

EOA Practice Quiz

EOA 4000, 4100, 4200, and 5000 · 30 multiple choice questions per lesson (54 for EOA 5000) · answer keys at the back · BellexFire Study Companion

EOA 4000: Integrated Primary Prevention (IPP) Framework

1. What are the four levels of the Social-Ecological Model (SEM)?

- A. Local, state, federal, and global
- B. Enlisted, NCO, officer, and civilian
- C. Primary, secondary, tertiary, and quaternary
- D. Individual, interpersonal, organizational, and societal

2. What are the four steps of DoW's IPP Process?

- A. Prevention implemented for an entire group or population without regard to risk
- B. By remaining open minded and willing to learn new skills and habits during prevention activities
- C. Understand the problem, develop a comprehensive approach, quality implementation, and continuous evaluation
- D. Service culture, policies, and practices, plus practices and values modeled by senior leaders

3. What is Step 1 of the Primary Prevention Process (PPP)?

- A. Quality implementation
- B. Understanding the problem
- C. Developing strategies
- D. Continuous evaluation

4. Step 1 requires defining what about the problem?

- A. The budget of the problem
- B. The location of the office
- C. The rank of those involved
- D. The magnitude of the problem

5. What are risk factors?

- A. Factors that increase the likelihood of self-directed harm and prohibited abusive or harmful acts
- B. A 20% spike in sick call visits, primarily for sleep issues and stress
- C. Personal and familial conflict, low peer support, and power differential
- D. A 15% drop in trust in mid-level leadership and high workplace exhaustion scores

6. What are protective factors?

- A. Characteristics, conditions, or behaviors that reduce the effects of stressful life events
- B. Prevention activities that are an immediate response after harassment has occurred, dealing with short-term consequences
- C. Increased gossip and rumors, isolation of individuals, low trust, and a general climate of fear or apprehension
- D. A 20% spike in sick call visits, primarily for sleep issues and stress

7. Give three examples of individual-level risk factors.

- A. Influencers, bystanders, individuals who may commit harm, and individuals who may be affected by harm
- B. Human resources, infrastructure, and collaborative relationships
- C. Stressful life events, financial concerns, and poor decision-making skills

D. Deploy mutually reinforcing policies, programs, and practices rather than isolated interventions

8. Give three examples of individual-level protective factors.

- A. Education, employment security, and job control
- B. Vague policies and media norms
- C. Power differential, conflict, and low support
- D. Poor climate and deployment status

9. The interpersonal SEM level includes factors associated with what?

- A. Executing prevention activities with high fidelity, effective delivery, and a supportive command climate
- B. Close relationships such as intimate partners, family members, friends, and frequent acquaintances
- C. Leaders who are present, approachable, and actively involved in the unit's well-being
- D. Behavior directed towards oneself that deliberately results in injury or the potential for injury to oneself

10. Give three interpersonal-level risk factors.

- A. Lower discrimination rates and identifying if an activity decreased negative behaviors
- B. Designated dwell time (recognized reset phase)
- C. Personal and familial conflict, low peer support, and power differential
- D. Engaging the audience and key stakeholders in a way that inspires behavior change and skill development

11. Give three interpersonal-level protective factors.

- A. Prevention implemented for individuals, groups, or a population that is at risk
- B. Policies, programs, or practices that aim to prevent self-directed harm and prohibited abusive or harmful acts
- C. Engaging the audience and key stakeholders in a way that inspires behavior change and skill development
- D. Cohesive teams, clear personal and professional boundaries, and mentoring programs

12. Give three organizational-level risk factors.

- A. Unity of effort, avoiding unnecessary duplication, and lessening training fatigue
- B. Delivering the approach competently as it was originally designed
- C. Demographic faultline, flagpole effect, and poor command climate
- D. Prioritize and value integrated prevention

13. Give three organizational-level protective factors.

- A. High organizational cohesion and morale, access to community resources, and leadership engagement
- B. Delivering the approach competently as it was originally designed
- C. Policies, programs, or practices that aim to prevent self-directed harm and prohibited abusive or harmful acts
- D. Unlawful acts based on protected classes, including bullying, hazing, retaliation, and sexual harassment/assault

14. The societal SEM level focuses on what two areas?

- A. Military Branch of Service and society
- B. Selected primary prevention
- C. Healthy professional environments
- D. That retaliation of any kind will not be tolerated

15. What are the three types of prevention strategies?

- A. Alpha, bravo, and charlie
- B. Primary, secondary, and tertiary
- C. Direct, indirect, and hybrid
- D. Formal, informal, and blended

16. When do primary prevention strategies take place?

- A. Before harassment has occurred
- B. Immediately after harassment
- C. Long after harassment
- D. During litigation only

17. What is universal primary prevention?

- A. Prevention implemented for an entire group or population without regard to risk
- B. Behavior directed towards oneself that deliberately results in injury or the potential for injury to oneself
- C. Who is most impacted, how many are impacted, where are incidents occurring, and what are the trends
- D. Factors that increase the likelihood of self-directed harm and prohibited abusive or harmful acts

18. What is selected primary prevention?

- A. Prevention implemented for individuals, groups, or a population that is at risk
- B. Unlawful acts based on protected classes, including bullying, hazing, retaliation, and sexual harassment/assault
- C. Prevalence (number of people impacted) and incidence (frequency of occurrence)
- D. Cohesive teams, clear personal and professional boundaries, and mentoring programs

19. What are secondary prevention strategies?

- A. Prevention activities that are an immediate response after harassment has occurred, dealing with short-term consequences
- B. Personality traits, skills and abilities, circumstances, and personal history
- C. High organizational cohesion and morale, access to community resources, and leadership engagement
- D. Prevent/reduce harm, foster command climates of dignity/respect/connectedness, and encourage a culture of help-seeking

20. What are tertiary prevention strategies?

- A. Factors that increase the likelihood of self-directed harm and prohibited abusive or harmful acts
- B. Long-term responses after harassment that deal with the lasting consequences
- C. Strong Service ethos and values, Service-level leadership buy-in, and sociopolitical awareness
- D. Prevalence (number of people impacted) and incidence (frequency of occurrence)

21. What is quality implementation (Step 3)?

- A. Specialized resources and targeted interventions explicitly toward high-risk populations identified by data
- B. Executing prevention activities with high fidelity, effective delivery, and a supportive command climate
- C. Leveraging only programs empirically validated by research to decrease specific harms for your demographic
- D. Define the problem, map risk and protective factors across the SEM, and recommend primary/secondary/tertiary strategies

22. What does fidelity mean in quality implementation?

- A. Delivering the approach competently as it was originally designed

- B. Equipped and empowered leadership and prevention personnel
- C. Strong Service ethos and values, Service-level leadership buy-in, and sociopolitical awareness
- D. Service culture, policies, and practices, plus practices and values modeled by senior leaders

23. What does effective delivery mean?

- A. Engaging the audience and key stakeholders in a way that inspires behavior change and skill development
- B. Specialized resources and targeted interventions explicitly toward high-risk populations identified by data
- C. Documenting challenges and successes to identify best practices, and adjusting implementation when necessary
- D. Synchronize efforts, apply the SEM framework, and prioritize vulnerability

24. In supportive climates, what do leaders do?

- A. Delegate prevention to juniors only
- B. Prioritize and value integrated prevention
- C. Focus only on inspections
- D. Avoid the MEO office

25. What is continuous evaluation (Step 4)?

- A. A comprehensive approach ensuring short, intermediate, and long-term outcomes contribute to reductions in discriminatory and harassing behaviors
- B. Specialized resources and targeted interventions explicitly toward high-risk populations identified by data
- C. Understand the problem, develop a comprehensive approach, quality implementation, and continuous evaluation
- D. Influencers, bystanders, individuals who may commit harm, and individuals who may be affected by harm

26. Give an example of evaluating prevention activities and program outputs.

- A. Characteristics, conditions, or behaviors that reduce the effects of stressful life events
- B. Close relationships such as intimate partners, family members, friends, and frequent acquaintances
- C. Executing prevention activities with high fidelity, effective delivery, and a supportive command climate
- D. Number of leaders trained or number of meetings held with external stakeholders

27. Give an example of evaluating outcomes.

- A. Personality traits, skills and abilities, circumstances, and personal history
- B. Lower discrimination rates and identifying if an activity decreased negative behaviors
- C. Leaders who set a climate and shape norms but may not be present when harm takes place
- D. Prevention implemented for individuals, groups, or a population that is at risk

28. What two additional actions complete continuous evaluation?

- A. Prevention implemented for individuals, groups, or a population that is at risk
- B. Media norms and omissions, differences in cultural norms, and vague policies
- C. By using their knowledge and skills to build collaborative relationships, guide leadership, and expertly implement prevention approaches
- D. Documenting challenges and successes to identify best practices, and adjusting implementation when necessary

29. What does the MEO Continuum of Harm describe at its healthiest end?

- A. Discriminatory environments

- B. Healthy professional environments
- C. Warning signs
- D. Harassing environments

30. What are warning signs on the continuum of harm?

- A. Understand the problem, develop a comprehensive approach, quality implementation, and continuous evaluation
- B. Inject personal opinions, skip questions, or allow senior leaders into junior enlisted sessions
- C. Media norms and omissions, differences in cultural norms, and vague policies
- D. Increased gossip and rumors, isolation of individuals, low trust, and a general climate of fear or apprehension

EOA 4100: Prohibited Military Discrimination

1. What is Military Equal Opportunity (MEO)?

- A. Harmful behaviors that create risks for individuals and the organization and reduce mission readiness
- B. Discrimination, including disparate treatment, on the basis of a protected class that is not otherwise authorized by law or regulation and detracts from military readiness
- C. The right of all Service members to serve, advance, and be evaluated based only on individual merit, fitness, capability, and performance
- D. Taking corrective actions for substantiated complaints and marking performance evaluations per Service policies

2. What are the six protected bases of the MEO program?

- A. MEO support with protection from retaliation, and timely resolution of complaints
- B. Insults, putdowns, invalidations, gossip, and offensive conduct such as inappropriate jokes, innuendos, or overtones
- C. The U.S. Equal Employment Opportunity Commission (EEOC)
- D. Race, color, national origin, religion, sex (including pregnancy), and sexual orientation

3. How does the MEO program define race?

- A. Harmful behaviors that create risks for individuals and the organization and reduce mission readiness
- B. Taking corrective actions for substantiated complaints and marking performance evaluations per Service policies
- C. Policies are clearly written, aligned to DoW and Service directives, and publicized, communicated, and accessible
- D. A division of human beings identified by traits transmissible by descent sufficient to characterize a distinctive human genotype

4. What does color refer to as a protected basis?

- A. Hair color only
- B. Flag colors
- C. A person's skin tone or complexion
- D. Uniform color standards

5. Can color discrimination occur between persons of the same race?

- A. No, it can only occur between persons of different races or ethnicities
- B. Yes, but only when national origin is also a factor in the treatment
- C. No, color and race claims must always involve two different groups
- D. Yes, between persons of the same race or ethnicity as well as different ones

6. How is national origin defined?

- A. Insults, putdowns, invalidations, gossip, and offensive conduct such as inappropriate jokes, innuendos, or overtones
- B. Collect/assess/analyze DEOCS and DCOP data, and conduct follow-ups on all complaints
- C. Analyze behaviors that support and violate the MEO program while collaborating in a small group to develop strategies that maximize combat effectiveness
- D. An individual's or ancestor's place of origin, or having the physical, cultural, or linguistic characteristics of a national group

7. How is religion defined as a protected basis?

- A. Analyze behaviors that support and violate the MEO program while collaborating in a small group to develop strategies that maximize combat effectiveness

- B. A personal set or institutionalized system of attitudes, moral or ethical beliefs, and practices held with the strength of traditional religious views
- C. Harmful behaviors that create risks for individuals and the organization and reduce mission readiness
- D. Insults, putdowns, invalidations, gossip, and offensive conduct such as inappropriate jokes, innuendos, or overtones

8. How is sex defined as a protected basis?

- A. Others who have sincerely held religious, ethical, or moral beliefs
- B. The biological distinction between males and females
- C. A person of a certain color (or associated with one)
- D. Large Group Activity 1: Making the Connection

9. What does the sex basis explicitly include?

- A. Disability
- B. Genetic information
- C. Age
- D. Pregnancy

10. How is sexual orientation defined?

- A. Analyze behaviors that support and violate the MEO program while collaborating in a small group to develop strategies that maximize combat effectiveness
- B. Insults, putdowns, invalidations, gossip, and offensive conduct such as inappropriate jokes, innuendos, or overtones
- C. Homosexuality, bisexuality, heterosexuality, whether actual or perceived, including association with an individual of a particular sexual orientation
- D. Harmful behaviors that create risks for individuals and the organization and reduce mission readiness

11. Per the OMB standards, name four race/ethnicity classifications.

- A. Buddhism, Christianity, Hinduism, Islam, and Judaism
- B. Exclusively on demonstrated fitness, capabilities, and performance
- C. Collect/assess/analyze DEOCS and DCOP data, and conduct follow-ups on all complaints
- D. White; Black or African American; American Indian or Alaska Native; Asian

12. What OMB update was made regarding Hispanic or Latino?

- A. Hispanic or Latino was added as a race/ethnic category
- B. Buddhism, Christianity, Hinduism, Islam, and Judaism
- C. Structure strategies to prevent prohibited discrimination
- D. Defense Organizational Climate Survey and Defense Organizational Climate Pulse

13. What OMB update was made regarding MENA?

- A. Exclusively on demonstrated fitness, capabilities, and performance
- B. Ensuring policies are clearly written and accessible (primary)
- C. Complainants, alleged offenders, and others who cooperate with the investigation
- D. Middle Eastern or North African was removed from the White category to its own category

14. Name three additional protections that apply to civilian employees only.

- A. Even if they do not have that background
- B. Foundational DoW policies (DoWI 1350.02 and related instructions)
- C. Sexual orientation (actual or perceived)
- D. Age (40+), disability, and genetic information

15. At what age does the civilian age protection begin?

- A. 65
- B. 40 and older
- C. 50
- D. 18

16. Define prohibited discrimination.

- A. Unwelcome conduct, including teasing or joking, on the basis of unit affiliation that is not addressed by policy and detracts from workplace morale
- B. Discrimination, including favorable treatment, on the basis of rank or position that is authorized by regulation and supports the maintenance of good order and discipline
- C. Any treatment, including corrective action, on the basis of duty performance that is authorized by law or regulation and contributes to military readiness
- D. Discrimination, including disparate treatment, on the basis of a protected class that is not otherwise authorized by law or regulation and detracts from military readiness

17. What does race discrimination involve?

- A. An individual's or ancestor's place of origin, or having the physical, cultural, or linguistic characteristics of a national group
- B. A personal set or institutionalized system of attitudes, moral or ethical beliefs, and practices held with the strength of traditional religious views
- C. Taking corrective actions for substantiated complaints and marking performance evaluations per Service policies
- D. Treating someone unfavorably because of their race or personal characteristics associated with race, such as hair texture, skin color, or facial features

18. Color discrimination can involve treating someone unfavorably because they are married to whom?

- A. A person of a certain color (or associated with one)
- B. The biological distinction between males and females
- C. Structure strategies to prevent prohibited discrimination
- D. Federal Register Vol. 89, No. 62 (March 29, 2024)

19. National origin discrimination includes treating people unfavorably because they appear to be of a certain ethnic background, even if what?

- A. Even if they do not have that background
- B. Federal Register Vol. 89, No. 62 (March 29, 2024)
- C. Unit cohesion and mission readiness
- D. Structure strategies to prevent prohibited discrimination

20. May a Service member's sincerely held beliefs be used as the basis of adverse personnel action?

- A. No, insofar as practicable, sincere expressions of conscience, moral principles, or religious beliefs may not be the basis of adverse action
- B. Yes, but only for denial of schooling and training, never for promotion, assignment, or other personnel actions
- C. No, unless the beliefs belong to a traditional organized religion formally recognized by the Department of War
- D. Yes, whenever the commander determines the beliefs conflict with unit scheduling or routine operational requirements

21. Religious discrimination protects not only traditional organized religions but also whom?

- A. Others who have sincerely held religious, ethical, or moral beliefs
- B. Merit, fitness, capability, and performance
- C. MEO support with protection from retaliation, and timely resolution of complaints
- D. Structure strategies to prevent prohibited discrimination

22. What does sexual orientation discrimination legally count as?

- A. A minor infraction
- B. Not discrimination
- C. A civilian matter only
- D. Discrimination because of sex

23. What are the three timeframes for organizational prevention strategies?

- A. When it is otherwise authorized by law or regulation
- B. Middle Eastern or North African was removed from the White category to its own category
- C. Race, color, national origin, religion, sex (including pregnancy), and sexual orientation
- D. Primary (before), secondary (immediately after an incident), and tertiary (long term)

24. What should a primary review of organizational policies ensure?

- A. A division of human beings identified by traits transmissible by descent sufficient to characterize a distinctive human genotype
- B. The right of all Service members to serve, advance, and be evaluated based only on individual merit, fitness, capability, and performance
- C. Policies are clearly written, aligned to DoW and Service directives, and publicized, communicated, and accessible
- D. Race, color, national origin, religion, sex (including pregnancy), and sexual orientation

25. What does leader training help leaders identify?

- A. Foundational DoW policies (DoWI 1350.02 and related instructions)
- B. 'Other Pacific Islanders' is changed to 'Pacific Islanders'
- C. A Service member's individual expressions of conscience, moral principles, or religious beliefs
- D. Harmful behaviors that create risks for individuals and the organization and reduce mission readiness

26. What must every personnel decision be founded on under the meritocratic mandate?

- A. White; Black or African American; American Indian or Alaska Native; Asian
- B. Others who have sincerely held religious, ethical, or moral beliefs
- C. Hispanic or Latino was added as a race/ethnic category
- D. Exclusively on demonstrated fitness, capabilities, and performance

27. Name two secondary (immediately after) strategies.

- A. Climate survey trend analysis, and follow-ups on all closed complaints
- B. Leader training on harmful behaviors, and publication of clearly written policies
- C. MEO support with protection from retaliation, and timely resolution of complaints
- D. Meritocratic personnel processes, and accessible complaint procedures

28. What does the accountability secondary strategy require?

- A. A division of human beings identified by traits transmissible by descent sufficient to characterize a distinctive human genotype
- B. Others who have sincerely held religious, ethical, or moral beliefs
- C. White; Black or African American; American Indian or Alaska Native; Asian
- D. Taking corrective actions for substantiated complaints and marking performance evaluations per Service policies

29. Name the two tertiary (long term) strategies.

- A. Collect/assess/analyze DEOCS and DCOP data, and conduct follow-ups on all complaints
- B. Enforce merit-based decisions, and intervene decisively at the earliest sign
- C. Publish anti-discrimination policies, and train leaders to spot harmful behaviors
- D. Protect complainants from retaliation, and ensure timely complaint resolution

30. What do DEOCS and DCOP stand for?

- A. Race, color, national origin, religion, sex (including pregnancy), and sexual orientation
- B. Defense Organizational Climate Survey and Defense Organizational Climate Pulse
- C. Foundational DoW policies (DoWI 1350.02 and related instructions)
- D. When it is otherwise authorized by law or regulation

EOA 4200: Harassment and Retaliation

1. Per the June 18, 2026 OUSW P&R memo, where is harassment prohibited?

- A. Decreased productivity, negative impact on recruitment/retention, and jeopardized combat readiness
- B. Prominently post and publicize the commander's anti-harassment and anti-discrimination policies and regularly communicate them
- C. In all circumstances and environments, including off-duty or unofficial unit functions and settings
- D. A member of Congress, the IG, a DoW law enforcement organization, and any person in the chain of command

2. Which official activities do NOT constitute harassment when conducted professionally?

- A. A minimum of one 24-hour toll-free or local hotline with information on policies, filing complaints, and the DoW-wide sexual assault hotline at SafeHelpline.org
- B. The Inspector General of the DoW, the appropriate Service IG, or the Service member's chain of command
- C. Basic military training, professional military education, physical training, disciplinary or corrective actions, and combat readiness exercises
- D. Taking or threatening an unfavorable personnel action, or withholding a favorable one, for making or being perceived as making a protected communication

3. Is rude, ignorant, abrasive, or unkind behavior automatically harassment?

- A. No, protection does not depend on the member's motive
- B. No, it had no legitimate military or governmental purpose
- C. Yes, a reasonable person exposed to the same facts would find them offensive
- D. No, but it may constitute harassment depending on the totality of the circumstances

4. Under what statute is sexual harassment addressed?

- A. Chronic absence, as from work
- B. It must be a lawful communication
- C. Stress and anxiety, absenteeism, and low performance
- D. 10 U.S.C. § 1561 and Service policies

5. What is the reasonable person standard?

- A. A pattern of belittling and undermining behavior consistent with harassment
- B. Decreased productivity, negative impact on recruitment/retention, and jeopardized combat readiness
- C. An objective test used to determine if behavior meets the legal test for harassment or prohibited discrimination
- D. The mandated annotation of performance evaluations for substantiated complaints

6. What does the reasonable person test require?

- A. Prominently post and publicize the commander's anti-harassment and anti-discrimination policies and regularly communicate them
- B. Taking or threatening an unfavorable personnel action, or withholding a favorable one, for making or being perceived as making a protected communication
- C. A pattern of belittling and undermining behavior consistent with harassment
- D. A hypothetical exposure of a reasonable person to the same set of facts and circumstances as reported in the complaint

7. Whose perspective does the reasonable person standard consider?

- A. The complainant's perspective, without relying on stereotyped notions of acceptable behavior
- B. Mental/emotional health impacts, low self-esteem, and suicidal behavior

- C. Prominently post and publicize the commander's anti-harassment and anti-discrimination policies and regularly communicate them
- D. Quantitative and qualitative data to highlight protective and risk factors

8. Which directive governs protected communications?

- A. AFI 36-2909
- B. DoDD 7050.06
- C. DoWI 1350.02
- D. DoDI 1020.03

9. Define harassment per OUSW (P&R) 2026.

- A. Identify patterns and trends from complaint data, collaborate with the IPPW to review data, and recommend courses of action to the commander
- B. Conduct without a legitimate military or governmental purpose that would be unwelcome or offensive to a reasonable person and creates an intimidating, humiliating, or abusive environment
- C. Prominently post and publicize the commander's anti-harassment and anti-discrimination policies and regularly communicate them
- D. A violation of law or regulation, including rape, sexual assault, sexual misconduct, sexual harassment, or unlawful discrimination

10. How can harassment be delivered?

- A. Undermining Capt. Jones's authority in front of subordinates
- B. The mandated annotation of performance evaluations for substantiated complaints
- C. A pattern of belittling and undermining behavior consistent with harassment
- D. Verbally or nonverbally, including by written or electronic means, or in person

11. What is discriminatory harassment?

- A. The Inspector General of the DoW, the appropriate Service IG, or the Service member's chain of command
- B. A minimum of one 24-hour toll-free or local hotline with information on policies, filing complaints, and the DoW-wide sexual assault hotline at SafeHelpline.org
- C. A violation of law or regulation, including rape, sexual assault, sexual misconduct, sexual harassment, or unlawful discrimination
- D. Unwelcome conduct based on race, color, national origin, religion, sex (including pregnancy), or sexual orientation

12. Define bullying.

- A. A minimum of one 24-hour toll-free or local hotline with information on policies, filing complaints, and the DoW-wide sexual assault hotline at SafeHelpline.org
- B. A violation of law or regulation, including rape, sexual assault, sexual misconduct, sexual harassment, or unlawful discrimination
- C. A form of harassment involving repetitive, intentional hurtful conduct that intimidates, humiliates, torments, isolates, degrades, exploits, controls, or creates risk of distress or harm
- D. Given real-world military scenarios, accurately distinguish behaviors that support or violate DoW MEO and Harassment Prevention and Response policies

13. Define hazing.

- A. Intentional or reckless conduct that humiliates, degrades, or creates injury, directly related to affiliation, entry, advancement, or standing within a military unit, regardless of consent
- B. A minimum of one 24-hour toll-free or local hotline with information on policies, filing complaints, and the DoW-wide sexual assault hotline at SafeHelpline.org

- C. Identify patterns and trends from complaint data, collaborate with the IPPW to review data, and recommend courses of action to the commander
- D. Prominently post and publicize the commander's anti-harassment and anti-discrimination policies and regularly communicate them

14. What distinguishes bullying from hazing at the core?

- A. Timely response to complaints, protect complainants against reprisal, and ensure access to available resources
- B. A minimum of one 24-hour toll-free or local hotline with information on policies, filing complaints, and the DoW-wide sexual assault hotline at SafeHelpline.org
- C. Bullying targets differences or vulnerabilities exploiting a power imbalance; hazing relates to initiation or affiliation with a group
- D. A violation of law or regulation, including rape, sexual assault, sexual misconduct, sexual harassment, or unlawful discrimination

15. Does consent make hazing acceptable?

- A. No, revealing previously disclosed information keeps protection
- B. No, protection does not depend on the member's motive
- C. No, it had no legitimate military or governmental purpose
- D. No, hazing applies regardless of whether the affected Service member consented

16. Name three bullying behaviors.

- A. Prominently post and publicize the commander's anti-harassment and anti-discrimination policies and regularly communicate them
- B. Inflicting or threatening physical pain, berating duty performance, and excluding a member from work-related opportunities
- C. Timely response to complaints, protect complainants against reprisal, and ensure access to available resources
- D. Identify patterns and trends from complaint data, collaborate with the IPPW to review data, and recommend courses of action to the commander

17. Name three hazing behaviors.

- A. A violation of law or regulation, including rape, sexual assault, sexual misconduct, sexual harassment, or unlawful discrimination
- B. Given real-world military scenarios, accurately distinguish behaviors that support or violate DoW MEO and Harassment Prevention and Response policies
- C. Striking/branding/tattooing or unwanted physical contact, abusive physical discomfort or fatigue, and requiring financial contributions
- D. A member of Congress, the IG, a DoW law enforcement organization, and any person in the chain of command

18. What consequences can bullying and hazing bring?

- A. Decreased productivity, negative impact on recruitment/retention, and jeopardized combat readiness
- B. Administrative or disciplinary actions for Service members and adverse employment actions for DoW civilian employees
- C. The Inspector General of the DoW, the appropriate Service IG, or the Service member's chain of command
- D. Timely response to complaints, protect complainants against reprisal, and ensure access to available resources

19. Define retaliation per DoWI 1350.02.

- A. Wrongfully denying, delaying, or misplacing routine administrative paperwork, or wrongfully rescheduling duties, with the intent to inconvenience a person who filed any type of workplace grievance
- B. Lawfully taking, documenting, or recommending a favorable personnel action, or lawfully granting a requested one, with the intent to encourage reporting of criminal offenses and protected communications
- C. Unintentionally overlooking, postponing, or forgetting a favorable personnel action for a person who reported an offense, without any intent to discourage future reporting or protected communications
- D. Wrongfully taking, threatening, or recommending an adverse personnel action, or wrongfully withholding a favorable one, with the intent to discourage reporting a criminal offense or making a protected communication

20. Where do commanders refer complaints of reprisal or retaliation?

- A. A hypothetical exposure of a reasonable person to the same set of facts and circumstances as reported in the complaint
- B. The mandated annotation of performance evaluations for substantiated complaints
- C. Unwelcome conduct based on race, color, national origin, religion, sex (including pregnancy), or sexual orientation
- D. The Inspector General of the DoW, the appropriate Service IG, or the Service member's chain of command

21. What are the elements of reprisal?

- A. Given real-world military scenarios, accurately distinguish behaviors that support or violate DoW MEO and Harassment Prevention and Response policies
- B. Prominently post and publicize the commander's anti-harassment and anti-discrimination policies and regularly communicate them
- C. Striking/branding/tattooing or unwanted physical contact, abusive physical discomfort or fatigue, and requiring financial contributions
- D. Taking or threatening an unfavorable personnel action, or withholding a favorable one, for making or being perceived as making a protected communication

22. A protected communication includes reporting what violations?

- A. Bullying targets differences or vulnerabilities exploiting a power imbalance; hazing relates to initiation or affiliation with a group
- B. Verbally or nonverbally, including by written or electronic means, or in person
- C. A violation of law or regulation, including rape, sexual assault, sexual misconduct, sexual harassment, or unlawful discrimination
- D. Destroying or confiscating personal property or work equipment, and inflicting or threatening physical harm

23. Beyond legal violations, what else does a protected communication cover?

- A. Gross mismanagement, gross waste of funds, abuse of authority, or a substantial and specific danger to public health or safety
- B. Inflicting or threatening physical pain, berating duty performance, and excluding a member from work-related opportunities
- C. A minimum of one 24-hour toll-free or local hotline with information on policies, filing complaints, and the DoW-wide sexual assault hotline at SafeHelpline.org
- D. Destroying or confiscating personal property or work equipment, and inflicting or threatening physical harm

24. Does a communication lose protection if made verbally, off duty, or to the person complained about?

- A. No, protection is kept regardless of those conditions
- B. No, it had no legitimate military or governmental purpose
- C. No, harassment is prohibited in all circumstances and environments
- D. Yes, it must go outside the chain

25. Name four recipients that make a communication protected.

- A. Verbally or nonverbally, including by written or electronic means, or in person
- B. Inflicting or threatening physical pain, berating duty performance, and excluding a member from work-related opportunities
- C. Given real-world military scenarios, accurately distinguish behaviors that support or violate DoW MEO and Harassment Prevention and Response policies
- D. A member of Congress, the IG, a DoW law enforcement organization, and any person in the chain of command

26. What is DoW's goal regarding harassing behavior?

- A. The obligation to treat others with dignity and respect
- B. ELO B: retaliation, reprisal, and restriction
- C. Impartiality, timeliness, and sufficiency
- D. To prevent it before it rises to the level of severe or pervasive

27. Name three individual effects of harassment.

- A. A pattern of belittling and undermining behavior consistent with harassment
- B. The obligation to treat others with dignity and respect
- C. Stress and anxiety, absenteeism, and low performance
- D. ELO B: retaliation, reprisal, and restriction

28. Name three organizational effects of harassment.

- A. Prominently post and publicize the commander's anti-harassment and anti-discrimination policies and regularly communicate them
- B. A pattern of belittling and undermining behavior consistent with harassment
- C. Quantitative and qualitative data to highlight protective and risk factors
- D. Decreased productivity, negative impact on recruitment/retention, and jeopardized combat readiness

29. Name three psychological effects of harassment on the victim.

- A. The complainant's perspective, without relying on stereotyped notions of acceptable behavior
- B. A member of Congress, the IG, a DoW law enforcement organization, and any person in the chain of command
- C. Individual effects such as stress, anxiety, and reduced engagement
- D. Mental/emotional health impacts, low self-esteem, and suicidal behavior

30. What hotline requirement exists as a primary prevention strategy?

- A. A minimum of one 24-hour toll-free or local hotline with information on policies, filing complaints, and the DoW-wide sexual assault hotline at SafeHelpline.org
- B. A member of Congress, the IG, a DoW law enforcement organization, and any person in the chain of command
- C. In all circumstances and environments, including off-duty or unofficial unit functions and settings
- D. Striking/branding/tattooing or unwanted physical contact, abusive physical discomfort or fatigue, and requiring financial contributions

EOA 5000: MEO Complaint Process and Confidentiality

1. What is confidentiality in the MEO context?

- A. A legal term referring to an MEO professional refraining from voluntarily sharing information disclosed during a Complaint Intake Interview or Conflict Resolution session
- B. From the moment a complaint is filed, the MEO professional knows the complainant's identity, the subjects, and the allegations
- C. Taking or threatening an unfavorable personnel action, or withholding a favorable one, against someone for making a protected communication or cooperating with an investigation
- D. Services must provide members the option to confidentially disclose identifying information and allegations to an authorized individual

2. Does MEO confidentiality carry the same legal privilege as a chaplain or lawyer?

- A. No, it does not carry the same legal privilege as communications with a chaplain, lawyer, SARC, IG, or medical provider
- B. Yes, it carries the identical legal privilege as communications with a chaplain, lawyer, SARC, IG, or medical provider
- C. No, it carries a stronger privilege than a chaplain or lawyer because complaints are logged in official Service databases
- D. Yes, but only for informal complaints handled entirely within a Conflict Resolution session at the unit level

3. What are the two primary, non-negotiable limits on MEO confidentiality?

- A. Mandatory reporting to command and the duty to report other violations
- B. The Secretary of War and the Military Departments
- C. True anonymity is not an option; the MEO will know their identity from the moment of filing
- D. To be nameless or without one's identity being revealed

4. What must MEO professionals report to the appropriate commander?

- A. True anonymity is not an option; the MEO will know their identity from the moment of filing
- B. Prohibited reprisal against a protected communication
- C. All formal and informal complaints, including specific details and outcomes
- D. The intake of MEO informal and formal complaints

5. Where is complaint information logged besides the commander's report?

- A. Official Service databases for oversight and tracking purposes
- B. The absolute prohibition of reprisal for filing a complaint
- C. Prohibited reprisal against a protected communication
- D. To be nameless or without one's identity being revealed

6. As mandated reporters, what disclosures must MEO professionals report to the IG or law enforcement?

- A. The intake of MEO informal and formal complaints
- B. Criminal activity, fraud, waste, abuse, or threats to public health and safety
- C. True anonymity is not an option; the MEO will know their identity from the moment of filing
- D. To be nameless or without one's identity being revealed

7. What does anonymity mean?

- A. Each Service, based on Service laws, policies, and regulations
- B. Official Service databases for oversight and tracking purposes
- C. Prohibited reprisal against a protected communication
- D. To be nameless or without one's identity being revealed

8. Is true anonymity an option during a Complaint Intake Interview or CR session?

- A. No, except for complaints filed by junior enlisted
- B. No, true anonymity is not an option
- C. Yes, but only if requested in writing at intake
- D. Yes, anonymity is always available on request

9. Why is true anonymity impossible in the complaint process?

- A. Because complaint forms are published in official Service databases that any member of the command can search and review at will
- B. Because commanders are required to announce every complaint, including names and allegations, at the next scheduled formation
- C. From the moment a complaint is filed, the MEO professional knows the complainant's identity, the subjects, and the allegations
- D. Because the Inspector General independently publishes complainant identities to Congress as part of mandatory oversight reporting

10. What must the MEO do if a complainant discloses a risk to anyone's health or safety?

- A. Wait 30 days
- B. Keep it secret
- C. Ask permission first
- D. Report the information

11. What did the DoW direct on June 18, 2026?

- A. A legal term referring to an MEO professional refraining from voluntarily sharing information disclosed during a Complaint Intake Interview or Conflict Resolution session
- B. They cannot; there is an absolute duty to report all complaints to the appropriate commander
- C. Services must provide members the option to confidentially disclose identifying information and allegations to an authorized individual
- D. From the moment a complaint is filed, the MEO professional knows the complainant's identity, the subjects, and the allegations

12. How long do the Services have to comply with the June 18, 2026 directive?

- A. A legally protected communication
- B. Champlin et al. (2015), Legal Dictionary
- C. 3 months from June 18, 2026
- D. 30 days

13. Until the directive is implemented, what must MEO professionals follow?

- A. Prohibited reprisal against a protected communication
- B. The intake of MEO informal and formal complaints
- C. Official Service databases for oversight and tracking purposes
- D. Service guidelines on how to manage confidentiality

14. What is the most powerful protection afforded to a Service member who files a complaint?

- A. Service guidelines on how to manage confidentiality
- B. All formal and informal complaints, including specific details and outcomes
- C. Each Service, based on Service laws, policies, and regulations
- D. The absolute prohibition of reprisal for filing a complaint

15. Under DoDD 7050.06, the act of reporting discrimination or harassment is what?

- A. A punishable offense
- B. 3 months from June 18, 2026

- C. A legally protected communication
- D. Champlin et al. (2015), Legal Dictionary

16. What makes retaliating against a protected communication punishable?

- A. A legal term referring to an MEO professional refraining from voluntarily sharing information disclosed during a Complaint Intake Interview or Conflict Resolution session
- B. Taking or threatening an unfavorable personnel action, or withholding a favorable one, against someone for making a protected communication or cooperating with an investigation
- C. From the moment a complaint is filed, the MEO professional knows the complainant's identity, the subjects, and the allegations
- D. Services must provide members the option to confidentially disclose identifying information and allegations to an authorized individual

17. Is reprisal protection guaranteed even though complaint details go to the command?

- A. No, it does not carry the same legal privilege as communications with a chaplain, lawyer, SARC, IG, or medical provider
- B. Yes, the legal protection is guaranteed even though details must be reported to the command
- C. No, the MEO complaint process is continuously evolving and updates should be anticipated
- D. No, disclosures presenting a risk to health or safety must be reported

18. Does the confidentiality handout apply to sexual harassment complaints?

- A. No, disclosures presenting a risk to health or safety must be reported
- B. No, sexual harassment is handled according to Service-specific guidelines
- C. No, the MEO complaint process is continuously evolving and updates should be anticipated
- D. Yes, the legal protection is guaranteed even though details must be reported to the command

19. What complaint types does the confidentiality handout apply to?

- A. Service guidelines on how to manage confidentiality
- B. The intake of MEO informal and formal complaints
- C. The Secretary of War and the Military Departments
- D. To be nameless or without one's identity being revealed

20. Which five roles carry stronger legal privilege than the MEO professional?

- A. First sergeant, commander, and supervisor
- B. Chaplain, lawyer, SARC, IG, and medical provider
- C. Recruiter, instructor, and mentor
- D. Any officer

21. Who provides each MEO professional with additional confidentiality guidance?

- A. Each Service, based on Service laws, policies, and regulations
- B. To be nameless or without one's identity being revealed
- C. The absolute prohibition of reprisal for filing a complaint
- D. Prohibited reprisal against a protected communication

22. Anonymity is defined by which source in the handout?

- A. The Law Dictionary
- B. Webster's Dictionary
- C. The Constitution
- D. The UCMJ

23. Confidentiality is defined by which source in the handout?

- A. Champlin et al. (2015), Legal Dictionary

- B. The Secretary of War and the Military Departments
- C. The Law Dictionary (n.d.)
- D. To be nameless or without one's identity being revealed

24. Which issuance is 'Military Whistleblower Protection'?

- A. DoDI 1020.03
- B. DoDI 6400.09
- C. DoWI 1350.02
- D. DoDD 7050.06

25. Should MEO professionals expect the confidentiality rules to stay fixed?

- A. No, the MEO complaint process is continuously evolving and updates should be anticipated
- B. Yes, the legal protection is guaranteed even though details must be reported to the command
- C. No, disclosures presenting a risk to health or safety must be reported
- D. No, sexual harassment is handled according to Service-specific guidelines

26. Who continues to improve the MEO process per the handout's note?

- A. The absolute prohibition of reprisal for filing a complaint
- B. Chaplain, lawyer, SARC, IG, and medical provider
- C. Mandatory reporting to command and the duty to report other violations
- D. The Secretary of War and the Military Departments

27. A member asks the MEO professional to keep their complaint completely secret from the commander. What must the MEO say?

- A. From the moment a complaint is filed, the MEO professional knows the complainant's identity, the subjects, and the allegations
- B. They cannot; there is an absolute duty to report all complaints to the appropriate commander
- C. Services must provide members the option to confidentially disclose identifying information and allegations to an authorized individual
- D. The absolute prohibition of reprisal for filing a complaint

28. A complainant wants to file without giving their name at an intake interview. What is the correct response?

- A. Mandatory reporting to command and the duty to report other violations
- B. Official Service databases for oversight and tracking purposes
- C. All formal and informal complaints, including specific details and outcomes
- D. True anonymity is not an option; the MEO will know their identity from the moment of filing

29. During intake a member reveals a coworker threatened violence. May the MEO keep this confidential?

- A. No, disclosures presenting a risk to health or safety must be reported
- B. No, sexual harassment is handled according to Service-specific guidelines
- C. Yes, the legal protection is guaranteed even though details must be reported to the command
- D. No, the MEO complaint process is continuously evolving and updates should be anticipated

30. After filing a complaint, a member's supervisor threatens to deny their upcoming award. What is this?

- A. The Secretary of War and the Military Departments
- B. The intake of MEO informal and formal complaints
- C. Prohibited reprisal against a protected communication
- D. To be nameless or without one's identity being revealed

31. An MEO complaint covers prohibited discrimination based on race, color, national origin, religion, sex, or which additional category?

- A. Disability
- B. Sexual orientation
- C. Political affiliation
- D. Age

32. Which entity is NOT listed as authorized to receive an MEO complaint?

- A. Commander
- B. Base legal office
- C. Inspector general's office
- D. MEO office

33. An informal complaint differs from a formal complaint primarily in that an informal complaint

- A. Skips data collection requirements
- B. Must be submitted orally
- C. Cannot allege prohibited discrimination
- D. Is not submitted in writing to the designated office

34. A formal complaint is an allegation submitted in writing to designated staff, OR an informal complaint that

- A. Involves more than one alleged offender
- B. The commander determines warrants an investigation
- C. The complainant escalates after 10 days
- D. The IG refers back to the unit

35. Who is the MEO complainant?

- A. Any member of the unit who witnesses prohibited discrimination
- B. The person who submits an allegation or report of MEO-prohibited discrimination
- C. Only the specific person who was directly harmed by the conduct
- D. The commander who receives and forwards the allegation upward

36. A Service member wants confidential counseling and religious rites. The correct referral is the

- A. SARC
- B. EEO counselor
- C. IG
- D. Chaplain

37. Allegations of reprisal and retaliation are referred to the

- A. Armed Forces Disciplinary Control Board
- B. Inspector General
- C. Housing Referral Office
- D. Chaplain

38. Designating off-limits establishments falls to the

- A. Armed Forces Disciplinary Control Board
- B. Inspector General's office for the installation
- C. Installation Housing Referral Office
- D. Sexual Assault Response Coordinator

39. A harassment complaint includes sexual assault allegations. With the complainant's consent, the MEO professional forwards it to the SARC and, per the No Wrong Door approach, conducts a

- A. Warm handoff accompanying the victim
- B. Referral memo to command
- C. Cold transfer by email
- D. 72-hour follow-up call

40. Civilian complaints of prohibited discrimination are referred to the EEO counselor, EXCEPT in which two Services that handle civilian EEO complaints themselves?

- A. USMC and Space Force
- B. Army and Navy
- C. Navy and USAF
- D. USAF and U.S. Coast Guard

41. IAW Service policy, informal resolution procedures must be initiated within

- A. 3 duty days
- B. 5 duty days
- C. 10 duty days
- D. 24 hours

42. If an informal complaint is not resolved within how many duty days may the complainant file a formal complaint?

- A. 45 duty days
- B. 21 duty days
- C. 30 duty days
- D. 14 duty days

43. A formal complaint must be referred to the appropriate commander or supervisor within

- A. 3 duty days
- B. 14 duty days
- C. 7 duty days
- D. 30 duty days

44. The final investigation report and actions taken go to the next superior officer with General Court Martial Convening Authority within how many duty days of the start of the investigation?

- A. 14 duty days
- B. 60 duty days
- C. 36 duty days
- D. 30 duty days

45. During an ongoing investigation, a progress report goes to the commander or supervisor every

- A. 14 duty days
- B. 7 duty days
- C. 30 duty days
- D. 21 duty days

46. When the investigation cannot finish in time due to extenuating circumstances, the MEO professional assists the commander in

- A. Transferring the case to the IG

- B. Restarting the 36-day clock
- C. Closing the complaint as unsubstantiated
- D. Obtaining an extension from the next higher commander

47. In a joint environment where the commander lacks authority over the alleged offender, the complaint is processed by the organization with

- A. Administrative control over the complainant
- B. The senior commander
- C. Administrative control over the alleged offender
- D. The larger MEO office

48. When an administrative finding substantiates prohibited discrimination in a joint environment, who administers corrective or disciplinary action?

- A. The alleged offender's commander or supervisor
- B. The MEO professional assigned to the case
- C. The joint task force commander overseeing both units
- D. The complainant's own commander or supervisor

49. "Substantiated" means

- A. Reported through proper channels
- B. Established by proof or competent evidence
- C. Referred for court-martial
- D. Admitted by the alleged offender

50. A complainant or alleged offender may appeal a formal complaint finding within how many duty days of notice?

- A. 30 duty days
- B. 10 duty days
- C. 14 duty days
- D. 36 duty days

51. The first level of appeal will be, when practicable, at least how many organizational levels above the appellant?

- A. It goes directly to the Service secretary
- B. Three
- C. One
- D. Two

52. The appeal procedure is best described as

- A. A non-adversarial process without hearing rights
- B. A mandatory mediation
- C. An adversarial hearing with personal appearances
- D. A jury review

53. Explaining the limits of anonymity and confidentiality belongs to which phase of the intake interview?

- A. Body
- B. Opening
- C. Closing
- D. Follow-up

54. Discussing reprisal and future follow-up belongs to which phase?

- A. Body
- B. Closing
- C. Follow-up
- D. Opening

Answer Keys

EOA 4000: Integrated Primary Prevention (IPP) Framework

1. D	2. C	3. B	4. D	5. A	6. A	7. C	8. A	9. B	10. C
11. D	12. C	13. A	14. A	15. B	16. A	17. A	18. A	19. A	20. B
21. B	22. A	23. A	24. B	25. A	26. D	27. B	28. D	29. B	30. D

EOA 4100: Prohibited Military Discrimination

1. C	2. D	3. D	4. C	5. D	6. D	7. B	8. B	9. D	10. C
11. D	12. A	13. D	14. D	15. B	16. D	17. D	18. A	19. A	20. A
21. A	22. D	23. D	24. C	25. D	26. D	27. C	28. D	29. A	30. B

EOA 4200: Harassment and Retaliation

1. C	2. C	3. D	4. D	5. C	6. D	7. A	8. B	9. B	10. D
11. D	12. C	13. A	14. C	15. D	16. B	17. C	18. B	19. D	20. D
21. D	22. C	23. A	24. A	25. D	26. D	27. C	28. D	29. D	30. A

EOA 5000: MEO Complaint Process and Confidentiality

1. A	2. A	3. A	4. C	5. A	6. B	7. D	8. B	9. C	10. D
11. C	12. C	13. D	14. D	15. C	16. B	17. B	18. B	19. B	20. B
21. A	22. A	23. A	24. D	25. A	26. D	27. B	28. D	29. A	30. C
31. B	32. B	33. D	34. B	35. B	36. D	37. B	38. A	39. A	40. D
41. A	42. C	43. A	44. C	45. A	46. D	47. A	48. A	49. B	50. A
51. D	52. A	53. B	54. B						