

**Commander's  
14 Steps to a Positive  
and Healthy Climate**

**Take Ownership**

**Set the Example**

**Establish EO Adv. Council**

**Monitor Indicators**

**Conduct Sensing Sessions**

**Enforce Discipline**

**Promote Harmony**

**Ensure Fair and Equal Treatment**

**Support Individual and Cultural Diversity**

**Appoint EORs who will be Effective**

**Participate in Activities and Training**

**Educate Subordinates**

**Integrate EO into Inprocessing Procedures**

**Publish EO and POSH Policy Letters**