

Command Climate Survey: Personnel in TDA units (ver. 6)

(Paper & Pencil Version)

PRIVACY ACT STATEMENT

In accordance with the Privacy Act of 1974, this notice informs you of how the **Command Climate Survey (Version 6)** findings will be used. It also provides information required by the Privacy Act. Please read it carefully.

Authority: This is an official, approved Army survey, conducted under the authority of Army Regulation 600-46 "Attitude and Opinion Survey Program."

Principal Purpose: Army Regulation 600-20 requires company-level commanders to conduct a unit command climate survey within 30 days of assuming command (120 days for the Army National Guard and the US Army Reserve), again at the six month period, and annually thereafter. The **Command Climate Survey** provides your commander with a tool for gathering Soldier and civilian employees' perspectives and opinions on unit leadership, cohesion, and elements of the human relations environment such as discrimination and sexual harassment/assault. Feedback on these and other unit climate issues can assist a commander in identifying unit strengths and areas for improvement.

Routine Uses: The survey is designed as a self-contained, stand-alone tool. Your commander or unit point of contact will administer the survey, score or tally the results, and conduct analyses to assess your unit's current climate. The survey results may help your commander identify strengths and/or issues in your unit.

Disclosure: Providing information on this survey is voluntary. There is no penalty for not responding to any question. Your participation will not be tracked.

Confidentiality: In order to protect your confidentiality, the Command Climate Survey does not ask for any personal information that could be used to identify you such as your name, rank, gender, or race/ethnicity. Your survey responses will be treated as confidential. That means we will not identify you or attribute any of your survey responses to you. Only group statistics will be reported. There are procedures in place to protect against accidental or unauthorized disclosure of survey responses. Please note "confidentiality" or "non-attribution" does not apply to comments involving criminal activity/behavior or statements about threat to yourself or others. Also, do not mention classified or operationally sensitive information.

The Command Climate Survey is a paper and pencil survey and your commander will provide you with a confidential way to return your completed survey (by mailing it to a unit point of contact or by inserting the survey in the provided envelope, sealing it, and depositing it in a designated collection point). Your commander may also e-mail unit members the survey as an attachment that you can print out and complete. However, you should not return your completed surveys by e-mail because your responses could be linked to you through your email account. You can protect your confidentiality by taking the survey in a location where others cannot view your responses to survey questions. Please note "confidentiality" or "non-attribution" does not apply to comments involving criminal activity/behavior or statements about threat to yourself or others. Also, do not mention classified or operationally sensitive information.

Time required: Most participants will need less than 30 minutes to complete the survey.

Risks: The data collection procedures are not expected to involve risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and contractors have a number of procedures in place to ensure that survey data are safe and protected. For example, no identifying information (e.g., email addresses) is ever stored in the same file as answers to survey questions. Additionally, the government and contractor staff members are trained to protect respondent identity and confidentiality.

A respondent who experienced unwanted sexual attention/contact may experience discomfort or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort:

If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime, you may want to contact a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA). Phone numbers are available on the website: www.preventsexualassault.army.mil.

To reach DoD Safe Helpline (website: <https://www.safehelpline.org>), please call 1-877-995-5247.

Send SMS: 55-247 (CONUS); 202-470-5546 (OCONUS).

To reach Army Sexual Harassment hotline, please call: 1-800-267-9964.

Whom to contact if you have questions about the survey or your rights as a respondent; contact your EO Advisor or EO Brigade Advisor:

EOA Name: _____

EOA Phone: _____

EOA Email: _____

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UNIT CLIMATE

1. How much do you agree or disagree with each of the following statements? **MARK A RESPONSE FOR EACH.**

Strongly disagree
Disagree |
Neither agree nor disagree | |
Agree | | |
Strongly agree | | | |
| | | | |

Leaders in my unit...
trust their Soldiers and civilian employees. ○○○○○
care about their Soldiers and civilian employees. ○○○○○
foster teamwork and cooperation. ○○○○○

Soldiers/civilian employees in my unit...
work together to get the job done. ○○○○○
pull together to perform as a team. ○○○○○
trust each other. ○○○○○
really care about each other. ○○○○○
can get help from leaders on personal problems. ○○○○○

2. How would you rate the level of morale in your unit?

- Very high
- High
- Moderate
- Low
- Very low

3. How would you rate your current level of morale?

- Very high
- High
- Moderate
- Low
- Very low

4. How would you rate your unit regarding the following? **MARK A RESPONSE FOR EACH.**

Very poor
Poor |
Neither good nor poor | |
Good | | |
Very good | | | |
| | | | |

The overall command climate ○○○○○
Respect from the chain of command ○○○○○
Respect for the chain of command ○○○○○
The overall Equal Opportunity (EO) Environment (Military) or Equal Employment Opportunity Environment (EEO)(Civilian) ○○○○○
Respect personnel have for others from diverse backgrounds ○○○○○

5. How much do you agree or disagree with each of the following? **MARK A RESPONSE FOR EACH.**

Strongly disagree
Disagree |
Neither agree nor disagree | |
Agree | | |
Strongly agree | | | |
| | | | |

I have too much work to do my job properly. ○○○○○
All in all, I am satisfied with my job. ○○○○○
People in this unit maintain high standards of performance. ○○○○○

I am not afraid to make an occasional mistake at work. ○○○○○
It is easy for personnel in this unit to see the CO about a problem. ○○○○○
It is easy for personnel in this unit to see the 1SG about a problem. ○○○○○

6. Evaluate your immediate leader/rater on each of the following. **MARK A RESPONSE FOR EACH.**

No basis to judge
Very Poor |
Poor | |
Fair | | |
Good | | | |
Very good | | | | |
| | | | |

Developing subordinates ○○○○○○
Accomplishing the mission ○○○○○○
Communication skills ○○○○○○
Leadership ○○○○○○

Adapting to change ○○○○○○
Creativity and innovativeness ○○○○○○
Disciplining those who need it ○○○○○○
Addressing poor performance ○○○○○○
Addressing Soldiers who do not meet weight standards ○○○○○○
Addressing Soldiers who do not meet physical fitness standards ○○○○○○

LEADERSHIP

7. How much do you agree or disagree that leaders in your unit... MARK A RESPONSE FOR EACH.

Strongly disagree
Disagree |
Neither agree nor disagree | |
Agree | | |
Strongly agree | | | |
| | | | |

care about Soldier/civilian employees' families? ○○○○○○

tolerate negative, hostile, or disrespectful comments about other Soldiers or civilians? ○○○○○○

set good examples by behaving the way they expect Soldiers and civilian employees to behave? ○○○○○○

8. How would you rate your unit's leaders in consistently demonstrating the following Army values? MARK A RESPONSE FOR EACH.

No basis to judge
Very poor |
Poor | |
Fair | | |
Good | | | |
Very good | | | | |

Loyalty ○○○○○○
Duty ○○○○○○
Respect ○○○○○○

Selfless service ○○○○○○
Honor ○○○○○○
Integrity ○○○○○○
Personal courage ○○○○○○

9. To what extent do your unit's leaders... MARK A RESPONSE FOR EACH.

No basis to judge
Not at all |
Slight extent | |
Moderate extent | | |
Great extent | | | |
Very great extent | | | | |

foster a climate of good order and discipline? ○○○○○○

foster a climate of respect? ○○○○○○

enforce command and Army policies? ○○○○○○

deal effectively with adversity or conflict when it occurs? ○○○○○○

STRESS

10. I can balance my Army job with my personal/Family life.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

11. How much stress, if any, are you experiencing...

Very high amount
High amount |
Moderate amount | |
Slight amount | | |
None | | | |

now in your Army job? ○○○○○○

now in your Family/personal life? ○○○○○○

12. How satisfied or dissatisfied are you with your access to military behavioral healthcare?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

13. Do you believe that seeking behavioral health counseling/care for psychological problems would have a negative impact on a Soldier's career?

- No
- Yes, a small negative impact
- Yes, a moderate negative impact
- Yes, a great negative impact

14. If a Soldier or civilian employee in your unit sought counseling/care for an emotional or personal problem, how likely or unlikely is it that their ...

Very unlikely
Unlikely |
Neither likely nor unlikely | |
Likely | | |
Very likely | | | |

treatment would be kept confidential? ○○○○○○

co-workers would criticize or make fun of them? ○○○○○○

co-workers would have less confidence in them? ○○○○○○

leaders would have less confidence in them? ○○○○○○

HAZING

Hazing is any conduct whereby one person, regardless of Service or rank, unnecessarily causes another person to suffer or be exposed to a cruel, abusive, oppressive, or harmful activity.

15. Since you joined this unit, how frequently have you received each of the following?

	Three times or more	Once or twice	Never
The Army's policy on hazing			
Guidance/Coaching from leaders on prohibited hazing practices	○ ○ ○		
Guidance/Coaching from leaders on the respectful treatment of others		○ ○ ○	

16. Since you joined this unit, please indicate whether you experienced any of the following and whether you considered it hazing. MARK A RESPONSE FOR EACH.

	Did not experience this	I experienced this; DID NOT consider it hazing	I experienced this; DID consider it hazing
Target of cruel jokes or pranks			
Was encouraged to perform harmful, degrading, or illegal act(s)	○ ○ ○		
Verbal harassment, insults, or intimidation	○ ○ ○		
Forced to run a gauntlet	○ ○ ○		
Purposefully misinformed about duty requirements	○ ○ ○		
Singled out for extra PT (beyond usual or remedial PT)	○ ○ ○		
Forced to consume excessive food, drinks, or other substances	○ ○ ○		
Had equipment or personal belongings which were purposefully damaged	○ ○ ○		
Forced to get a tattoo	○ ○ ○		
Received "blood wings" or other skin piercing	○ ○ ○		
Received a light "punch" celebrating promotion or other accomplishment	○ ○ ○		
Received a hard punch, push, or other assault	○ ○ ○		
Other cruel behavior (Please describe on page x.)	○ ○ ○		

17. Did any of the behavior(s) in Question xx occur...

	Not applicable, nothing occurred	Yes	No
more than once?			
as part of a celebrated event (for example, a promotion ceremony)?	○ ○ ○	○ ○ ○	○ ○ ○
during deployment?	○ ○ ○	○ ○ ○	○ ○ ○

18. In your opinion, which of the below contributed to you being targeted for the behavior(s) described in Question XX? MARK ALL THAT APPLY.

- Did not experience any of the behaviors in Question xx (go to Question xx)
- Race or ethnicity
- Gender
- Newness to the unit
- Quality of job performance
- Other (Please describe on page x.)
- I don't know why I was targeted

19. If someone in your unit were to report a hazing incident to your current Chain of Command, how likely is it that...

	Not at all likely	Slightly likely	Moderately likely	Very likely
the Chain of Command would be supportive?				
the reporting person would be labeled a troublemaker?	○ ○ ○ ○			
some corrective action would be taken?	○ ○ ○ ○			
the reporting person's career would suffer?	○ ○ ○ ○			
the reporting person would not be believed?	○ ○ ○ ○			

SEXUAL HARASSMENT AND SEXUAL ASSAULT

Please read the definitions of sexual harassment and sexual assault carefully.

Sexual harassment: unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature between the same or opposite genders, which unreasonably interferes with an individual's work performance; creates an intimidating, hostile, or offensive working environment; or may adversely affect a person's job or career.

Sexual assault: intentional sexual contact, characterized by use of force, physical threat or abuse of authority or when the victim cannot or does not consent. Sexual assault includes rape, nonconsensual sodomy (oral or anal sex), indecent assault (unwanted, inappropriate sexual contact/fondling) or attempts to commit these acts.

20. Since you joined this unit, have you been sexually harassed or sexually assaulted by someone in the Army, an Army civilian, or a contractor?

	Yes, more than once	
	Yes, once	
	No	
Sexually harassed	○○○	
Sexually assaulted	○○○	

21. If you have been sexually harassed or sexually assaulted by someone in the Army, an Army civilian, or a contractor since you joined this unit, did you report the incident?

Does not apply; there was no incident to report.

	Yes	
	No	
Reported sexual harassment	○○	○
Reported sexual assault	○○	○

22. If someone in your unit were to report a sexual harassment incident to your current Chain of Command, how likely is it that...

	Not at all likely	
	Slightly likely	
	Moderately likely	
	Very likely	
the Chain of Command would be supportive?	○ ○ ○ ○	
the reporting person would be labeled a troublemaker?	○ ○ ○ ○	
some corrective action would be taken?	○ ○ ○ ○	
the reporting person's career would suffer?	○ ○ ○ ○	
the reporting person would not be believed?	○ ○ ○ ○	

23. If someone in your unit were to report a sexual assault incident to your current Chain of Command, how likely is it that...

	Not at all likely	
	Slightly likely	
	Moderately likely	
	Very likely	
the Chain of Command would be supportive?	○ ○ ○ ○	
the reporting person would be labeled a troublemaker?	○ ○ ○ ○	
some corrective action would be taken?	○ ○ ○ ○	
the reporting person's career would suffer?	○ ○ ○ ○	
the reporting person would not be believed?	○ ○ ○ ○	

DISCRIMINATION

Army Regulation 600-20 requires that the Army provide equal employment opportunity (EEO) and fair treatment for personnel without regard to race, color, gender, religion, national origin and provide an environment free of unlawful discrimination and offensive behavior. Federal anti-discrimination statutes require EEO for civilian personnel without regard to race, color, gender, religion, national origin, age, or disability (See AR 690-600).

24. Since you joined this unit, have you been discriminated against by someone in the Army, an Army civilian, or a contractor? MARK ALL THAT APPLY.

- No (go to Question xx)
- Yes, racial/ethnic
- Yes, religious
- Yes, gender (sex)
- Yes, national origin
- Yes, other (Please describe on page x.)

25. If you have been discriminated against by someone in the Army since you joined this unit, did you report the incident?

- Does not apply; no incident to report
- Yes
- No

26. If someone in your unit were to report discrimination to your current Chain of Command, how likely is it that...

- Not at all likely
- Slightly likely
- Moderately likely
- Very likely

- the Chain of Command would be supportive?
- the reporting person would be labeled a troublemaker?
- some corrective action would be taken?
- the reporting person's career would suffer?
- the reporting person would not be believed?

TRAINING

27. I receive the training I need to do my job properly.

- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree

28. Usually, how far in advance do you know the unit training schedule?

- 14 or more days
- 11-13 days
- 8-10 days
- 4-7 days
- 1-3 days

29. How satisfied or dissatisfied are you with each of the following in your unit? MARK A RESPONSE FOR EACH.

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
Availability of training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Locking in training time/schedules	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training content	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effective use of training time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of equipment/supplies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

COMMENTS

30. Please list three things that are good or going well in this unit.

1.

2.

3.

31. Please list three things that most need improvement in this unit.

1.

2.

3.

Additional comments (if applicable, please indicate the question number to which your comment is related). You may use the space below for comments. *Please be aware that while we will take precautions to ensure the confidentiality of your responses, there are types of information that we are required to report to appropriate authorities; specifically, evidence that you pose a threat to yourself or others or detailed information regarding criminal behavior. Also, we caution you to honor your responsibilities to not reveal any operationally sensitive information, such as specific information about a planned or current deployment.*

THANK YOU FOR COMPLETING THIS SURVEY!