



Discrimination

Perception that members of the organization are denied equal opportunity or are a victim of an unlawful employment practice by virtue of their race, color, national origin, religion, sex, sexual orientation, age, disability, etc.



The following items are used to assess **Discrimination** on the DEOCS using a 7-point response scale from **strongly disagree to strongly agree**.

1. Discrimination based on _____ does **not** occur in my workplace.
 - a. Race/Color/National Origin
 - b. Religion
 - c. Sex
 - d. Sexual Orientation
 - e. Age (Civilian Only)
 - f. Disability (Civilian Only)
 - g. Equal Pay (Civilian Only)
 - h. Genetic Information (Civilian Only)
 - i. Pregnancy (Civilian Only)
2. Racial slurs, comments, and/or jokes are used in my workplace.
3. Sexist slurs, comments, and/or jokes are used in my workplace.
4. I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal

	Favorable	Unfavorable
Indicators	<ul style="list-style-type: none"> • When discrimination is not occurring: <ul style="list-style-type: none"> ○ Higher perceptions that all members are treated respectfully, fairly, and equitably ○ Decisions are made based on merit and performance ○ Members of all demographics are recruited, hired, retained, and promoted without preferential treatment 	<ul style="list-style-type: none"> • Qualified individuals not being afforded the same opportunities for promotion, advancement, training, etc. • Lack of diversity in key positions within the unit • Demeaning jokes being told, stereotypes being perpetuated, questioning of specific group's values, etc. • Contributions of a certain group are discounted or minimized
Outcomes	<ul style="list-style-type: none"> • Evidence of positive and effective working relationships • Demonstrated and expressed respect for individuals across demographic lines • Differing opinions are encouraged, heard, and respected among all members • High performing teams and high individual and team motivation to excel 	<ul style="list-style-type: none"> • Culture of low morale • Division among unit members and fractured cohesion • Undermine respect, teamwork, and commitment to leaders and the organization • Increase absenteeism and decrease productivity • Negatively influences recruitment and retention

For more information go to Assessment to Solutions on deomi.org. You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help you better understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor