



Unwanted Workplace Experience

A workplace characterized by unwelcome sexual advances, or verbal or physical conduct that offends members, as well as incidents in which coworkers are subjected to mistreatment on the basis of their gender that affects their employment conditions.

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

While under your current senior leader **and** within the last 12 months, did someone from your workplace:

1. Repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset?
 - a. Yes
 - b. No
2. Embarrass, anger, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to? *For example, if you are a male, being called “a fag, or gay”; if you are a female, being called “a dyke, or butch”*
 - a. Yes
 - b. No
3. Make repeated sexual comments about your appearance or body that made you uncomfortable, angry or upset?
 - a. Yes
 - b. No
4. Make repeated attempts to establish an unwanted romantic or sexual relationship with you? *These could range from repeatedly asking you out for coffee to ask you for sex or a ‘hook-up’.*
 - a. Yes
 - b. No
5. Intentionally touch you in a sexual way when you did not want them to? *This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.*
 - a. Yes
 - b. No

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

- In what ways do members display that members of both sexes have the same opportunities for training, job assignments, awards, and promotions?
- In what ways do members display that members of both sexes are treated professionally?
- In what way do members display that members of both sexes are treated with dignity and respect?
- Describe any instances of inappropriate sexual behaviors that you have witnessed or experienced in this organization.
- How do the organization’s leaders address incidents of inappropriate sexual behaviors?
- How do the organization’s members address incidents of inappropriate sexual behaviors?
- Do you feel confidence in your unit members to address with them an inappropriate sexual behavior that you have witnessed?
- What measures would you implement to eliminate inappropriate sexual behaviors in your organization?

For more information on conducting Focus Groups or Interviews go to www.deomi.org and watch the “How to conduct a Focus Group video” or download the “Focus Group Guide” for detailed information.