



FEDERAL
Organizational Climate Survey
(FEOCS)

Organization: Agency XYZ

Director: Requesting Director

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Defense Equal Opportunity Management Institute
Directorate of Research
Patrick AFB, FL



DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
ORGANIZATIONAL CLIMATE SURVEY
(FEOCS)

General Description

The FEOCS questionnaire is intended for organizations of any size, and is suitable for military and/or civilian personnel. The questionnaire measures climate factors associated with equal employment opportunity (EEO) program, and organizational effectiveness (OE) issues. The race-ethnic classification system used on FEOCS is consistent with recent Office of Management and Budget (OMB) guidelines for classification of racial groups and multi-racial designations. Approximately half of the questionnaire items address EEO issues, the remainder address organizational and demographic areas. The FEOCS is a climate assessment instrument designed to assess the “shared perceptions” of respondents about formal or informal policies, practices, and procedures likely to occur in the organization. This survey does not collect or use personally identifiable information and is not retrieved by personal identifier. Therefore, the information collected is not subject to the Privacy Act of 1974.

For the purposes of this survey, the following ethnicity and race definitions are provided (using standard Federal definitions).

Per OMB guidance, 1 January 2003, Spanish/Hispanic/Latino is an ethnic category, not a race category. All race and ethnicity responses are rolled up into minority or majority categories for the final report.

Spanish/Hispanic/Latino. A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, “Spanish origin,” can be used in addition to “Hispanic or Latino.”

American Indian or Alaska Native. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American. A person having origins in any of the black racial groups of Africa. Terms such as “Haitian” or “Negro” can be used in addition to “Black or African American.”

Native Hawaiian or Other Pacific Islander. A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

PART I

The information provided below **WILL NOT** be used to identify you. It is used by a computer to identify groups of people (e.g., Male, Female, etc.). If fewer than five responses are given for a particular group, those responses are not reported for that group.

YOUR ACCURACY IS IMPORTANT IN GETTING AN HONEST ASSESSMENT OF YOUR ORGANIZATION.

1. I am

1 = Male 2 = Female

2. Are you Spanish/Hispanic/Latino?

1 = No, not Spanish/Hispanic/Latino

2 = Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

3. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

1 = American Indian or Alaska Native

2 = Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)

3 = Black or African American

4 = Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro)

5 = White

6 = N/A

4. I am a(n)

1 = Federal Employee

2 = Other (e.g. Contractor, Private Civilian, State Employee)

5. As a federal civilian employee, in which category are you a member?

1 = GS

2 = GM

3 = WG/WL/WS/WB

4 = SES

5 = Doc Demo --> **GO TO QUESTION 7**

6 = N/A

6. What is your pay grade?

1 = 1 - 3

2 = 4 - 6

3 = 7 - 8

4 = 9 - 10

5 = 11 - 13

6 = 14 - 15

7. If you are a Federal civilian employee under Doc Demo, what is your Career Group?

1 = Scientific/Engineering

2 = Engineering Technician

3 = Administrative

4 = Support

5 = N/A

8. If you are a Federal civilian employee under Doc Demo, what is your Pay Band?

1 = 1

2 = 2

3 = 3

4 = 4

Part II

YOU NEED NOT HAVE PERSONALLY SEEN OR EXPERIENCED THE ACTIONS BELOW.

Use the following scale to rate the *LIKELIHOOD* that the actions listed below COULD have happened, even if you have not personally observed or experienced it.

- 1 = There is a *very high chance* that the action occurred.
- 2 = There is a *reasonably high chance* that the action occurred.
- 3 = There is a *moderate chance* that the action occurred.
- 4 = There is a *small chance* that the action occurred.
- 5 = There is *almost no chance* that the action occurred.

During your last 30 workdays at your duty location:

- 9. A person told several jokes about a particular race/ethnicity.
- 10. Supervisors of different racial or ethnic backgrounds were seen having lunch together.
- 11. Personnel of different racial or ethnic backgrounds were seen having lunch together.
- 12. A supervisor did not select a qualified subordinate for promotion because of their race/ethnicity.
- 13. A member was assigned less desirable office space because of their race/ethnicity.
- 14. The person in charge of the organization changed the duty assignments when it was discovered that two people of the same race/ethnicity were assigned to the same sensitive area on the same shift.
- 15. While speaking to a group, the person in charge of the organization took more time to answer questions from one race/ethnic group than from another group.
- 16. Members from different racial or ethnic groups were seen socializing together.
- 17. Members joined friends of a different racial or ethnic group at the same table in the cafeteria or designated eating area.
- 18. When a person complained of sexual harassment, the supervisor said, "You're being too sensitive."
- 19. Offensive racial/ethnic names were frequently heard.
- 20. Racial/ethnic jokes were frequently heard.
- 21. A supervisor referred to subordinates of one gender by their first names in public while using titles for subordinates of the other gender.
- 22. Sexist jokes were frequently heard.
- 23. Someone made sexually suggestive remarks about another person.
- 24. A well-qualified person was denied a job because the supervisor did not like the religious beliefs of the person.
- 25. A demeaning comment was made about a certain religious group.
- 26. A supervisor favored a worker who had the same religious beliefs as the supervisor.
- 27. A younger person was selected for a prestigious assignment over an older person who was equally, if not slightly better qualified.
- 28. An older individual did not get the same career opportunities as did a younger individual.
- 29. A worker with a disability was not given the same opportunities as other workers.
- 30. A young supervisor did not recommend promotion for a qualified older worker.
- 31. A career opportunity presentation to a worker with a disability focused on the lack of opportunity elsewhere; to others, it emphasized promotion.
- 32. A supervisor did not appoint a qualified worker with a disability to a new position, but instead appointed another, less qualified worker.

Part III

In this part of the survey, answer the following questions regarding *how you feel about your organization*, that is the organization led by the individual who requested you complete this survey.

- 1 = *Totally agree* with the statement
- 2 = *Moderately agree* with the statement
- 3 = *Neither agree nor disagree* with the statement
- 4 = *Moderately disagree* with the statement
- 5 = *Totally disagree* with the statement

- 33. I find that my values and the organization's values are very similar.
- 34. I am proud to tell others that I am part of this organization.
- 35. Assuming I could stay until eligible for retirement, I do not see many reasons to do so.
- 36. Often, I find it difficult to agree with the policies of this organization on important matters relating to its people.
- 37. Becoming a part of this organization was definitely not in my best interests.
- 38. The values of this organization reflect the values of its members.
- 39. This organization is loyal to its members.
- 40. This organization is proud of its people.

Part IV

Respond to the following items regarding the *effectiveness of your work group* (all persons who report to the same supervisor that you do), and top leaders, using the scale below:

- 1 = *Totally agree* with the statement
- 2 = *Moderately agree* with the statement
- 3 = *Neither agree nor disagree* with the statement
- 4 = *Moderately disagree* with the statement
- 5 = *Totally disagree* with the statement

- 41. The amount of output of my work group is very high.
- 42. The quality of output of my work group is very high.
- 43. When high priority work arises, such as short deadlines, crash programs, and schedule changes, the people in my work group do an outstanding job in handling these situations.
- 44. My work group's performance in comparison to similar work groups is very high.
- 45. My work group works well together as a team.
- 46. Members of my work group pull together to get the job done.
- 47. Members of my work group really care about each other.
- 48. Members of my work group trust each other.
- 49. Top leaders in my organization work well together as a team.
- 50. Top leaders in my organization pull together to get the job done.
- 51. Top leaders in my organization really care about each other.
- 52. Top leaders in my organization trust each other.

Part V

The questions in this section are used to determine *how satisfied you are with job-related issues*. Indicate your degree of satisfaction or dissatisfaction by choosing the most appropriate phrase:

- 1 = *Very* satisfied
- 2 = *Moderately* satisfied
- 3 = *Neither* satisfied nor dissatisfied
- 4 = *Moderately* dissatisfied
- 5 = *Very* dissatisfied

How satisfied are you with:

- 53. The chance to help people and improve their welfare through the performance of my job.
- 54. My amount of effort compared to the efforts of my co-workers.
- 55. The recognition and pride my family has in the work I do.
- 56. The chance to acquire valuable skills in my job that prepare me for future opportunities.
- 57. My job as a whole.

Part VI

58. Within the past 12 months, I have personally experienced an incident of discrimination within my current organization. (Mark all that apply.)

- 1 = YES, racial/national origin/color
- 2 = YES, gender (sex)
- 3 = YES, age
- 4 = YES, disability
- 5 = YES, religion
- 6 = No

59. Within the past 12 months, I have personally experienced an incident of sexual harassment within my current organization.

- 1 = YES 2 = NO

60. Did you report any of the above incidents of discrimination or sexual harassment to someone in your organization?

- 1 = I filed a formal complaint through my organization's EO/EEO representative.
- 2 = I reported the incident through my organization's EO/EEO representative without filing a formal complaint .
- 3 = I reported the incident to my supervisor/superior without filing a formal complaint.
- 4 = I confronted the individual who committed the act without filing a formal complaint.
- 5 = I did not report the incident to anyone.
- 6 = N/A. I did not experience an incident of discrimination or sexual harassment in the past 12 months.

If you did not report the incident to anyone, please explain why.

61. How satisfied are you with how your issue was (or is being) resolved?

- 1 = *Very* satisfied
- 2 = *Moderately* satisfied
- 3 = *Moderately* dissatisfied
- 4 = *Very* dissatisfied
- 5 = N/A

If you were moderately or very dissatisfied with how the issue was (or is being) resolved, please explain why.

Please provide any written comments in the space below. Use additional paper if needed.

ALL COMMENTS WILL BE PROVIDED TO YOUR COMMAND EXACTLY AS THEY ARE WRITTEN.

Thank you for your responses.

You may send comments regarding this survey directly to:

Directorate of Research
Defense Equal Opportunity Management Institute
366 Tuskegee Airman Drive Building 352
Patrick Air Force Base, Florida 32925-3399
Email: feocssupport@deomi.org