# Stalking Focus Group Questions - EEO

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

**Introduction:**
- How would you define harassment?
- How would you define stalking?
- What kind of behaviors do you think could be considered stalking?
- Who can be affected by stalking?
- What do you think might make someone fearful to report stalking behaviors?
- From your perspective, does your organization hold offenders accountable for stalking behavior?

**Individual Experiences:**
- Can you share a specific example of when you felt you were the target of stalking behaviors or observed someone else being the target of stalking?
    - If so, what behaviors did you notice?
    - If so, was the situation addressed? How was it addressed?
    - Were you nervous to report the behavior? What caused this feeling?
- If you personally experienced stalking, how did it affect you?
    - Did you experience any physical/mental distress?
    - How did it affect others around you? What about your friends/family?
    - How did it affect you at work or your work productivity?

**Additional Factors:**
- Do you feel comfortable reporting stalking behaviors?
- If you were a bystander observing someone being harassed, would you feel comfortable intervening?
    - If you wouldn't be comfortable in intervening, what could be done to make you more likely to engage in/diffuse a situation?
- What can leaders/supervisors do to help foster a safe reporting environment?
- Are you aware of your organization's policies on stalking and where to go to report?
- Do you find current policies and procedures effective?
    - If not, why?
- Do you find that stalking behaviors are affecting your organization?
    - If so, how?
- Do you find that leaders support and encourage others to report stalking behaviors?
    - If so, how do they show support?
    - If not, why do you think that is?
- Do you find that the organization takes reports of stalking seriously?
    - If not, why?

- If so, what actions has your organization taken?
- What are some proactive strategies that could be used in the organization to prevent stalking behaviors?
  - What about these strategies do you think would make them effective?
- Have you received training in stalking prevention?
  - Was the training effective?  If so, what made it effective?
  - If not, how can the training be improved or made more effective?