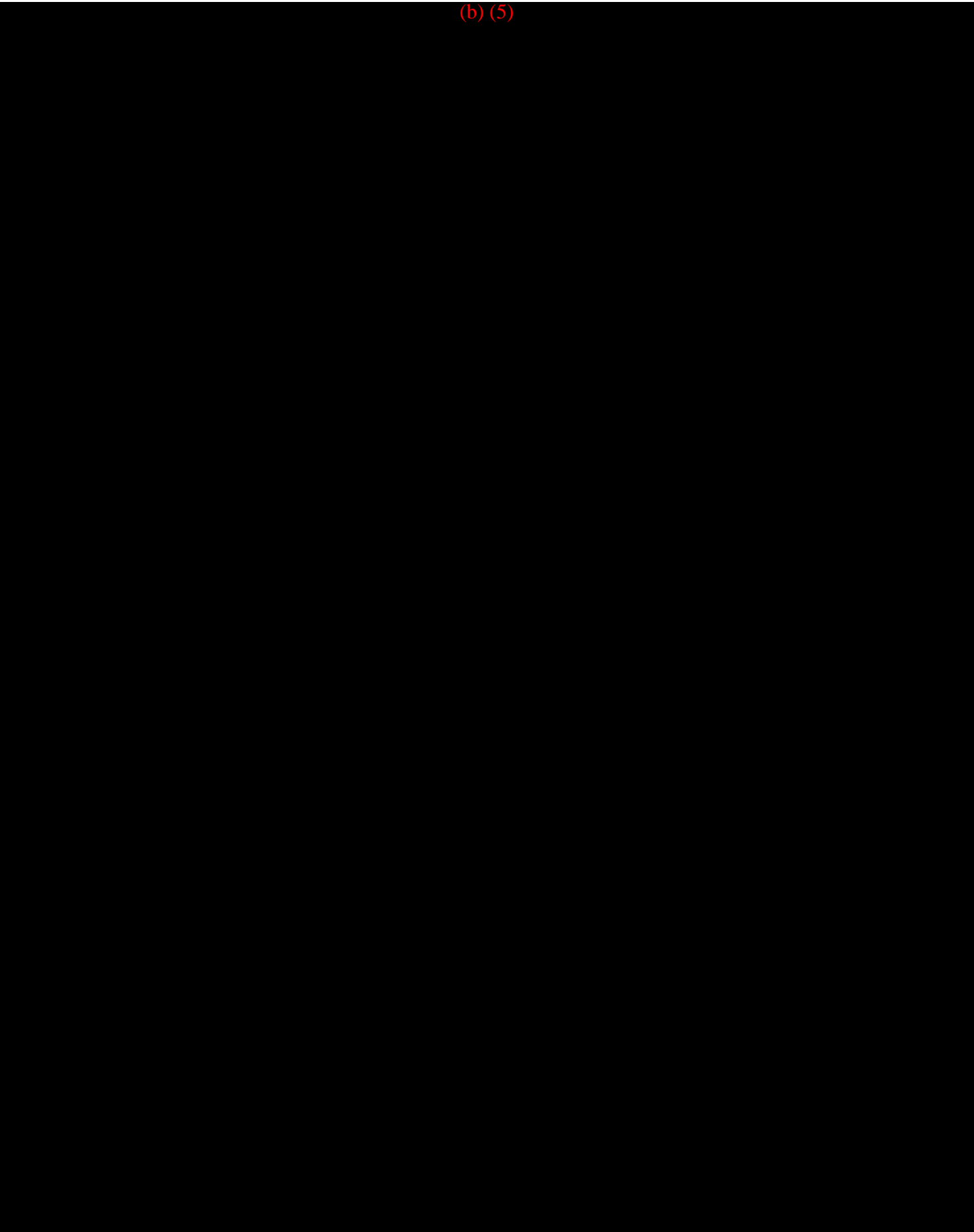
Organizational Effectiveness Section Comments

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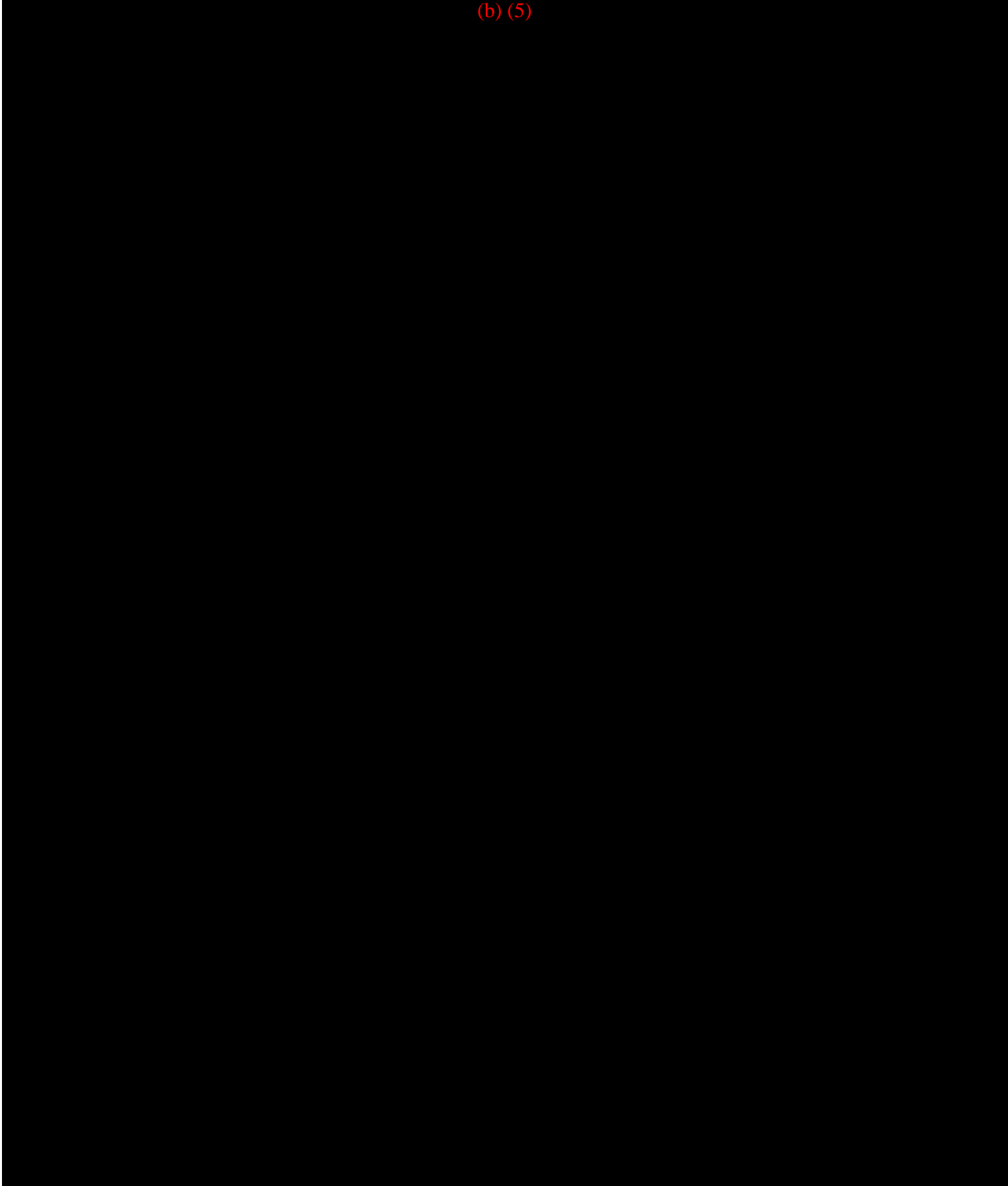


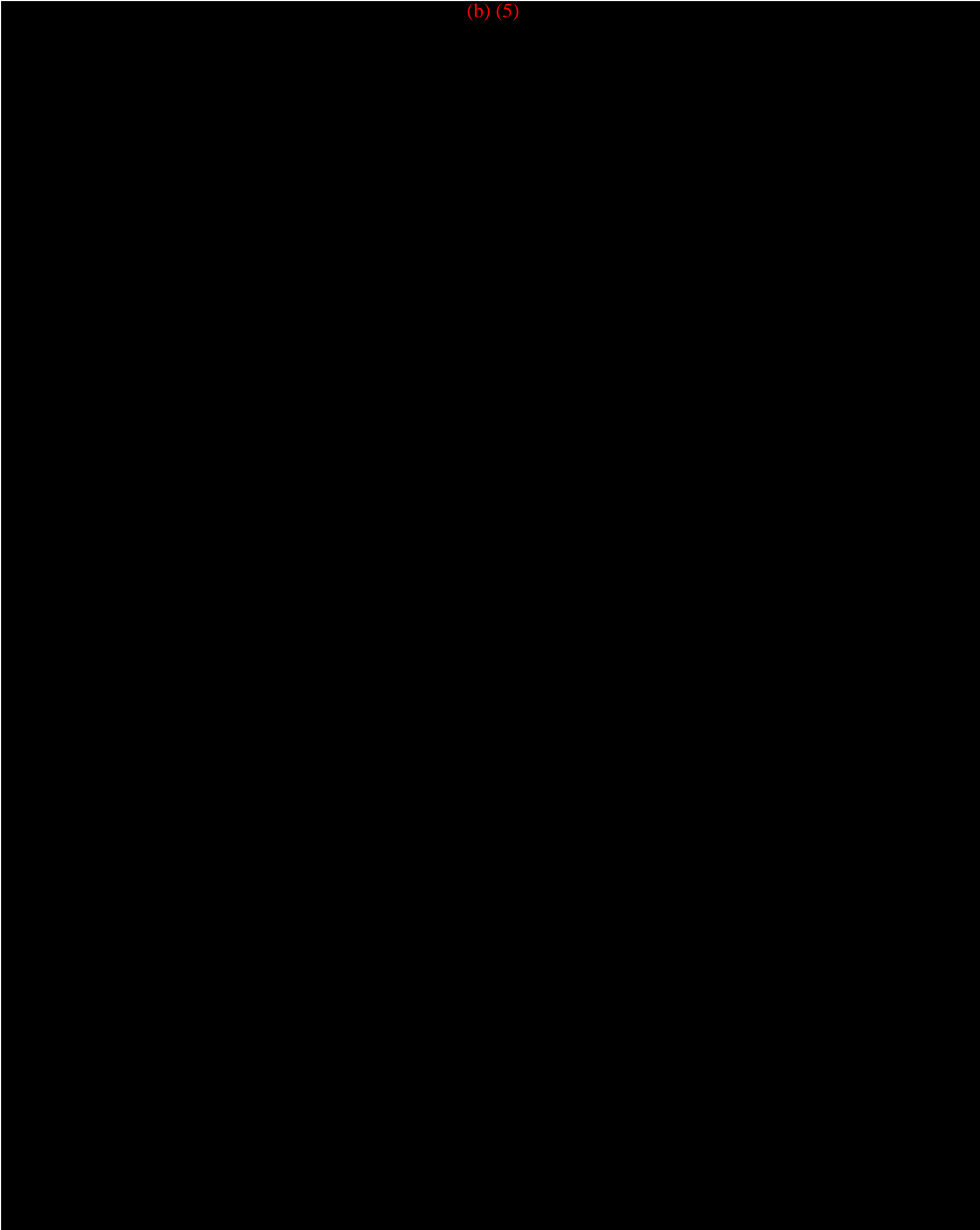
Equal Opportunity/Equal Employment Opportunity (EO/EEO)/Fair Treatment Section Comments

(b) (5)

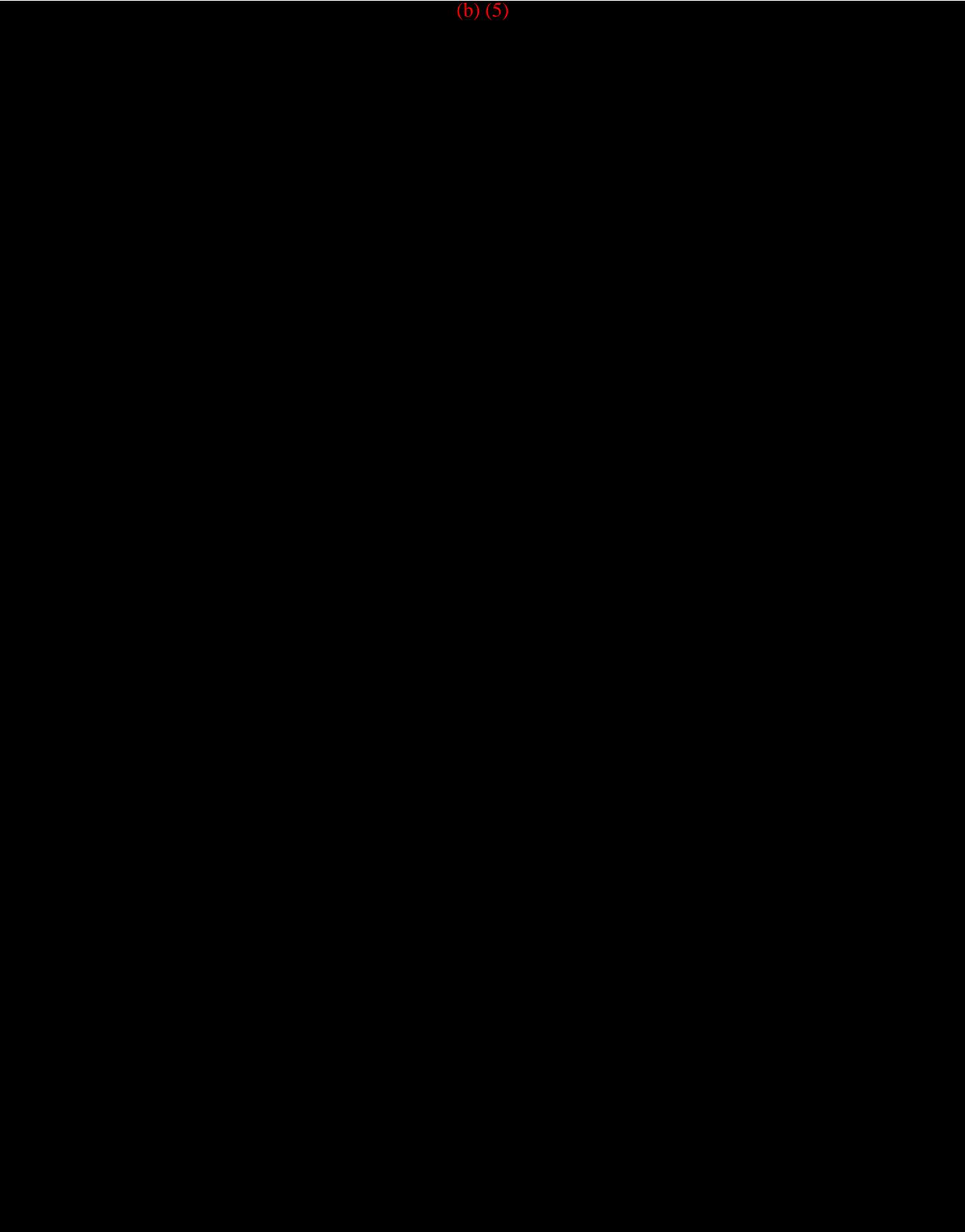


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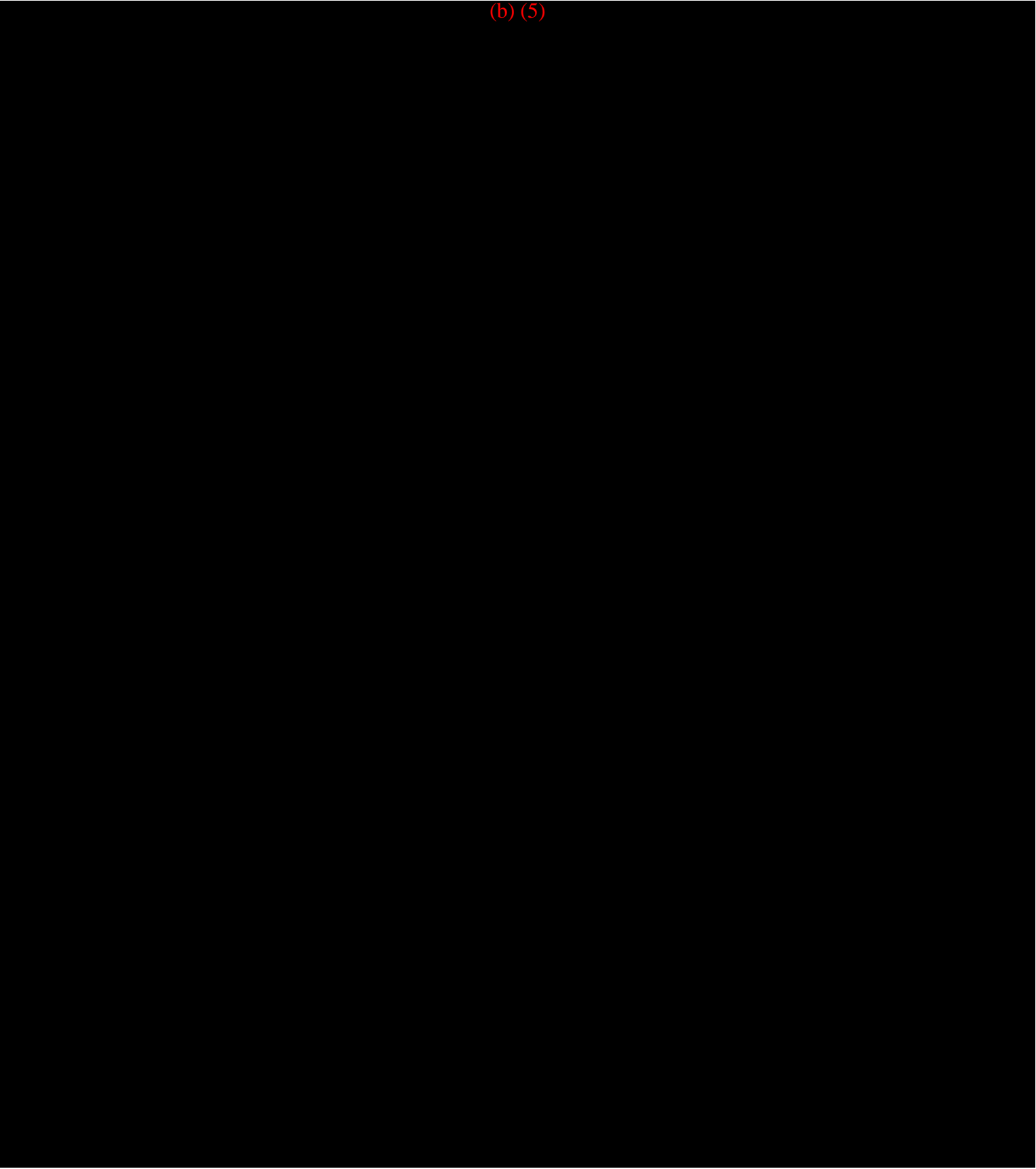


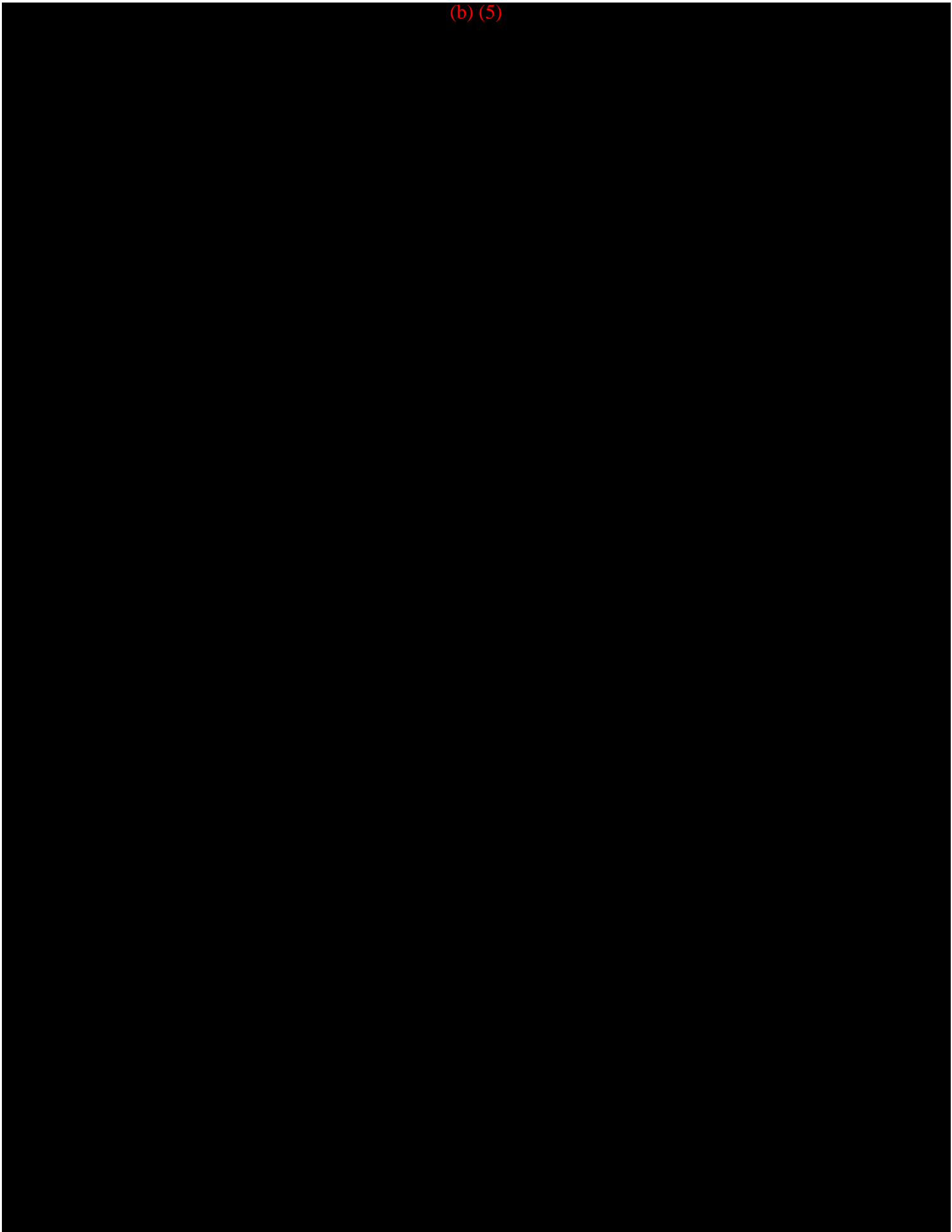
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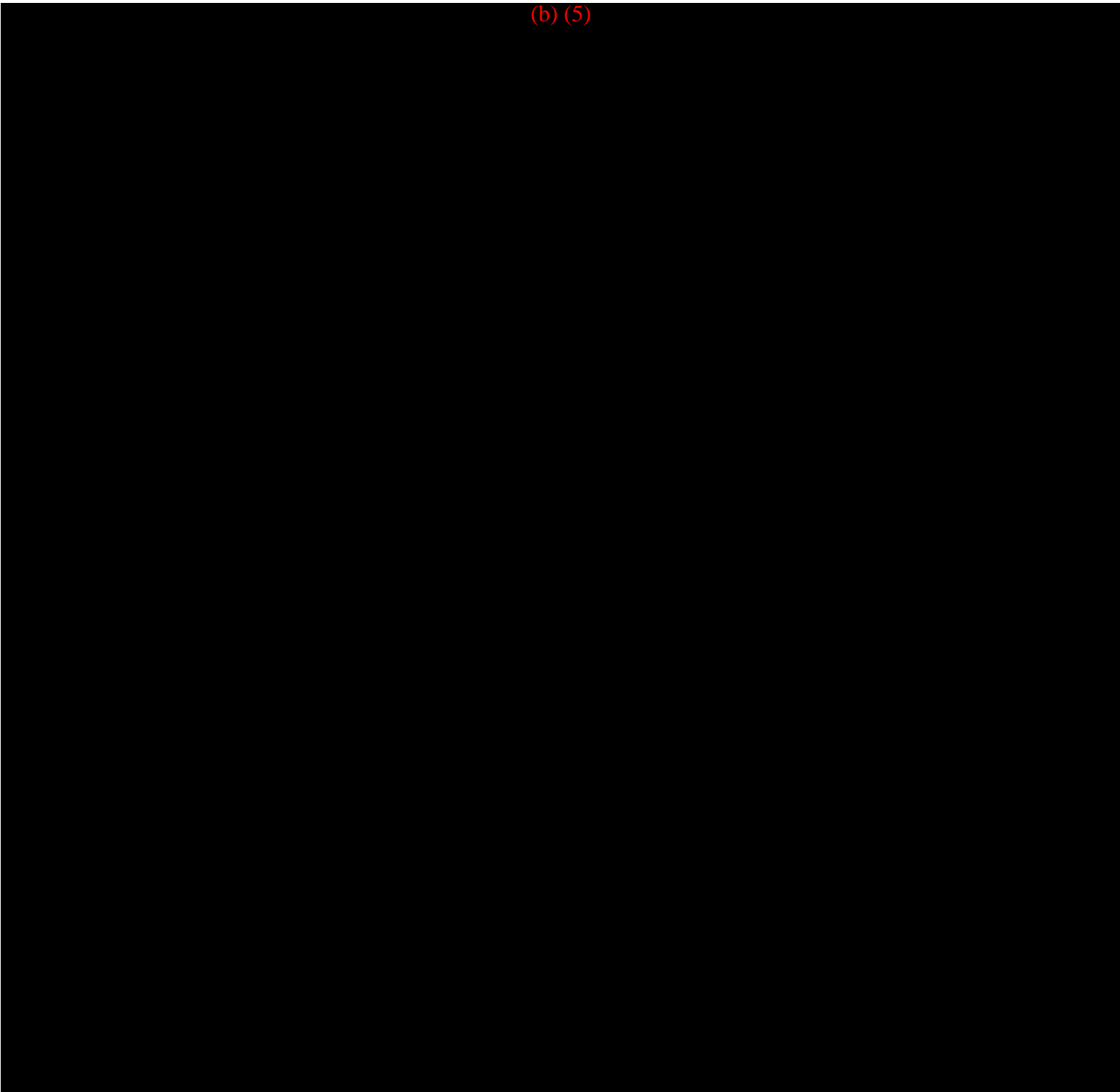
Sexual Assault Prevention and Response Section Comments

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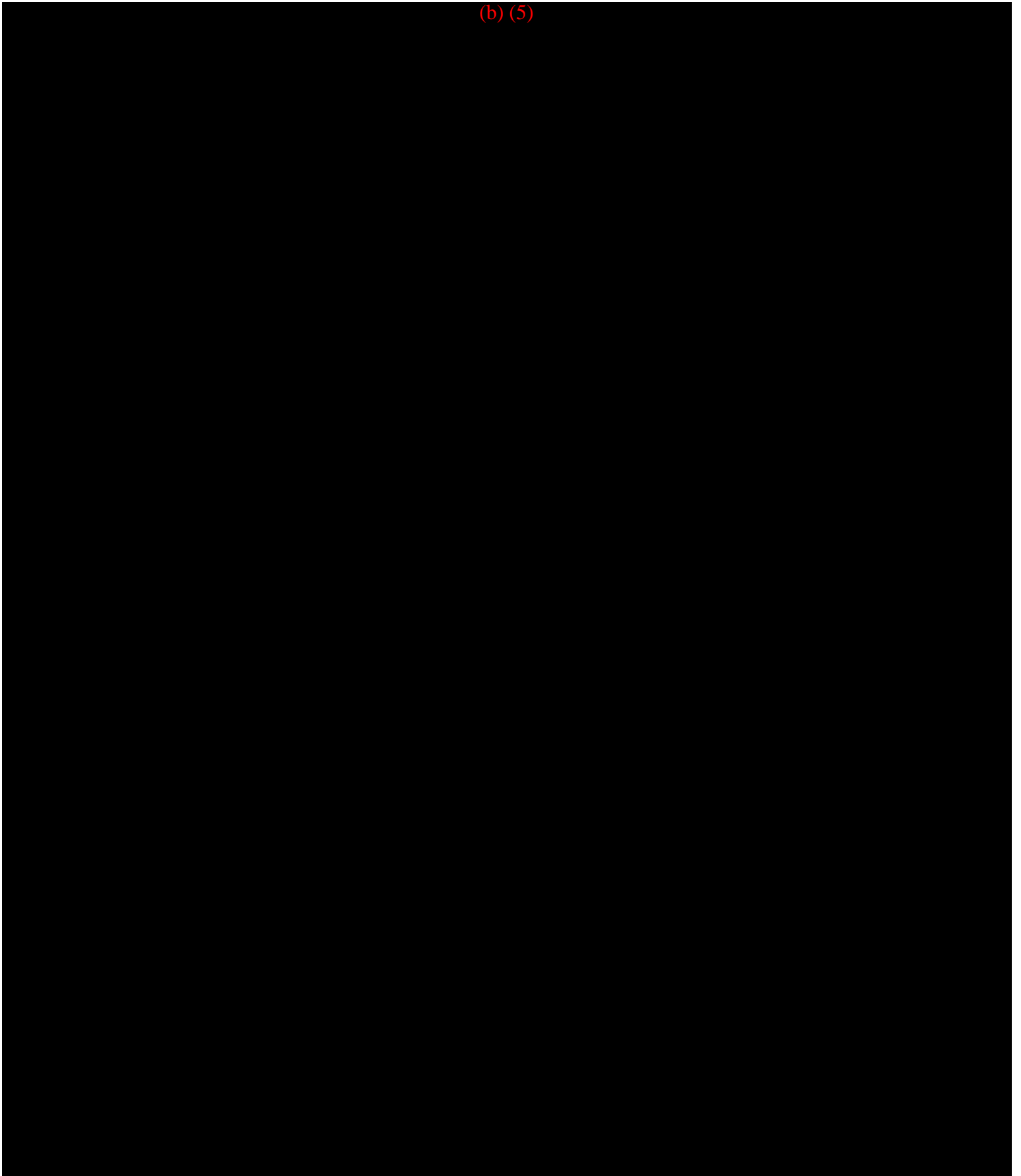


General Written Comments

(b) (5)

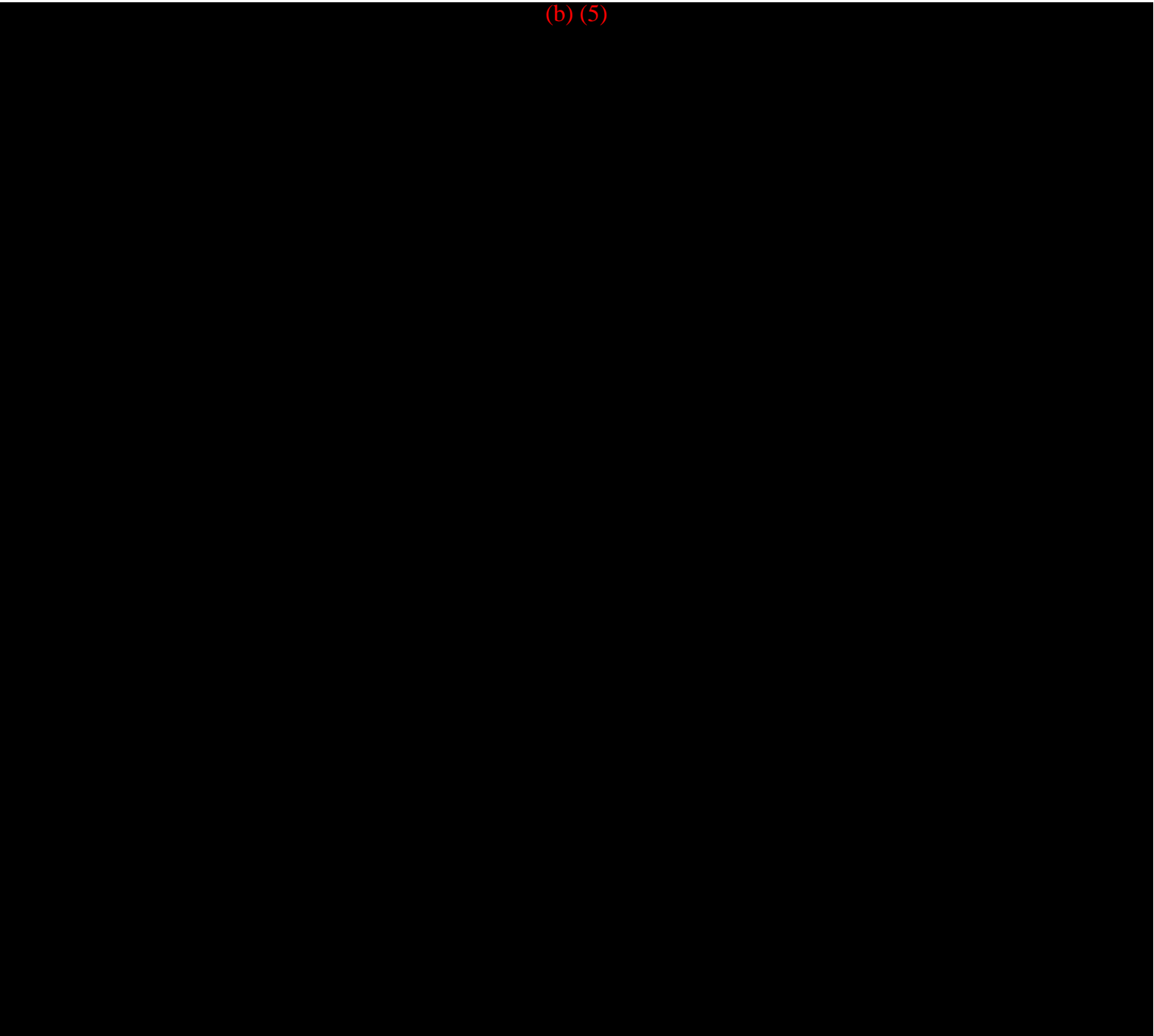


(b) (5)



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(b) (5)



Appendix D: Operational Stress Control (OSC) Report

The Navy Operational Stress Control program works to help build resilient Sailors, families, and commands. Some stress is good because it can push a Sailor to do his/her personal best. However too much stress can harm both Sailors and commands and negatively impact mission effectiveness. This report gives you, the Commander/Commanding Officer, insight into the level of stress within your command and what some of the perceived reasons for that stress may be. We also offer you the chance to see how your command compares to the rest of the Navy by community. While it is impossible to remove every stressor faced in Navy life, we offer some recommendations for actions you can take to mitigate stress as well as strengthen or build command resilience. On the last page of this report, you will find a complete copy of the Stress Continuum, which describes each of the stress zones and actions that individuals, leaders, and family members can take to return to the Ready “green” zone. Please take a few minutes to review the chart and refer to it during your review of your command report. If you have any questions or would like additional information about OSC, please visit our website www.navynavstress.com. If you have questions concerning the OSC survey or report, please call (901) 874-2256 (DSN 882).

PART I: Overall Stress Assessment

A. Stress Continuum Model

1. How familiar are you with the Stress Continuum Model?

	Frequency	Percent (%)
Confident	61	26.41
Can Apply	73	31.60
Understand	62	26.84
Slightly familiar	18	7.79
Not at all	17	7.36
Total	231	100.00

2. During the PAST 30 DAYS, which stress zone most accurately describes your command?

	Frequency	Percent (%)
Green	10	4.33
Yellow	75	32.47
Orange	75	32.47
Red	36	15.58
Do Not Know	35	15.15
Total	231	100.00

3. During the PAST 30 DAYS, which stress zone most accurately describes yourself?

	Frequency	Percent (%)
Green	31	13.42
Yellow	83	35.93
Orange	60	25.97
Red	26	11.26
Do Not Know	31	13.42
Total	231	100.00

B. Work Stress

4. During the PAST 12 MONTHS, (or since you reported to current command), how much stress did you experience at work or while carrying out your professional duties?

	Frequency	Percent (%)
A lot	141	61.04
Some	58	25.11
A little	23	9.96
Not at all	9	3.90
Total	231	100.00

C. Outside Stress

5. During the PAST 12 MONTHS, (or since you reported to current command), how much stress did you experience outside of work (in your family or social life)?

	Frequency	Percent (%)
A lot	35	15.15
Some	68	29.44
A little	79	34.20
Not at all	49	21.21
Total	231	100.00

D. Individual Stress - Past 30 Days

NOTE: "Individual Stress" is made up of the following four items:

In the PAST 30 DAYS...

- How often have you felt unable to control important things in your life
- How often have you felt difficulties were piling up so high that you could not overcome them
- How often have you felt confident about your ability to handle your personal problems
- How often have you felt things were going your way

(HIGHER AVERAGE = HIGHER STRESS):

If the "Unit" average is higher than the "Navy" average, then your unit is displaying a higher level of individual stress. Equally, if the "Unit" average is lower than the "Navy" average, then your unit is displaying a lower level of individual stress. Navy and Unit averages are based on Navy DEOCS respondents. Asterisk (*) = five or less respondents.

	Navy Average	Unit Average
Aviation	9.63	0.00
Expeditionary	9.26	17.00
Information Warfare	9.25	11.28
Medical	9.14	9.80
Special Operations	8.83	10.40
Submarine	9.51	0.00
Surface	10.15	11.19
Other	9.18	11.88
TOTAL	9.56	11.00

E. Navy Work Week

7. On average, how many hours did you sleep per night in the PAST 30 days?

	Frequency	Percent (%)
3 hours or less	7	3.03
4 hours	35	15.15
5 hours	63	27.27
6 hours	90	38.96
7 hours	25	10.82
8 hours	7	3.03
9 hours	2	0.87
10 or more hours	2	0.87
Total/Average	231	5.56

F. Types of Stress

8. Unpredictability of operations or job duties.

	Frequency	Percent (%)
A lot	92	42.20
Some	64	29.36
A little	43	19.72
Not at all	19	8.72
Total	218	100.00

9. Communication within my organization.

	Frequency	Percent (%)
A lot	67	30.73
Some	76	34.86
A little	46	21.10
Not at all	29	13.30
Total	218	100.00

10. Lack of personnel in my working group to get the job done.

	Frequency	Percent (%)
A lot	81	37.16
Some	57	26.15
A little	46	21.10
Not at all	34	15.60
Total	218	100.00

11. Increase in my work load.

	Frequency	Percent (%)
A lot	77	35.32
Some	70	32.11
A little	41	18.81
Not at all	30	13.76
Total	218	100.00

12. Working long hours.

	Frequency	Percent (%)
A lot	92	42.20
Some	56	25.69
A little	40	18.35
Not at all	30	13.76
Total	218	100.00

13. Conflicts between my professional duties and family responsibilities

	Frequency	Percent (%)
A lot	42	19.27
Some	59	27.06
A little	69	31.65
Not at all	48	22.02
Total	218	100.00

G. Barriers to Seeking Care

14. My shipmates/co-workers will see me as weak if I seek help for stress problems.

	Frequency	Percent (%)
Strongly agree	25	11.47
Agree	27	12.39
Neither agree nor disagree	64	29.36
Disagree	71	32.57
Strongly disagree	31	14.22
Total	218	100.00

15. Navy attitudes create barriers to seeking help for stress problems.

	Frequency	Percent (%)
Strongly agree	34	15.60
Agree	49	22.48
Neither agree nor disagree	75	34.40
Disagree	46	21.10
Strongly disagree	14	6.42
Total	218	100.00

H. Positive Aspects of Stress

Thinking about stressful situation(s) that you experienced at work in the past 12 months, (or since reporting to current command) please indicate how much you agree or disagree with the following statements:

16. I feel pride from my accomplishments.

	Frequency	Percent (%)
Strongly agree	65	29.82
Agree	65	29.82
Neither agree nor disagree	43	19.72
Disagree	21	9.63
Strongly disagree	19	8.72
Not applicable	5	2.29
Total	218	100.00

17. I am more confident in my abilities to deal with stressful situations in the future.

	Frequency	Percent (%)
Strongly agree	46	21.10
Agree	75	34.40
Neither agree nor disagree	53	24.31
Disagree	26	11.93
Strongly disagree	14	6.42
Not applicable	4	1.83
Total	218	100.00

PART II: FACTOR ANALYSIS BY DEMOGRAPHIC

The following provides an analysis of the six factors by individual demographic groups. Results displayed are derived by averaging responses from each question/item. This allows quick identification of specific high and low points by each demographic group. An asterisk (*) represents a demographic with five or less respondents.

	Command Level	Individual Level	Individual Stress - 30 Days	Work Related Stress - 12 Mon	Other Stress - 12 Mon	Seeking Assistance
Military						
Civilian						
Officer						
Enlisted						
Junior Officer						
Senior Officer						
Junior Enlisted						
Senior Enlisted						
Junior Civilian						
Senior Civilian						
Men						
Women						
Minority						
Majority						
Total						

Green = Acceptable

Yellow = Slight Concern

Orange = Moderate Concern

Red = High Concern

PART III: ADDITIONAL RESOURCES

The following provides additional resources and information specific to the United States Navy Operational Stress Control Program.

STRESS CONTINUUM MODEL						
	READY	REACTING	INJURED	ILL		
Individuals	<ul style="list-style-type: none"> • Good sleep habits • Good fitness habits • Healthy eating • Sense of humor • Positive attitude • Productive and focused • Socially connected • Calm and confident • Effective communication • Moderation and balance • Able to relax • Sense of purpose • Feel on top of things 	<ul style="list-style-type: none"> • Impatient or irritable • Worried • Trouble sleeping • Appetite change • Apathetic • Withdrawing socially • Cutting corners • Reduced concentration • Increased use of alcohol • Increased use of tobacco • Muscle tension/fatigue • Excessive escape mechanisms (TV, Internet, gambling, etc.) 	<ul style="list-style-type: none"> • Can't fall or stay asleep • Weight changes • Persistent, vivid nightmares • Intense emotions • Loss of interest in activities • Social isolation • Loss of moral bearing • Suicidal/homicidal ideas • Confusion/disorientation • Episodes of rage or panic • Numbness • Loss of control • Substance abuse 	<ul style="list-style-type: none"> • Symptoms persist get worse, or return more severely • Persistent trouble functioning 	READY	
	Families	<ul style="list-style-type: none"> • Children well-adjusted and secure • Regular routines • Good communication • Clean/organized home 	<ul style="list-style-type: none"> • Children acting out, or insecure • Dropping routines • Difficult communication • Increased clutter and disorder • Reduced intimacy 	<ul style="list-style-type: none"> • Major behavior issues • Feeling of chaos • Constant fighting • Silence, severe lack of communication • Loss of intimacy • Verbal or physical abuse 	<ul style="list-style-type: none"> • Symptoms persist, get worse, or return more severely • Persistent trouble functioning 	REACTING
		Command/Unit	<ul style="list-style-type: none"> • High morale • Strong cohesion • Good order and discipline • Deglamorization of alcohol and tobacco • Attention to detail • Clear sense of mission 	<ul style="list-style-type: none"> • Falling morale • Split groups • Deferred maintenance • Minor discipline problems • Increased alcohol incidents • Decreased attention to detail 	<ul style="list-style-type: none"> • Low morale • Divided camps • Equipment out of service • Significant discipline issues • Significant alcohol incidents • Multiple drug incidents • Vigilante missions 	<ul style="list-style-type: none"> • Not mission capable
				ILL		
ACTIONS FOR INDIVIDUALS AND FAMILIES						
ACTIONS FOR LEADERS						
READY						
REACTING						
INJURED						
ILL						



READY	<ul style="list-style-type: none"> • Maintain physical fitness/healthy eating • Get adequate rest • Improve knowledge and skills • Train hard • Use alcohol in moderation, if at all • Practice core values • Build strong relationships • Resolve conflicts effectively
REACTING	<p>Includes all actions above and...</p> <ul style="list-style-type: none"> • Be self aware • Rest, eat and stay hydrated • Talk with shipmate and/or family • Scale back from excesses • Practice relaxation • Stress first aid
INJURED	<p>Includes all actions above and...</p> <ul style="list-style-type: none"> • Talk to leaders • Seek guidance (chaplains, counselors, medical professionals) • Build social support • Set goals to get green
ILL	<p>Includes all actions above and...</p> <ul style="list-style-type: none"> • Seek medical treatment • Follow treatment plan
ACTIONS FOR LEADERS	
READY	<ul style="list-style-type: none"> • Provide tough, realistic training • Build unit cohesion • Foster high morale, positive command climate • Deglamorize alcohol and tobacco use
REACTING	<p>Includes all actions above and...</p> <ul style="list-style-type: none"> • Help Sailors maintain work-life balance • Ensure adequate time for crew rest • Encourage communication • Conduct after action reviews • Stress first aid • Mitigate
INJURED	<p>Includes all actions above and...</p> <ul style="list-style-type: none"> • Refer for early intervention • Communicate and coordinate with providers
ILL	<p>Includes all actions above and...</p> <ul style="list-style-type: none"> • Refer for medical evaluation and treatment • Communicate and coordinate with providers • Reintegrate into unit

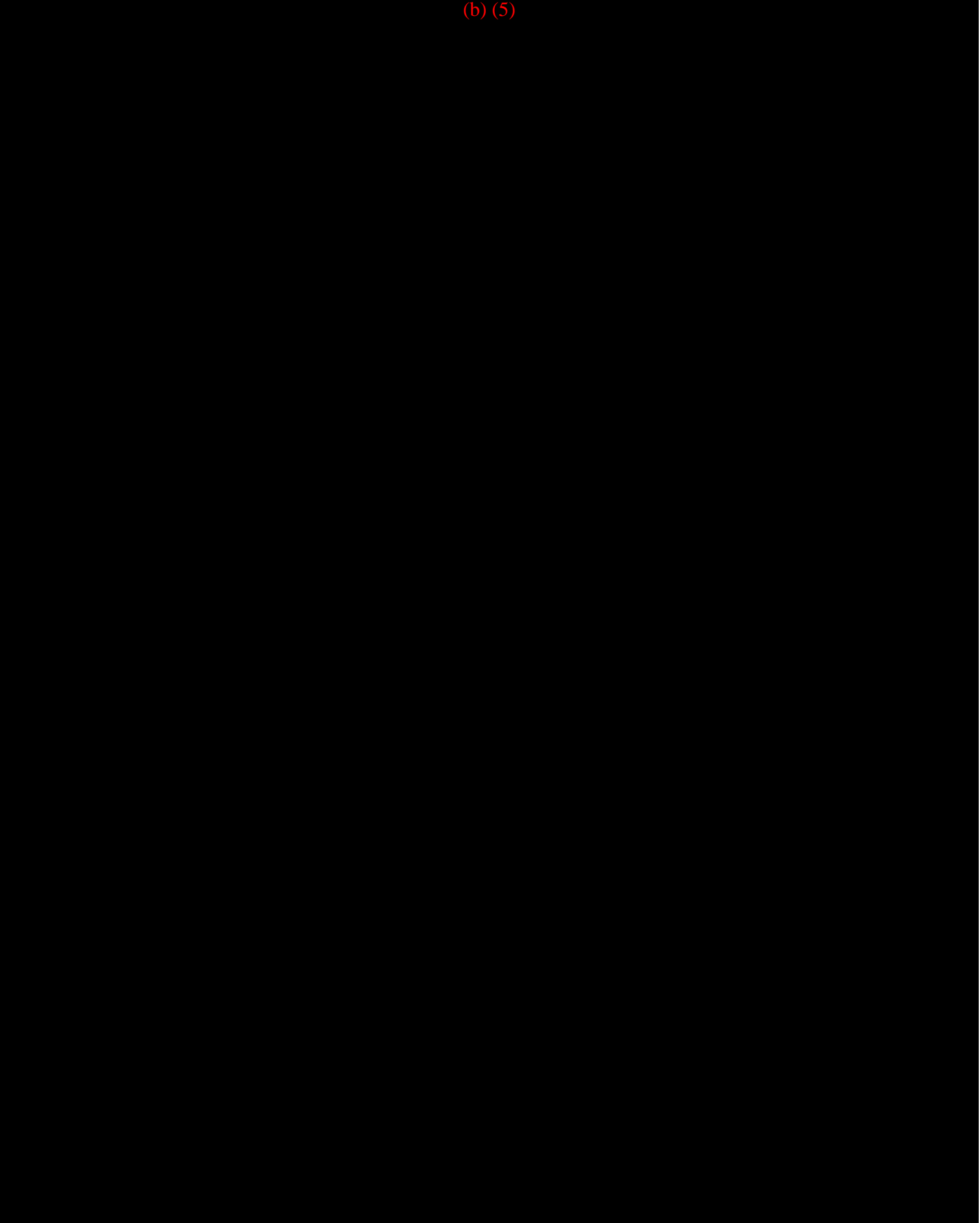
For additional information about Navy Operational Stress Control or to seek help for individual, command, or family stress the following resources are available:

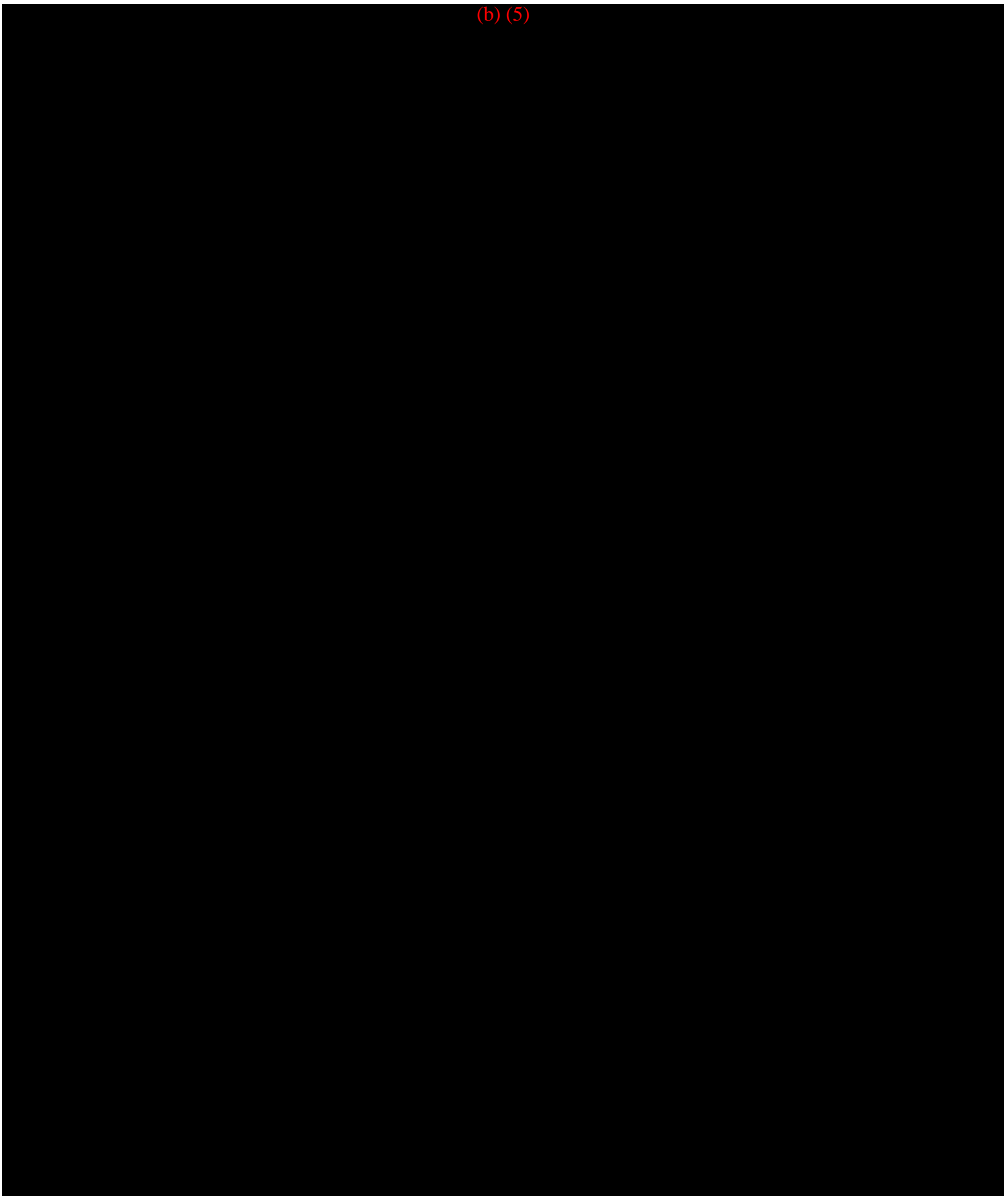
- Operational Stress Control Online: www.navy.navstress.com
- Navy Marine Corps Public Health: www.nmcphe.med.navy.mil
- Naval Center for Combat and Operational Stress Control: www.nccosc.navy.mil
- Navy Knowledge Online: www.nko.navy.mil
- Fleet and Family Support Center: www.cnic.navy.mil/CNIC_HQ_Site
- Chaplains (Contact your local Base Chapel or www.chaplaincare.navy.mil)
- Medical and Mental Health Providers (Contact your local Military Treatment Facility or www.tricare.mil/mentalhealth)
- Military One Source: www.militaryonesource.com / 1.800.342.9647

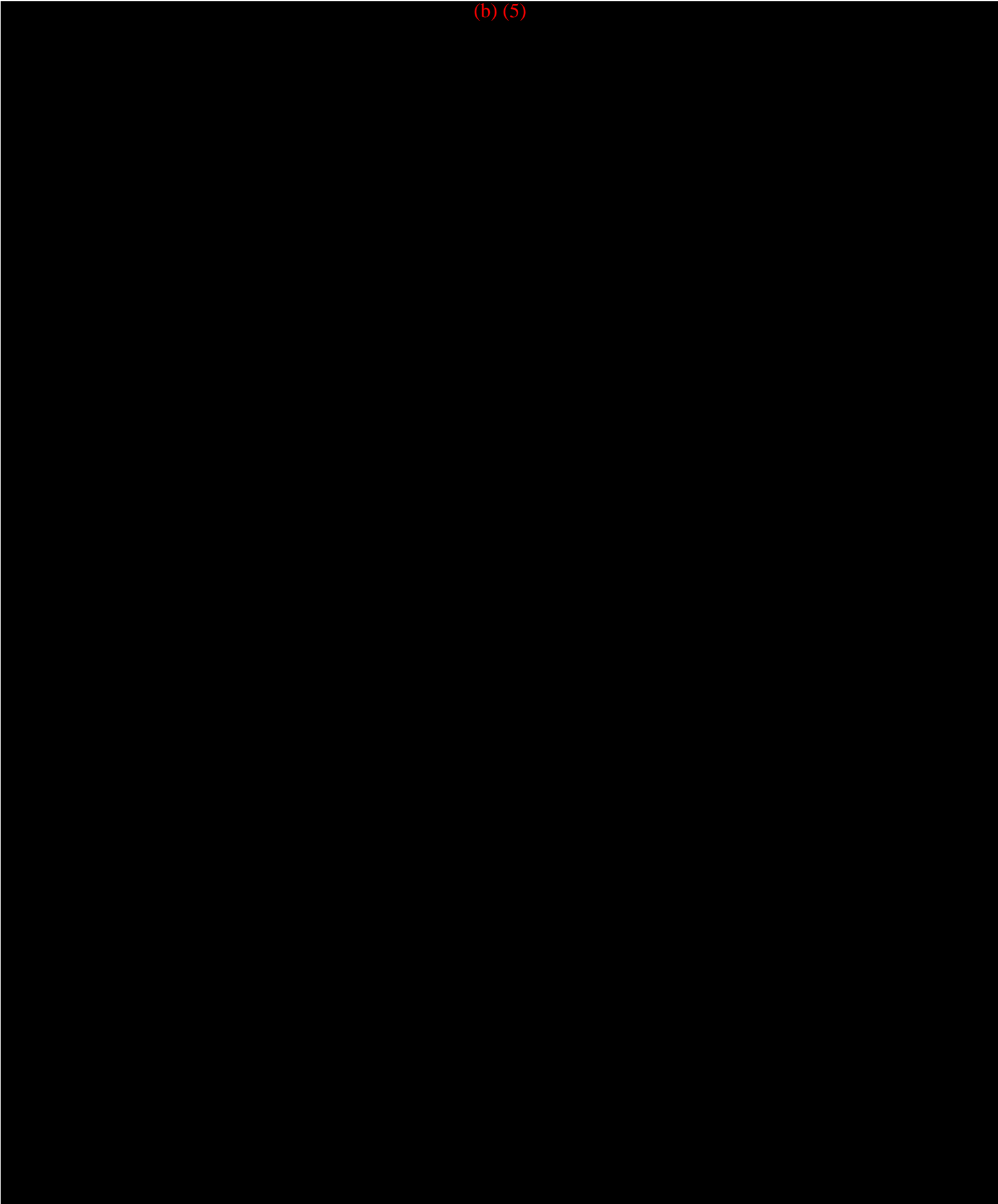
PART IV: RESPONSE TO "What three things could your command do to reduce your stress level?"

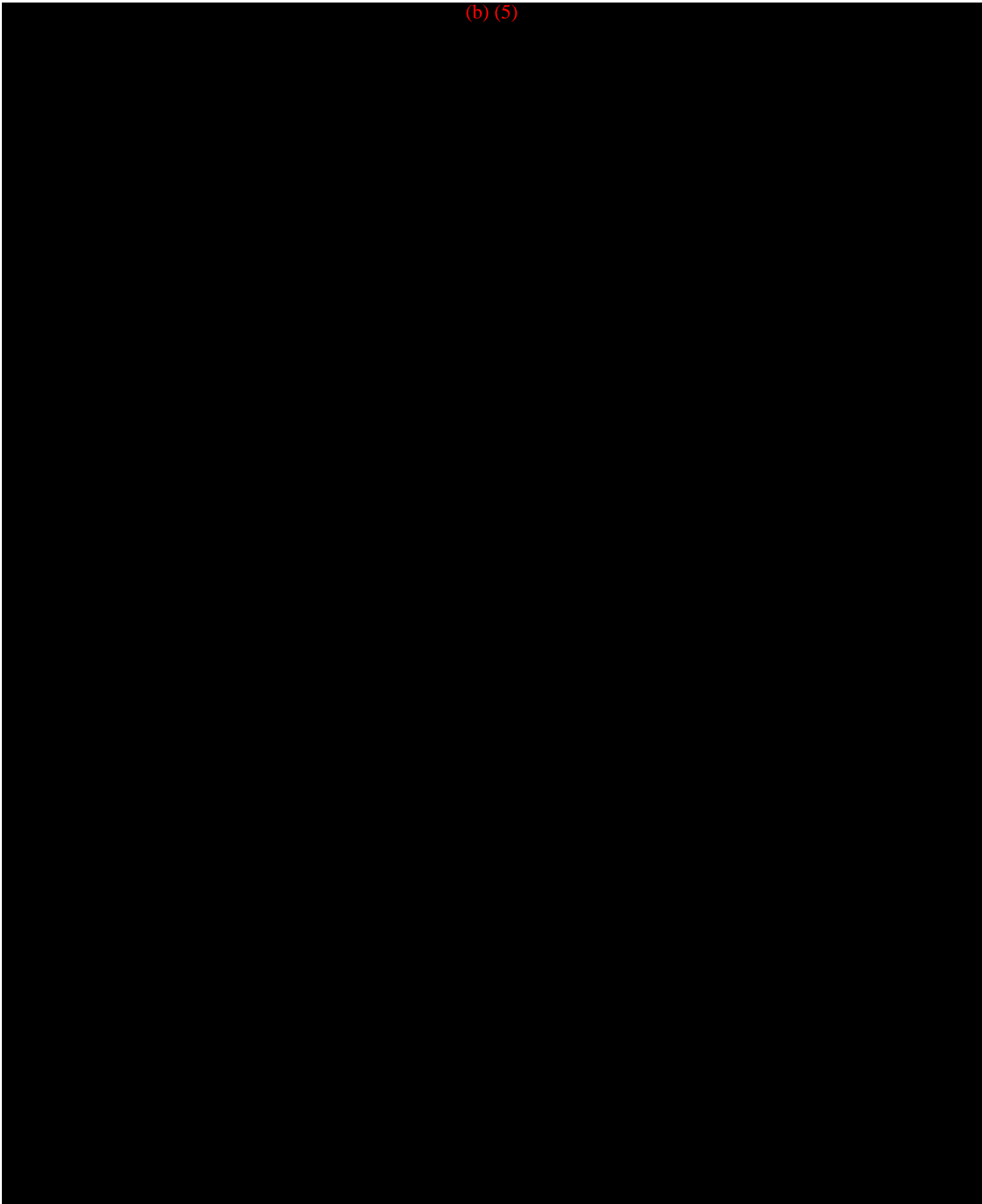
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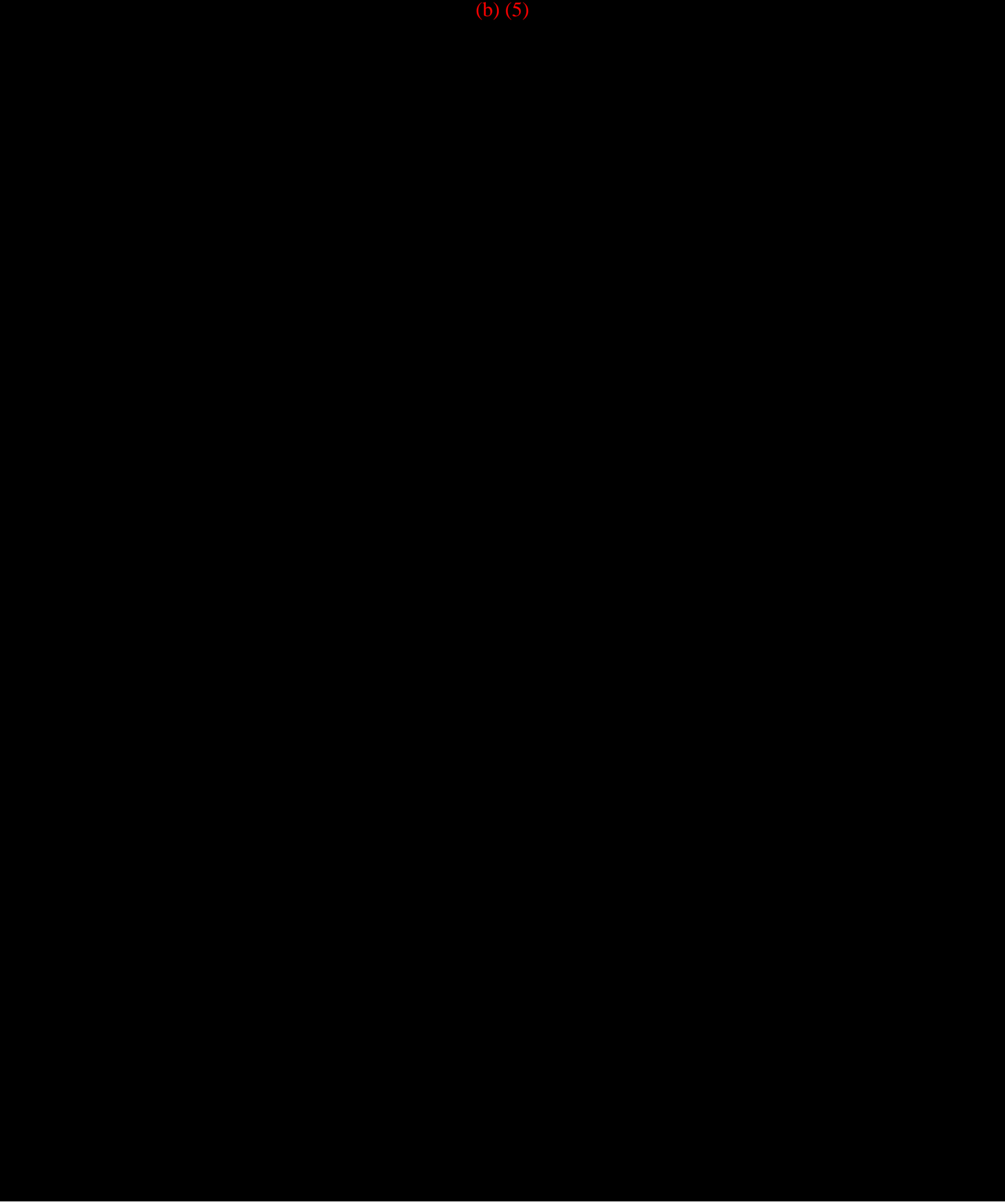


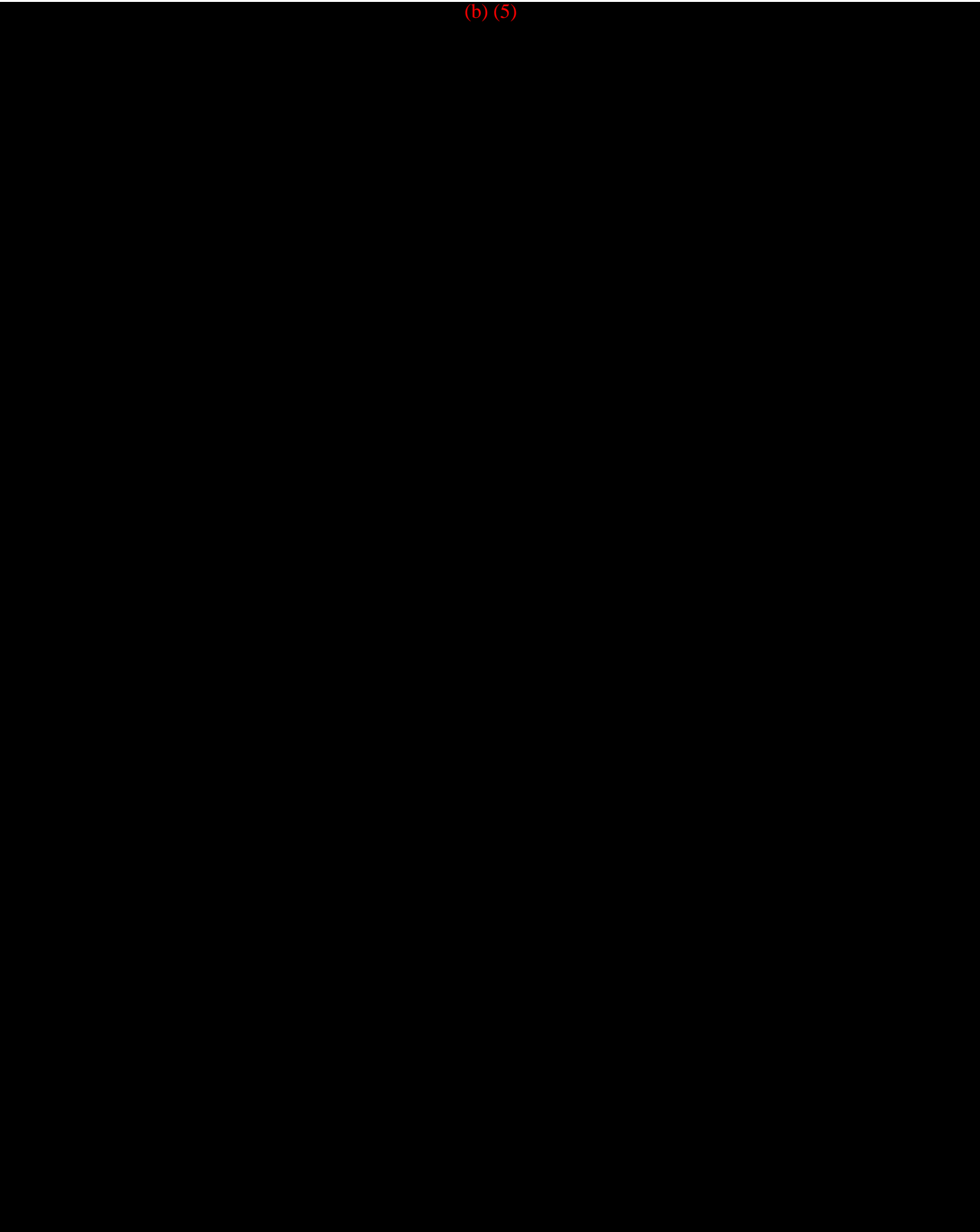












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