



EEO Sexual Harassment Focus Group Questions

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

Introduction:

- How do you define sexual harassment?
- Who can experience sexual harassment?
- What factors might contribute to someone being fearful to report sexual harassment?
- Does a fear of retaliation inhibit others from reporting sexual harassment?
- What actions/behaviors do you believe constitute sexual harassment?
- Does your organization hold leaders/supervisors accountable for retaliatory behaviors?
- What does it mean to hold leaders/supervisors accountable regarding sexual harassment prevention?
- What actions can you take to increase the likelihood that DoD civilians will feel that they will be supported, and not be retaliated against, if they report sexual harassment?

Risk Factors:

- Does your work environment, or your supervisor, promote a sexist environment?
 - How is this demonstrated?
- Do you work in an environment where sexually harassing behaviors are acceptable?
 - Does your supervisor contribute to this environment? If so, in what ways?
- Does the climate in your organization support reporting sexual harassment without a fear of retaliation?
- Are you comfortable in expressing concerns in your organization? If yes, what contributes to this feeling? If no, what prohibits you from doing so?

Prevention Factors

- Do your supervisors/managers promote a climate that prevents sexual harassment? How do they do this?
- Do your leaders talk about sexual harassment prevention? How do they present their philosophy on prevention?
- What types of sexual harassment prevention training have you experienced? Was it effective? If not, how can it be more effective?
- When was the last time you received this training?
- How would you prevent/stop sexual harassment behaviors in your work area?
- Do you know who to contact if you experience a problem or observe any concerns in your work area?
- How confident are you that leaders will take your concerns seriously? What makes you believe this?





Individual Experiences:

- Can you share a specific example of when you experienced or witnessed sexual harassment?
 - If yes, what behaviors did you experience/observe?
 - Were the behaviors addressed? If so, by whom and how did they address it? If not, do you know why not?
- If you experienced sexual harassment, how did it affect your job performance or work environment?
- Have you ever experienced or witnessed retaliation behaviors in response to a protected communication made about a situation of sexual harassment?
 - If yes, what behaviors did you experience/observe?
 - Were the behaviors addressed? If so, by whom and how did they address it? If not, do you know why not?
- If you experienced sexual harassment, how did it affect your job performance or work environment?
- Based on your knowledge and experience, how would you intervene if you suspected a peer was experiencing sexual harassment behaviors?

Additional Factors:

- Do you feel safe reporting sexual harassment?
- What can leaders/supervisors do to help foster a safe reporting environment?
- What actions can you take to increase the likelihood that DoD civilians will feel that they will be supported, and not be retaliated against, if they report sexual harassment?
- Are you aware of your organization's policies on sexual harassment and where to go to report?
- Do you find current policies and procedures effective?
 - If yes, what makes them effective?
 - If no, why not?
- Are retaliatory behaviors currently affecting your organization?
 - If yes, how?
- Do supervisors in your organization support and encourage others to report sexually harassing behaviors?
 - If yes, how do they show support?
 - If no, why do you think they don't?

