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.

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?

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.