

POLICY OR PRECEDENT

SUBJECT:
Command Climate Assessments

DATE: 1 NOV 2018

POLICY NUMBER: 13-18 ORIGINATING SECTION: AOJK-EO ORIGINATOR: MSG Davis PHONE#: 432-9296

APPROVED BY:  KURT L. SONNTAG, Major General, USA, Commanding General

SYNOPSIS:

1. PURPOSE: To establish the U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Policy on Command Climate Assessments.

2. SCOPE: This policy applies to all commanders or equivalent who are assigned to, attached to, or on temporary duty assignment to the USAJFKSWCS, to include all component subordinate commands, component subordinate units, and Headquarters.

3. GENERAL: Commanders at all levels are responsible for sustaining a respectful Equal Opportunity climate within their units. Commanders and supervisors will create and sustain positive environments by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men and women of USAJFKSWCS. Unlawful discrimination will not be practiced, condoned, or tolerated in this command.

4. POLICY AND PROCEDURES.

a. The USAJFKSWCS commanders at all levels are the Equal Opportunity officers for their commands are personally responsible and accountable for the EO climate within their units. Command climate assessments help commanders establish and maintain a positive command climate, which helps sustain a ready and resilient force. All military personnel and DA Civilians will be provided equal opportunity and fair treatment without regard to race, color, religion, national origin, sex (including gender identity), or sexual orientation. Commanders must foster, maintain, and enforce an environment of dignity and respect at all times, regardless of location or conditions.

PRESCRIBING DIRECTIVES: Secretary of the Army Memo, Prioritizing Efforts-Readiness and Lethality (Update 6), 25 May 2018; FY14 National Defense Authorization Act (Command Climate Entries), Sec. 587; AR 600-20, Army Command Policy, Appendix D, 6 November 2014; Army Directive 2013-29 Army Command Climate Assessments, 23 December 2013; Under Secretary of Defense Memorandum, Command Climate Assessments, 25 July 2013.

DISTRIBUTION:
This publication is available in electronic media and is intended for A5 distribution. Paper copies will be provided for those not having access to e-media.

OTHER POLICIES AFFECTED:
None

AOJK-EO

SUBJECT: Command Climate Assessments

b. The following actions are effective immediately:

(1) Commanders will use the Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCS) for their command climate assessments.

(2) All commanders, company level and above, will conduct an initial command climate assessment within 60 days of assuming command and then annually thereafter while in command.

(3) All reserve component commanders will conduct an initial command climate assessment within 120 days of assuming command and annually thereafter while retaining command.

(4) After completion of every command climate assessment, the commander and EO practitioner will analyze the survey results. Survey responses will be systematically collated and analyzed, and used to create an executive summary of the data. The executive summary must include significant findings, organizational strengths and areas of concerns. Within 30 days of completing the command climate assessment, the requesting commander will brief the next higher level commander on the results and their command climate assessment action plan to address concerns raised in the assessment and planned corrective actions.

(5) All unit members will be afforded the opportunity to participate in command climate assessments. Participation in the assessment is optional for DA Civilians.

(6) Commanders will consider using other tools to provide depth and clarity on concerns raised in survey results. Other tools include interviews, focus groups, staff assistance visits or trend analysis. Commanders should consult their EO practitioner to determine the best methods for their command.

(7) Command Climate Survey results are intended for the commander's use and are not reported up the chain of command, however the requesting commander will brief the next higher level commander on the results and assessment action plan NLT 30 days after the Equal Opportunity Advisor receives it from the Defense Equal Opportunity Management Institute (DEOMI).

(8) Commanders are encouraged to collaborate with other offices that are an integral part of the organization's climate. These offices include, but are not limited to, the Staff Judge Advocate, Equal Employment Opportunity, Inspector General, Army Community Services, Family Advocacy, Behavioral Health, Chaplain, Public Affairs, Criminal Investigation Division, Provost Marshal, and Sexual Harassment/Assault Response and Prevention Program and Army Substance Abuse Program.

AOJK-EO

SUBJECT: Command Climate Assessments

(9) The failure of a commander to conduct the required command climate assessments shall be noted in the commander's performance evaluation.

5. Command climate assessments are a tool for reviewing the climate factors that affect a unit's readiness. Commanders at all levels will establish and sustain an organizational climate that fosters respect for all individuals while eliminating discriminatory attitudes and conduct. Unlawful discrimination will not be practiced, condoned, or tolerated. Commanders are responsible for monitoring and assessing the Equal Opportunity climate within their organization and ensuring an organizational culture of dignity and respect.

6. EXPIRATION. This policy memorandum is in effect until superseded or rescinded.