



## Age Discrimination Focus Group Questions

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

### Introduction Questions (Surveying for Knowledge about Age Discrimination)

- What is your understanding of age discrimination?
- What is the definition of discrimination for DoD employees or equal employment opportunity (EEO)?
- Are you aware of the EEO policies regarding age discrimination?
  - If so, please describe what you know.
- Have you received formal training or information sessions on age discrimination?
  - When was the last time you attended training on preventing age discrimination?
  - What did this training include?
- How do you differentiate between age discrimination and other forms of discrimination/harassment?
- How does age discrimination affect individuals?
- How does age discrimination affect the work environment or culture?
- What resources are available to learn about age discrimination or report an incident?
- Have the policies on age discrimination changed during your time as a DoD employee?
  - If yes, how so?
  - How do you feel about these changes?
  - How do these changes affect you and your job as a DoD employee?

### Individual Experience with Age Discrimination and Climate-Related Concerns

- Have you ever witnessed or experienced age discrimination as a DoD civilian employee?
  - Please describe the incident.
  - What actions did you take after the incident?
- How did you or others respond to the age discrimination incident at the time it occurred?
- In your opinion, how prevalent is age discrimination within your immediate work environment or organization?
  - What forms does it typically take?
  - Do you, or have you, ever participated in an age discrimination act as a person doing the discriminating either at work or otherwise?
- Can you share any observed impacts of age discrimination on individuals or your work team's cohesion and effectiveness?
- What do you think motivates individuals to engage in age discrimination?
- Are there particular times or events when age discrimination is more likely to occur?
- Have you ever felt pressured to participate in age discrimination?
  - How did you handle that situation?





- What factors influenced your decision on how to respond?

### **Age Discrimination Prevention and Bystander Intervention**

- Are you familiar with any strategies or protocols for intervening in an age discrimination incident?
  - From where did you acquire this knowledge?
  - Please explain the strategies you know.
- How comfortable do you feel about intervening in future age discrimination incidents?
  - What support or resources could you rely on for support?
  - What support or resources would increase your comfort level?
- What barriers might prevent someone from intervening in age discrimination?
- How effectively do you think current training programs prevent age discrimination, specifically as a bystander?
- Can you provide an example of an effective bystander intervention you've witnessed?
- 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**

- How would you describe the overall climate in your work environment regarding age discrimination?
- What is the attitude of leaders and supervisors toward age discrimination?
- Do you think leaders and supervisors are adequately trained to handle age discrimination allegations?
- How effectively do leaders uphold the values and policies against age discrimination?
- What impact do leaders and supervisors have on the climate of acceptance or rejection of age discrimination?
- Are there cultural aspects within the DoD work environment that you believe contribute to age discrimination?
  - How can they be addressed?
  - What barriers make it difficult for them to be addressed?
- How does the perceived culture within your work environment or team influence individual behavior towards age discrimination?
- What changes would you recommend for fostering a culture that is more resistant to age discrimination?
- How do you think leaders and supervisors could address and prevent age discrimination more effectively?





## Other Age Discrimination Related Questions

- What do you believe are the underlying reasons that age discrimination occurs within the work environment?
- What long-term effects, if any, do you think age discrimination has on civilian employee personnel and their careers?
- What improvements would you suggest to enhance the effectiveness of current age discrimination prevention programs?
- How does age discrimination affect the recruitment and retention of personnel?
- Have you noticed any changes in age discrimination behaviors over your time as a DoD civilian employee?

