Stalking Focus Group Questions

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 to 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 consider as stalking?
- Who can be affected by stalking?
- What factors might make someone fearful to report stalking behaviors?
- Does your organization hold offenders accountable for stalking behaviors?

Individual Experiences:
- Can you share an example of being the target of stalking behaviors or having observed someone else being the target of stalking?
    - What type of stalking behaviors occurred?
    - Was the situation addressed? If so, how was it addressed? Was a report made?
    - Were you nervous or reluctant to report the behavior? What drove those feelings?
- 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:
- Are you comfortable in reporting stalking behaviors?
- As a bystander, would you feel comfortable intervening if someone was being harassed?
- What actions might increase your ability to intervene?
- What can leaders do to help foster a safe reporting environment?
- Are you aware of your organization's policies on stalking and where to go to report an incident?
    - Are your current organization policies and procedures effective? If not, why not?
    - Do you find that stalking behaviors are influencing your organization? If so, how?
- Do your leaders support and/or encourage others to report stalking behaviors?
    - If so, how do they show their support?
    - If not, why do you think that is?
- Does the organization take stalking reports seriously?
    - If not, why not?
    - If so, what actions has your organization taken?
- What strategies could be used in the organization to prevent stalking behaviors?
- What about these strategies would make them effective?