

OIC & NCOIC COLLECTION POINT INTERVIEW QUESTIONS

Duty Position Pit 12 012 How Long in Job 7 mth. Interviewer Col. (6(6)-2) 1. Can you tell me what sources that you use to get policy, doctrine and standards for Detainee Operations? (What doctrine was used in setting up the collection point?) Describe the basic principles of detainee operations and how you are applying them. (1.1, 4.1) DIV 50P produced by Pmo 130-8 180-47 3.13.40 2. How did you prepare yourself and your junior leaders/Soldiers to understand applicable regulations, OPORD/FRAGO, directives, international laws and administrative procedures to operate a collection Point? (1.1, 1.2, 1.4, 1.6, 4.1). Remark of S P + documentation for forms you to conduct Detainee Operations? (Did this include Law of War and treatment of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1) Local of the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) Local of the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) Local of the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) Local of the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1)	Rankaly Branch MP Date 29 Mac 04 Unit	
1. Can you tell me what sources that you use to get policy, doctrine and standards for Detainee Operations? (What doctrine was used in setting up the collection point?) Describe the basic principles of detainee operations and how you are applying them. (1.1, 4.1) DIV 50P produced by Pmo 130-8 190-47 3.19-40 2. How did you prepare yourself and your junior leaders/Soldiers to understand applicable regulations, OPORD/FRAGO, directives, international laws and administrative procedures to operate a collection Point? (1.1, 1.2, 1.4, 1.6, 4.1). Remark of 5 1P + documental and law of War and treatment of Detainee Operations? (Did this include Law of War and treatment of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1) Indiana of particular training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) When 12 Archiver Taylor a used angles of the product of their duties.		b6-6
standards for Detainee Operations? (What doctrine was used in setting up the collection point?) Describe the basic principles of detainee operations and how you are applying them. (1.1, 4.1) DIV 50 P produced by PMO 120-8 190-47 3.19.40 CTFF7 Fines Laborate A Consense of Detainee operations and how you are applying them. (1.1, 4.1) 2. How did you prepare yourself and your junior leaders/Soldiers to understand applicable regulations, OPORD/FRAGO, directives, international laws and administrative procedures to operate a collection Point? (1.1, 1.2, 1.4, 1.6, 4.1). Remail of 51P + documental postures of the property of the product Detainee Operations? (Did this include Law of War and treatment of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1) Laborate of posture of the property of t	Interviewer <u>col</u> $(b)(6)-2$	•
standards for Detainee Operations? (What doctrine was used in setting up the collection point?) Describe the basic principles of detainee operations and how you are applying them. (1.1, 4.1) DIV 50 P produced by PMO 120-8 190-47 3.19.40 CTFF7 Fines Laborate A Consense of Detainee operations and how you are applying them. (1.1, 4.1) 2. How did you prepare yourself and your junior leaders/Soldiers to understand applicable regulations, OPORD/FRAGO, directives, international laws and administrative procedures to operate a collection Point? (1.1, 1.2, 1.4, 1.6, 4.1). Remail of 51P + documental postures of the property of the product Detainee Operations? (Did this include Law of War and treatment of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1) Laborate of posture of the property of t		
2. How did you prepare yourself and your junior leaders/Soldiers to understand applicable regulations, OPORD/FRAGO, directives, international laws and administrative procedures to operate a collection Point? (1.1, 1.2, 1.4, 1.6, 4.1). Remark) of SIP + documentation Joston Joseph Jose	standards for Detainee Operations? (What doctrine was used in setting up the collection point?) Describe the basic principles of detainee operations and how you are applying them. (1.1, 4.1)	
2. How did you prepare yourself and your junior leaders/Soldiers to understand applicable regulations, OPORD/FRAGO, directives, international laws and administrative procedures to operate a collection Point? (1.1, 1.2, 1.4, 1.6, 4.1). Remark of SP + torum analogy doctrine) in me hash 3. How did Home Station/Mob Site Training prepare you to conduct Detainee Operations? (Did this include Law of War and treatment of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1) Include the procedure of the prepare them for their duties. 4. Describe the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) When 12 Include Tays a week augmenter - Pay Soperage Hong readles.	DIV 50P produced by PMO 190-8 190-47	
2. How did you prepare yourself and your junior leaders/Soldiers to understand applicable regulations, OPORD/FRAGO, directives, international laws and administrative procedures to operate a collection Point? (1.1, 1.2, 1.4, 1.6, 4.1). Remail of SIP + torum make a position of the include Law of War and treatment of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1) To detail on point? 1. Describe the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) When 12 Include Them a week any area of the includes.	·	
2. How did you prepare yourself and your junior leaders/Soldiers to understand applicable regulations, OPORD/FRAGO, directives, international laws and administrative procedures to operate a collection Point? (1.1, 1.2, 1.4, 1.6, 4.1). Remail of SIP + torus make a position property of the process of the p	CJ#F7 Freque	·
applicable regulations, OPORD/FRAGO, directives, international laws and administrative procedures to operate a collection Point? (1.1, 1.2, 1.4, 1.6, 4.1). Remark) of SIP + documentation doctrices in the law of SIP + documentation doctrices in the law of SIP + documentation doctrices in the law of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1) Indicate the law of the l	merall is keep sufe + care for dotaines safe + soury for detained	, 4 8w
Operations? (Did this include Law of War and treatment of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1) Induction forcilly training Dot non when in known them was 50? ** Introduction 4. Describe the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) When 12 harden Thomas a week augmentus—Div Sop	applicable regulations, OPORD/FRAGO, directives, international laws and administrative procedures to operate a collection Point? (1.1, 1.2, 1.4, 1.6, 4.1).	
Operations? (Did this include Law of War and treatment of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1) Inamed on parally training Dot man when in known them nead 50? Thanked Inamed 4. Describe the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) When 12 hard Thomas a week augmentus—Div 50? Lay 14 augmentus	men desired to a constant of the constant of t	
Operations? (Did this include Law of War and treatment of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1) Inamed on parally training Dot man when in known them nead 50? Thanked Inamed 4. Describe the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) When 12 hard Thomas a week augmentus—Div 50? Lay 14 augmentus	- Control Characterist	
4. Describe the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) when 12 hard Thousands a week angus Sop	Operations? (Did this include Law of War and treatment of Detainees training.)? (1.1, 1.2, 1.3, 1.4, 4.1)	
4. Describe the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1) when 12 hard Thousands a week angus Sop		
(1.1, 1.2, 1.4, 4.1) whom 12 hralift 7 days a week augmenties - Div 50P	ando	
Laya Playmentes	4. Describe the training the guard force received to prepare them for their duties. (1.1, 1.2, 1.4, 4.1)	.
as of 13 App additional use of transporting go many prepares fooduties	whoma 12 hr shift days a week ang menus - 11 to 201	
go mat prepares forduties	and it and an altraphating	
the track that have been a second	col and are some hardetties	
	the most bad and a second	

DAIG

· · · · · · · · · · · · · · · · · · ·				
points to US Mi	e procedures for the ilitary controlled det dled between coaliti	ention facilities? H	ow is the transfer of	of
11. What transp operation? (1.5,	•	do you experience		during th
Forces Appreh store Detainee accounted for tagged? What	e procedures you us nension Form, two es' confiscated per (are they tagged w procedures are in equipment? Do you	sworn statement sonal affects (if a vith DD Form 274 place to dispose	ts, EPW tag, wher my) and how are t 5)? How is eviden of captured enen	e do you they nce ny
· · · · · · · · · · · · · · · · · · ·				
disposal to oper shortages? How are you using to How do these sl	nits (platoon, guards rate and maintain the work do these shortages impact you hortages impact you have a second	ne collection point? es impact your mis collection point? Do ur mission? (1.1, 1	Do you have any sion? What non-Mo you have any shown 2, 1.3, 1.7	P units ortages?
		=	→	

this ratio the proper mix for you to perform your mission? If not, what are the

shortfalls? Why are their shortfalls? How do these shortfalls impact your mission? (1.1, 1.2, 1.3, 2.1, 3.1, 4.1) METT-TC
Sare bones
IF had sugmentees could run a DA form 6 + give a day off improcessing & release are a challenge time required
15. What is the number of personnel that is needed to move prisoners internally and externally (i.e. to the internment facility, from the BN Collection Points, for medical, evacuation, etc.)? (1.1, 1.7)
6/2)-3
16. What personnel shortages do you have? What issues, if any, do you feel your unit has regarding manning or personnel resourcing in conducting Detention Operations? (1.7, 2.1, 3.1
anth 21 gast up are not ago van
17. What equipment shortages (USR) are affecting your ability to perform detainee operations? What other equipment is the unit experiencing as a shortfall concerning detainee operations, (i.e., restraints, uniforms, CIF items, weapons, etc.)? What major shortfalls has the unit encountered in regards to material and supply distribution? <i>(1.3, 1.5, 2.1, 3.1)</i>
Sundry packer one out
18. Describe how the unit plans and procures logistical support to include: transportation, subsistence, organizational, and NBC clothing and equipment items, mail collection and distribution, laundry, and bath equipment ISO DO. (1.1, 1.2,1.4) Difficulty as things because by to Bde setting as Ble facility.
need 2000 people to get KRR spt at a fOB

DA IG

20. What procedures do you have in place to ensure Soldiers and leaders understand the use of force and rules of engagement for the collection point? (1.1, 1.2, 1.4, 1.6, 4.1) 21. What are the unit's procedures for the interrogation/questioning of Detainees? (1.1, 1.2, 4.1) 22. What kind of stress counseling are Soldiers/Guards provided? (1.1, 1.2, 2.1, 4.1) 23. Do you maintain a separate site for sick or wounded Detainees? If so where is it and how does your unit maintain the security and safeguarding of Detainees	What logistical support do you receive to run this Facility? What types of oplies is greater in-demand for the unit during detainee operations? And are ese items regularly filled? (1.5)
20. What procedures do you have in place to ensure Soldiers and leaders understand the use of force and rules of engagement for the collection point? (1.1, 1.2, 1.4, 1.6, 4.1) 21. What are the unit's procedures for the interrogation/questioning of Detainees? (1.1, 1.2, 4.1) 22. What kind of stress counseling are Soldiers/Guards provided? (1.1, 1.2, 2.1, 4.1) 23. Do you maintain a separate site for sick or wounded Detainees? If so where is it and how does your unit maintain the security and safeguarding of Detainees	hellenge
20. What procedures do you have in place to ensure Soldiers and leaders understand the use of force and rules of engagement for the collection point? (1.1, 1.2, 1.4, 1.6, 4.1) 21. What are the unit's procedures for the interrogation/questioning of Detainees? (1.1, 1.2, 4.1) 22. What kind of stress counseling are Soldiers/Guards provided? (1.1, 1.2, 2.1, 4.1) 23. Do you maintain a separate site for sick or wounded Detainees? If so where is it and how does your unit maintain the security and safeguarding of Detainees	the shop grand
22. What kind of stress counseling are Soldiers/Guards provided? (1.1, 1.2, 2.1, 4.1) Shaplana. 23. Do you maintain a separate site for sick or wounded Detainees? If so where is it and how does your unit maintain the security and safeguarding of Detainees	What procedures do you have in place to ensure Soldiers and leaders derstand the use of force and rules of engagement for the collection point? 1, 1.2, 1.4, 1.6, 4.1)
22. What kind of stress counseling are Soldiers/Guards provided? (1.1, 1.2, 2.1, 4.1) Chaplain 23. Do you maintain a separate site for sick or wounded Detainees? If so where is it and how does your unit maintain the security and safeguarding of Detainees	
23. Do you maintain a separate site for sick or wounded Detainees? If so where is it and how does your unit maintain the security and safeguarding of Detainees	•
23. Do you maintain a separate site for sick or wounded Detainees? If so where is it and how does your unit maintain the security and safeguarding of Detainees	
23. Do you maintain a separate site for sick or wounded Detainees? If so where is it and how does your unit maintain the security and safeguarding of Detainees	
is it and how does your unit maintain the security and safeguarding of Detainees	
s it and how does your unit maintain the security and safeguarding of Detainees	
there? How about female Detainees? How and where do you house them? (1.1, 1.2, 1.8, 2.1, 3.1)	and how does your unit maintain the security and safeguarding of Detainees re? How about female Detainees? How and where do you house them? (1.1,
medica care	
24. What type of Medical personnel/units are available in support of medical treatment of detainees? (1.1, 1.2, 2.1, 4.1)	atment of detainees? (1.1, 1.2, 2.1, 4.1)

5. Are Detainees given the latitude to practice their religion? Is there a chapla vailable to minister to the detainees? Is the chaplain a Retained Personnel, Urorces, or a civilian? (1.1, 1.2, 2.1, 4.1) 6. Describe the latrine facilities for Detainees' use (do they have access to it do not night and does it conform to the rules of hygiene and do females have eparate facilities). How are they cleaned and how often and by whom? Where of they bathe and conduct other personal hygiene (this will depend how long it akes to evacuate Detainees to U.S. Military Controlled Detention Facilities—12 ours is the standard)? (1.1, 1.2, 1.8) 7. How do the Detainees receive fresh water (Bottled water or Lister bag)? (1.1, 2, 1.8) 8. What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1.2, 1.3) 9. What AARs or lessons learned have you written or received regarding etainee operations? Can I get a copy? (preferably on disk) (2.1, 2.2)			
wailable to minister to the detainees? Is the chaplain a Retained Personnel, Urorces, or a civilian? (1.1, 1.2, 2.1, 4.1) 6. Describe the latrine facilities for Detainees' use (do they have access to it dand night and does it conform to the rules of hygiene and do females have eparate facilities). How are they cleaned and how often and by whom? Where o they bathe and conduct other personal hygiene (this will depend how long it akes to evacuate Detainees to U.S. Military Controlled Detention Facilities—12 ours is the standard)? (1.1, 1.2, 1.8) 9. What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1.2, 1.3) 8. What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1.3) 8. What AARs or lessons learned have you written or received regarding			
wailable to minister to the detainees? Is the chaplain a Retained Personnel, Urorces, or a civilian? (1.1, 1.2, 2.1, 4.1) 6. Describe the latrine facilities for Detainees' use (do they have access to it dand night and does it conform to the rules of hygiene and do females have eparate facilities). How are they cleaned and how often and by whom? Where o they bathe and conduct other personal hygiene (this will depend how long it akes to evacuate Detainees to U.S. Military Controlled Detention Facilities—12 ours is the standard)? (1.1, 1.2, 1.8) 9. What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1.2, 1.3) 8. What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1.3) 8. What AARs or lessons learned have you written or received regarding			
nd night and does it conform to the rules of hygiene and do females have eparate facilities). How are they cleaned and how often and by whom? Where o they bathe and conduct other personal hygiene (this will depend how long it akes to evacuate Detainees to U.S. Military Controlled Detention Facilities—12 ours is the standard)? (1.1, 1.2, 1.8) The manner requestion of the detainees receive fresh water (Bottled water or Lister bag)? (1.1, 1.8) Battle of the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1.1) What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1.1) What AARs or lessons learned have you written or received regarding	available to m Forces, or a c	inister to the detainees? Is the chaplain a Retair ivilian? (1.1, 1.2, 2.1, 4.1)	
nd night and does it conform to the rules of hygiene and do females have eparate facilities). How are they cleaned and how often and by whom? Where o they bathe and conduct other personal hygiene (this will depend how long it akes to evacuate Detainees to U.S. Military Controlled Detention Facilities—12 ours is the standard)? (1.1, 1.2, 1.8) The manner requestion of the detainees receive fresh water (Bottled water or Lister bag)? (1.1, 1.8) Battle of the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1.1) What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1.1) What AARs or lessons learned have you written or received regarding	26 Describe th	ne latrine facilities for Detainees' use (do they ha	ve access to it da
7. How do the Detainees receive fresh water (Bottled water or Lister bag)? (1.1.2, 1.8) 8. What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1.2) 9. What AARs or lessons learned have you written or received regarding	and night and separate facilide they bathe takes to evacue tours is the st	does it conform to the rules of hygiene and do feties). How are they cleaned and how often and be and conduct other personal hygiene (this will depute the Detainees to U.S. Military Controlled Detentionandard)? (1.1, 1.2, 1.8)	emales have by whom? Where bend how long it
8. What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1) Coll them all them as come as com		by mupon request	
8. What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1) Coll them all them as come as com			
8. What are the procedures if a detainee in U.S. custody dies? (1.1, 1.2, 1) Coll them all them as come as com			<u>;. </u>
9. What AARs or lessons learned have you written or received regarding	1.2, 1.8)	e Detainees receive fresh water (Bottled water or	Lister bag)? (1.1
9. What AARs or lessons learned have you written or received regarding			
9. What AARs or lessons learned have you written or received regarding			
9. What AARs or lessons learned have you written or received regarding	<u></u>		
9. What AARs or lessons learned have you written or received regarding			
9. What AARs or lessons learned have you written or received regarding			
9. What AARs or lessons learned have you written or received regarding			
9. What AARs or lessons learned have you written or received regarding etainee operations? Can I get a copy? (preferably on disk) (2.1, 2.2)			
	29. What AAF detainee opera	Rs or lessons learned have you written or receive ations? Can I get a copy? (preferably on disk) (2	ed regarding .1, 2.2)

Foolity look over was in sad shape a lat of hands
· · · · · · · · · · · · · · · · · · ·
30. Are you aware of your requirement to report abuse or suspected abuse of detainees? (1.1, 1.2, 4.1)
Do your subordinates know the reporting procedures if they observe or becon aware of a Detainee being abused? (1.1, 1.2, 1.6, 4.1)
31. What steps would you take if a subordinate reported to you an incident of alleged Detainee abuse? (1.2, 1.6, 4.1
32. Do you feel you can freely report an incident of alleged Detainee abuse outside Command channels (IG, CID) (1.1, 1.2, 1.6, 4.1
3. What procedures do you have to report suspected detainee abuse (IG, CID lext Level Commander) (1.1, 1.2, 1.6, 4.1)
4. What systems are in place for detainees to report alleged abuse? (1.1, 1.2,

DAIG

·	•
	<u> </u>
36. What do yo	u perceive as the mission of your unit? Describe the importance
of your role in th	nat mission. (Insight to the Soldier's understanding and attitude
concerning unit n	nission and their role)
•	
37. Describe yo	ur working environment and living conditions since being in
Theater. (Identify	physical and psychological impact on Soldier's attitude). (1.2, 1.3, 1.4,
1.5, 1.6, 1.7)	
28. Describe the	unit command climate and Caldian metals. Use it shows a dec
evolved since you chain of command he Command care	e unit command climate and Soldier morale. Has it changed or bu have been in Theater? (Identifies Soldier's perception of the land Soldier attitude. Does the Soldier feel supported? Do Soldiers fee es? Are they getting clear guidance
evolved since you thain of command the Command care	ou have been in Theater? (Identifies Soldier's perception of the land Soldier attitude. Does the Soldier feel supported? Do Soldiers fees? Are they getting clear guidance
evolved since you thain of command the Command care	ou have been in Theater? (Identifies Soldier's perception of the land Soldier attitude. Does the Soldier feel supported? Do Soldiers fees? Are they getting clear guidance
evolved since you chain of command he Command care	ou have been in Theater? (Identifies Soldier's perception of the land Soldier attitude. Does the Soldier feel supported? Do Soldiers fees? Are they getting clear guidance
evolved since you hain of command he Command care	ou have been in Theater? (Identifies Soldier's perception of the land Soldier attitude. Does the Soldier feel supported? Do Soldiers fees? Are they getting clear guidance
evolved since you hain of command care care not something to the care and something the car	ou have been in Theater? (Identifies Soldier's perception of the I and Soldier attitude. Does the Soldier feel supported? Do Soldiers feeles? Are they getting clear guidance
evolved since you hain of command he Command care	ou have been in Theater? (Identifies Soldier's perception of the I and Soldier attitude. Does the Soldier feel supported? Do Soldiers feeles? Are they getting clear guidance
evolved since you hain of command he Command care	ou have been in Theater? (Identifies Soldier's perception of the I and Soldier attitude. Does the Soldier feel supported? Do Soldiers feeles? Are they getting clear guidance

person to incriminate himself or to answer any questions the answer to which may tend to incriminate him. b. No person subject to this chapter may interrogate or request any statement from an accused or a person suspected of an offense without first informing him of the nature of

the accusation and advising him that he does not have to make any statement regarding the offense of which he is accused or suspected, and that any statement made by him may be used as evidence against him in a trial by court-martial. c. No person subject to this chapter may compel any person to make a statement or produce evidence before any military tribunal if the statement or evidence is not material to the issue and may tend to degrade him. d. No statement obtained from any person in violation of this article, or through the use of coercion, unlawful influence, or unlawful inducement, may be received in evidence against him in a trial by court-martial. (1.2, 1.6)

I am(grade, if any, and name), a member of the (DAIG). I am part of a team inspecting detainee operations, this is not a criminal investigation. I am reading you your rights because of a statement you made causes me to suspect that you may have committed (specify offense, i.e. aggravated assault, assault, murder). Under Article 31, you have the right to remain silent, that is, say nothing at all. Any statement you make, oral or written, may be used as evidence against you in a trial by courts-martial or in other judicial or administrative proceedings. You have the right to consult a lawyer and to have a lawyer present during this interview. You have the right to military legal counsel free of charge. In addition to military counsel, you are entitled to civilian counsel of your own choosing, at your own expense. You may request a lawyer at any time during this interview. If you decide to answer questions, you may stop the questioning at any time. Do you understand your rights? Do you want a lawyer? (If the answer is yes, cease all questions at this point). Are you willing to answer questions?
40. Describe what you understand happened leading up to and during the incident(s) of abuse. (No applicable standard)
41. Describe Soldier morale, feelings and emotional state prior to and after these incidents? (Identifies unit and Soldier morale, atmosphere, mood, attitude, stress, retaliation, preemption, family crisis)
42. Was this incident reported to the chain of command? How, when & what was done? What would you have done? (Identifies compliance, procedure, timeliness, Soldier perception of action taken and effect on unit morale.) (1.2, 1.6)

1307

DAIG

43. How could the incident have been prevented? (Identifies root cause and perceived solution) (No applicable standard)
44. Describe any unit training or other programs that you are aware of that teadleaders and Soldiers how to recognize and resolve combat stress.
45. What measures are in place to boost morale or to relieve stress? (Identifies perceived solution.)
46. What measures could the command enact to improve the morale and command climate of your unit? (Identifies perceived solution.)