



UNITED STATES MARINE CORPS
FORCE HEADQUARTERS GROUP
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NEW ORLEANS, LA 70114-1500

IN REPLY REFER TO
5354
CoS
16 May 19

GROUP POLICY LETTER 1-19

From: Commanding General, Force Headquarters Group
To: Distribution List

Subj: FOLLOW UP ACTIONS REGARDING THE DEFENSE EQUAL OPPORTUNITY
CLIMATE SURVEY (DEOCS) REPORT

Ref: (a) MCO 5354.1E

1. Purpose. The purpose of this policy is to identify standard follow-up actions once a Defense Equal Opportunity Climate Survey (DEOCS) has been conducted, per the reference.
2. Background. The reference requires commanders to conduct a Defense Equal Opportunity Climate Survey (DEOCS) within 120 days of assuming command, and annually thereafter. Additionally, a DEOCS will be completed 90 days prior to the change of command for outgoing commanders. Based on survey results, a DEOCS Report is generated and sent to the requesting commander for analysis and feedback.
3. Policy. Per Appendix A of the reference, commanders will take the following actions on receipt of the DEOCS Report:
 - a. Review the DEOCS Report in its entirety.
 - b. Identify trends and determine whether written comments/responses support the numerical data.
 - c. If needed, ensure interviews are conducted to further characterize organizational issues and strengths, and opportunities for improvement.
 - d. If needed, review the organization's written records and reports to determine the validity of the perceptions revealed by the survey and interviews.
 - e. Share the results of the DEOCS with all members of their organization.

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f. Involve key leaders and let members of their organization know that they are acting on their feedback.

g. Develop a Corrective Action Plan (CAP) in the form of a memo that will consist of, at a minimum, the following elements:

(1) A summary of the commander's intent for conducting the DEOCS.

(2) A summary of the commander and senior enlisted leader's analysis and insights into the DEOCS Report.

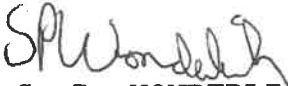
(3) A listing of each issue to be addressed along with the action to be taken for each issue, the action's status, and the responsible party.

h. Publicly review the CAP with all members of the organization.

i. Periodically review progress that has been made in realizing the plan's goals.

j. Provide the DEOCS Report and the written CAP to the Commanding General, Deputy Commander, Group Sergeant Major, and Chief of Staff for review and approval within 30 calendar days of the DEOCS Report being made available.

4. Point of Contact. The point of contact for this policy is the FHG Equal Opportunity Advisor, Gunnery Sergeant Kirkland Levarity at 504-697-8155.


S. P. WONDERLICH
Acting

DISTRUBUTION: FHG Commanders