



Sex Discrimination Focus Group Questions

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

Introduction Questions (Knowledge about Sex Discrimination)

- What is your understanding of sex discrimination?
- What is the definition of sex discrimination?
 - Who is protected from sex discrimination by law?
- Are you aware of the EEO policies regarding sex discrimination?
 - If so, please describe what you know.
- Have you received formal training or information sessions on sex discrimination?
 - When was the last time you attended training on preventing sex discrimination?
 - What did this training include?
- How do you differentiate between sex discrimination and other forms of discrimination/harassment?
 - What is the difference between sex discrimination and sexual harassment?
- How does sex discrimination affect individuals?
- How does sex discrimination affect the work environment or culture?
- What groups of people do you think encounter sex discrimination the most within your workplace?
- What resources are available to learn about sex discrimination or report an incident?
- Have the policies on sex 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 Sex Discrimination and Climate-Related Concerns

- Have you ever witnessed or experienced sex discrimination as a DoD employee?
 - Please describe the incident.
 - What actions did you or the target take after the incident?
- How did you or others respond to the sex discrimination incident at the time it occurred?
 - What factors influenced the way you responded?
 - What factors do you think may have influenced the way others responded?
- How can you offer support to someone who is being discriminated against on the basis of sex?
- In your opinion, how prevalent is sex discrimination within your immediate work environment or organization?
 - What forms does it typically take?



- Have you, or have you, ever participated in a sex discrimination act as a person performing the discriminating either at work or otherwise?
- Can you share any observed impacts of sex discrimination on individuals or your work team's cohesion and effectiveness?
 - If so, please share.
 - How did this impact you directly or indirectly?
- What do you think motivates individuals to engage in sex discrimination?
- Are there particular times or events when sex discrimination is more likely to occur?
 - What factors do you think influence this?
- Have you ever felt pressured to participate in sex discrimination?
 - How did you handle that situation?
 - What factors influenced your decision on how to respond?

Sex Discrimination Prevention and Bystander Intervention

- Are you familiar with any strategies for intervening in a sex discrimination incident?
 - Please explain the strategies you know.
- How comfortable do you feel about intervening in future sex discrimination incidents?
 - What support or resources could you use?
 - What support or resources would increase your comfort level?
- What barriers might prevent someone from intervening in sex discrimination?
- How effective do you think the current training prevents sex discrimination, specifically as a bystander?
 - What information or methods do you think could improve this training?
- 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 sex discrimination?
- What is the attitude of leaders and supervisors toward sex discrimination?
- Do you think leaders and supervisors are adequately trained to handle allegations of sex discrimination?
- How effectively do leaders uphold the values and policies against sex discrimination?
- What impact do leaders and supervisors have on the climate of acceptance or rejection of sex discrimination?
- Are there cultural aspects within your work environment that you believe contribute to sex 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 sex discrimination?
- What changes would you recommend for fostering a culture that is more resistant to sex discrimination?

Other Sex Discrimination Related Questions

- What do you believe are the underlying reasons that sex discrimination occurs within the work environment?
- How do you think leaders and supervisors could address and prevent sex discrimination more effectively?
- What long-term effects, if any, do you think sex discrimination has on civilian employees and their careers?
- What improvements would you suggest to enhance the effectiveness of current sex discrimination prevention programs?
- How does sex discrimination affect the recruitment and retention of personnel?
- Have you noticed any changes in sex discrimination behaviors over your time as a DoD civilian employee?
- What role do peers versus supervisors play in perpetuating or preventing sex discrimination?