



## 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.

\*Note: The following questions are the actual DEOCS questions.

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 to address concerns about discrimination without fear of retaliation/reprisal.

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The following questions can assist in conducting focus groups and interviews.

- In what ways does the organization display that all members, have the same opportunities for training, job assignments, awards, and promotions?
- In what ways does the organization display that all members, are treated professionally?
- Describe any instances of discrimination that you have witnessed or experienced in this organization.
- How do the members of this organization address incidents of discrimination?
- How do the leaders of this organization address incidents of discrimination?
- What measures would you implement to eliminate discrimination in your organization?