Hazing Focus Group Questions - EEO

Note: The questions below have been developed to assist leaders in identifying and understanding the impacts of hazing within the organization. Select those that fit to your situation and modify or add to them as desired.

Introduction Questions (Surveying for Knowledge about Hazing)

- What is your understanding of hazing?
- What is the definition of hazing for DoD civilian employees or equal employment opportunity (EEO)?
- Are you aware of the official EEO policies regarding hazing?
    - If so, please describe what you know.
- Do you believe the DoD EEO definition of hazing is clear and comprehensive?
- Have you received any formal training or information sessions on hazing?
    - What did this training include?
- How do you differentiate between hazing and other forms of harassment?
- What is the difference between hazing and bullying?
- What are the consequences of hazing?
    - How does it affect individuals (e.g., mental health, job satisfaction, feelings of inclusion)?
    - How does it affect the work environment or culture (e.g., morale, cohesion, mission readiness)?
- What resources are available to you if you want to learn more about hazing or to report an incident?
    - How are these resources helpful?
    - What resources do you think would be more helpful or that would you like to see?
    - How would you like such resources to be made available to you?
- Have the policies on hazing changed during your time as a DoD civilian employee?
    - If yes, how so?
    - How do you feel about these changes?
    - How do you feel these changes have affected you and your job?

Individual Experience with Hazing and Climate-Related Concerns

- Have you ever witnessed or experienced hazing during your time as a DoD civilian employee?
    - If yes, please describe the incident in as much detail as you are comfortable.
    - If yes, did you do anything as a bystander? What action did you take?
    - If yes, did anyone else step in to intervene? What action did they take?
- In your opinion, how prevalent is hazing within your immediate work environment or organization?
    - What forms does it typically take (e.g., behaviors or known rituals)?
- Have you ever participated in a hazing act as a person doing the hazing?
    - How did you feel about this action?

o   What influenced you to participate?
- What hazing impacts have you observed on individuals within your organization?
- What hazing impacts have you observed on your work team's cohesion and effectiveness?
- What motivates individuals to engage in hazing?
- In your observation, how do new employees typically react to hazing?
- Are there particular times or events when hazing is more likely to occur?
- Have you ever felt pressured to participate in hazing?
    - How did you handle that situation?
    - What factors influenced your decision on how to respond?
    - Did you experience any repercussions or consequences from your decision to participate?

Hazing Prevention and Bystander Intervention

- Are you familiar with any strategies or protocols for intervening in a hazing situation?
    - Please explain the strategies you know.
- How comfortable do you feel intervening in a hazing situation (bystander intervention)?
    - What support or resources did you have to support you?
    - What support or resources would increase your comfort level?
- What barriers exist that might prevent you or someone else from intervening in a hazing situation?
- How effective do you think current training is in preventing hazing, specifically as a bystander?
    - What lessons or strategies do you think make it effective?
    - What lessons or strategies do you think would make it more effective?
- Can you provide an example of an effective bystander intervention you've witnessed?
    - What actions did the individual take?
    - What about these actions do you think were effective?
- What role do leaders play in encouraging or discouraging bystander intervention?
- What additional training or resources would you suggest to enhance bystander intervention efforts within your organization?

Culture, Climate, and Perceptions of Leaders and Supervisors

- Describe the overall climate in your work environment regarding hazing?
- What is the attitude of your organizational leaders and supervisors towards hazing?
- How well are leaders and supervisors trained to handle hazing allegations?
- How effectively do you think leaders uphold the values and policies against hazing?
- What impact do leaders and supervisors have on the climate and the acceptance or discouragement of hazing?
- What cultural aspects within the military work environment do you believe contribute to hazing?
    - How can they be addressed?
    - What barriers might make it difficult for them to be addressed?

- How does the perceived culture within your work environment or team influence individual behavior towards hazing?
- What changes would you recommend for fostering a more resistant culture to hazing?

Other Hazing-Related Questions

- What do you believe are the underlying reasons that hazing occurs within the work environments?
- How do you think leaders and supervisors could address and prevent hazing more effectively?
- What long-term effects, if any, do you think hazing has on civilian employee personnel and their career?
- What improvements would you suggest to enhance the effectiveness of current hazing prevention programs?
- How does the occurrence of hazing affect the recruitment and retention of personnel?
- Have you noticed any changes in hazing behaviors over your time as a DoD civilian employee?
- What role do peers versus superiors play in perpetuating or preventing hazing?
- What measures could be taken to reduce the secrecy or "code of silence" surrounding hazing?
- Do you feel that working in a military environment makes you more or less likely to experience or be subject to a hazing situation as a civilian DoD employee?