

Commander's DEOCS Checklist and Tracking

Defense Equal Opportunity Management Institute (DEOMI) Organizational
Climate Survey (DEOCS) Requirements
MCINCR-MCBQO 5354.1E

Required Surveys

_____ 90 days prior to departure (Outgoing Commander)

_____ Within 365 days of previous (All Commanders)

Prior to Requesting Survey

_____ Establish Intent and publish to all personnel

_____ Appoint Survey Administrator in writing

_____ Provide accurate personnel (Uniformed and Civilian)
accountability, administratively assigned to Survey
administrator

_____ Gather all Information required to request survey

During the Survey

_____ Publicly endorse the assessment process

After the Survey

_____ Survey Administrator should request the report

_____ Review Survey

_____ If needed, have the EOR/EOA conduct interviews or focus
groups for clarity

_____ If needed, review records and reports to determine
validity of information

Corrective Action

_____ Develop a Corrective Action Plan

_____ Share DEOCS results with all members of the organization

_____ Solicit input for ways to improve areas of concern

_____ Provide CAP to next higher level commander for review and
approval within 30 calendar days of Report date

During the Survey

_____ Review survey results and CAP progress with Incoming
Commander

Important Links:

Survey Administrator Website: https://www.deocs.net/login/login_Local.cfm

Step-by-Step Instructions: <https://www.deocs.net/public/index.cfm>