



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 your situation and modify them as desired.

Introduction:

- How do you define sexual harassment?
- Who can experience sexual harassment?
- What actions or behaviors do you believe constitute sexual harassment?
- What factors might contribute to someone being hesitant to report sexual harassment?
- How can fear of retaliation inhibit individuals from reporting sexual harassment?
- Are you comfortable expressing concerns within your organization?
 - If so, what contributes to this feeling?
- What factors might cause someone within your organization to withhold their concerns?
- Does your organization hold leaders accountable for retaliatory behaviors?
- What does it mean to hold leaders accountable regarding sexual harassment prevention?

Risk Factors:

- How does your work environment or supervisors prevent a sexist environment?
- Do you work in an environment where sexually harassing behaviors are acceptable?
 - How do leaders contribute to this environment?
- How does your work climate support the reporting of sexual harassment without fear of retaliation?
- What actions can you take to increase the likelihood that Service members will feel that they will be supported and not retaliated against if they report sexual harassment?
- How would you intervene as a bystander if you suspected a peer was experiencing sexual harassment?

Individual Experiences:

- If you've experienced or witnessed sexual harassment, please share a specific example.
 - What behaviors did you experience or observe?
 - How were the behaviors addressed? How were they addressed? If not, do you know why they were not addressed?
- Please share a specific example of when you experienced retaliation or witnessed it against another person?
 - What behaviors did you experience or observe?
 - How were the behaviors addressed? If not, do you know why they were not addressed?
- Have you ever refrained from reporting sexual harassment for fear of retaliation? What led to the fear of retaliation?
- If you experienced sexual harassment, how did it affect your job performance or work environment?





Additional Factors:

- How comfortable are you in reporting a sexual harassment event?
- When was the last time you had sexual harassment prevention training?
 - How affective was the training?
- What can organizational leaders do to foster a safe reporting environment?
- Are you aware of your organization's policies on sexual harassment and where to go to report concerns?
- Do you find current policies and procedures effective?
 - If so, what makes them effective?
 - If not, what makes them ineffective?
- Are retaliatory behaviors currently affecting your organization?
 - If so, how?
- Do leaders support and encourage others to report sexually harassing behaviors?
 - If so, how do they show support?
 - If not, why do you think they do not? What support would you like to see from them?

