



## NATIONAL GUARD BUREAU

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ARNG-CSO-EO

FEB 28 2014

MEMORANDUM FOR The Adjutants General of all States, Puerto Rico, the U.S. Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: Army National Guard Command Climate Assessment Policy

### 1. References:

a. Memorandum, National Guard Bureau, Office of Equal Opportunity, 31 Dec 13, subject: Army National Guard (ARNG) Command Climate Assessments Implementation Guidance.

b. Memorandum, Secretary of the Army, 23 Dec 13, subject: Army Directive 2013-29 (Army Command Climate Assessments).

c. Memorandum, Chief National Guard Bureau, 19 Nov 13, subject: National Guard Command Climate Assessments Policy.

d. Memorandum, Under Secretary of Defense, Personnel and Readiness, 25 Jul 13, subject: Command Climate Assessments.

2. This policy implements an enhanced command climate assessment policy for the ARNG in accordance with the above references. Command climate assessments aid Commanders to establish and maintain a positive command climate, which promotes a Ready and Resilient Force. Command climate assessments are particularly important as we continue efforts to eliminate sexual assault and sexual harassment from our ranks.

3. Effective immediately, ARNG commanders will use the Defense Equal Opportunity Management Institute (DEOMI) Organizational Climate Survey (DEOCS) for their command climate assessments' survey requirement.

4. All ARNG commanders will conduct an initial command climate assessment within 120 days of assuming command, to be followed by a subsequent assessment 12 months later and annually thereafter while retaining command.

a. The ARNG requires a baseline survey for all Commanders using the DEOCS survey instrument. Commanders, who have completed a DEOCS command climate assessment within the past 120 days from the date of this policy memorandum, may use that survey to fulfill this baseline requirement. Those Commanders who have not

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completed a DEOCS command climate assessment within 120 days of the date of this policy memorandum, must complete one to fulfill this requirement.

b. To promote anonymity, units with less than 30 personnel must conduct its command climate assessments with a larger unit (the unit's higher headquarters or another company-level unit within the command). At the battalion or higher Commander's discretion, companies or subordinate commands with more than 30, but less than 50, personnel may conduct its survey independently or with a larger unit (a higher-level command or another company-level unit.)

c. Within 30 days of receiving the results of the command climate assessment, the requesting commander will brief the next higher-level Commander on the results and his or her command climate assessment summary and action plan, as defined in the Army Command Climate Assessments Implementation Guidance for Commanders and Equal Opportunity (EO) Practitioners (enclosure 1).

5. Adjutant's General:

a. Submit a State report (enclosure 2) to the ARNG EO/Diversity office (ARNG-CSO-EO) and make recommendations for improving the survey tools and related policies no later than 3 July 2014.

b. Analyze the existing DEOCS command climate assessment and the initial results of the ARNG-wide baseline assessment directed in paragraph 4a above, to determine whether the existing DEOCS survey meets the ARNG's needs, not only for assessing command responses to sexual harassment and sexual assault, but also for more broadly assessing a command's efforts to establish and maintain a professional, respectful, and trust-promoting environment.

c. Develop courses of action for ensuring that the ARNG effectively assesses the climate in noncommand-type organizations. In the interim, leaders of such organizations may use the command climate assessment tools, including the DEOCS, described in the enclosure 1.

6. All ARNG members will be afforded the opportunity to participate in command climate assessments. Participation in the assessments is optional for Department of the Army Civilians and Military Technicians. (Contractors are exempted from participating) Management must ensure that all applicable collective bargaining obligations are fulfilled before initiating a command climate assessment covering bargaining unit employees.

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7. Initial implementing guidance for this policy is in enclosure 1, Army Command Climate Assessments Implementation Guidance for Commanders and Equal Opportunity (EO) Practitioners.

8. This policy memorandum is effective immediately.

9. The point of contact is Mr. Alfranda L. Durr, ARNG Diversity Program Manager, Army National Guard, at DSN 327-1460, 703 607-1460, or [alfranda.l.durr.civ@mail.mil](mailto:alfranda.l.durr.civ@mail.mil).

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3. State Climate Survey Reporting  
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States SEEMs  
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