



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

11/20/2013

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
CHIEFS OF THE MILITARY SERVICES
CHIEF OF THE NATIONAL GUARD BUREAU
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE

SUBJECT: Defense Equal Opportunity Management Institute Organizational Climate Survey
Usage and Data Sharing

This memorandum designates the Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS) as the survey tool for support of the Department of Defense (DoD) command climate assessment program pursuant to section 572 of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2013, Public Law No. 112-239, as amended by section 1721 of the NDAA for FY 2014, Public Law No. 113-66; and the Acting Under Secretary of Defense for Personnel and Readiness memorandum, "Command Climate Assessments," July 25, 2013.

In addition to presenting valuable organizational information to commands, DEOCS data are provided monthly in reports to the White House, the Congress, and the Office of the Secretary of Defense. The decision to share DEOCS survey results in response to requests from within DoD, the White House, or Congress is the responsibility of the Military Department that received the report.

To ensure consistency of approach, the decision to share DEOCS survey results and data in response to requests from outside of DoD, other than from the White House or Congress, is the responsibility of the Office of Diversity Management and Equal Opportunity (ODMEO). DEOMI will work directly with the survey office within the Military Department concerned to establish a data use agreement (DUA) to support requests for data from entities outside of DoD, other than the White House and Congress. DUAs may contain requirements and responsibilities for data exchange, technical and operational specifications, and information security protections.

Mr. Clarence A. Johnson, Director, ODMEO, is the DoD point of contact.

A handwritten signature in black ink, appearing to read "Brad Carson", is written over the typed name. The signature is stylized and cursive.

Brad Carson
Acting