

## SUPPLEMENTARY MATERIALS

**Table S1***Gender as a moderator of the relationships between workplace harassment with the level of somatic disorders*

|                                                            | Somatic disorders |           |                |                                        |                   |
|------------------------------------------------------------|-------------------|-----------|----------------|----------------------------------------|-------------------|
|                                                            | <i>B</i>          | <i>SE</i> | 95% CI         | <i>R</i> <sup>2</sup> ( $\Delta R^2$ ) | <i>F</i> (3, 216) |
| Constant                                                   | 6.58***           | 0.23      | [6.12; 7.04]   | .14 (.02)                              | 11.79***          |
| Workplace harassment aimed at the personal sphere          | 0.7***            | 0.13      | [0.44; 0.95]   |                                        |                   |
| Gender                                                     | -0.47*            | 0.23      | [-0.94; -0.01] |                                        |                   |
| Workplace harassment aimed at the personal sphere × gender | 0.29*             | 0.13      | [0.03; 0.54]   |                                        |                   |

  

|                                                                         | Somatic disorders |           |               |                                        |                   |
|-------------------------------------------------------------------------|-------------------|-----------|---------------|----------------------------------------|-------------------|
|                                                                         | <i>B</i>          | <i>SE</i> | 95% CI        | <i>R</i> <sup>2</sup> ( $\Delta R^2$ ) | <i>F</i> (3, 216) |
| Constant                                                                | 6.7***            | 0.23      | [6.23; 7.16]  | .14 (.04)                              | 11.59***          |
| Workplace harassment aimed directly at the work-related sphere          | 1.05***           | 0.19      | [0.67; 1.42]  |                                        |                   |
| Gender                                                                  | -0.29             | 0.23      | [-0.78; 0.17] |                                        |                   |
| Workplace harassment aimed directly at the work-related sphere × gender | 0.63**            | 0.19      | [0.25; 1.00]  |                                        |                   |

Note. \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$ .

**Table S2***Gender as a moderator of the relationship of workplace harassment with anxiety and insomnia*

|                                      | Anxiety and insomnia |           |                |                                        |                   |
|--------------------------------------|----------------------|-----------|----------------|----------------------------------------|-------------------|
|                                      | <i>b</i>             | <i>SE</i> | 95% CI         | <i>R</i> <sup>2</sup> ( $\Delta R^2$ ) | <i>F</i> (3, 216) |
| Constant                             | 7.01***              | 0.26      | [6.50; 7.53]   | .24 (.03)                              | 22.66***          |
| Workplace harassment (overall score) | 0.68***              | 0.09      | [0.49; 0.87]   |                                        |                   |
| Gender                               | −0.99***             | 0.26      | [−1.51; −0.48] |                                        |                   |
| Workplace harassment × gender        | 0.26**               | 0.09      | [0.07; 0.45]   |                                        |                   |

  

|                                                            | Anxiety and insomnia |           |                |                                        |                   |
|------------------------------------------------------------|----------------------|-----------|----------------|----------------------------------------|-------------------|
|                                                            | <i>b</i>             | <i>SE</i> | 95% CI         | <i>R</i> <sup>2</sup> ( $\Delta R^2$ ) | <i>F</i> (3, 216) |
| Constant                                                   | 7.00***              | 0.27      | [6.47; 7.54]   | .19 (.04)                              | 16.61***          |
| Workplace harassment aimed at the personal sphere          | 0.80***              | 0.15      | [0.50; 1.09]   |                                        |                   |
| Gender                                                     | −1.03***             | 0.27      | [−1.57; −0.51] |                                        |                   |
| Workplace harassment aimed at the personal sphere × gender | 0.49**               | 0.15      | [0.19; 0.79]   |                                        |                   |

  

|                                                                         | Anxiety and insomnia |           |                |                                        |                   |
|-------------------------------------------------------------------------|----------------------|-----------|----------------|----------------------------------------|-------------------|
|                                                                         | <i>b</i>             | <i>SE</i> | 95% CI         | <i>R</i> <sup>2</sup> ( $\Delta R^2$ ) | <i>F</i> (3, 216) |
| Constant                                                                | 7.18***              | 0.27      | [6.64; 7.71]   | .20 (.07)                              | 18.27***          |
| Workplace harassment aimed directly at the work-related sphere          | 1.35***              | 0.21      | [0.92; 1.78]   |                                        |                   |
| Gender                                                                  | −0.80**              | 0.27      | [−1.33; −0.26] |                                        |                   |
| Workplace harassment aimed directly at the work-related sphere × gender | 0.96***              | 0.21      | [0.53; 1.38]   |                                        |                   |

Note. \*\**p* < .01, \*\*\**p* < .001.

**Table S3***Gender as a moderator of the relationship of workplace harassment with symptoms of depression*

|                                      | Symptoms of depression |           |               |                                        |                   |
|--------------------------------------|------------------------|-----------|---------------|----------------------------------------|-------------------|
|                                      | <i>b</i>               | <i>SE</i> | 95% CI        | <i>R</i> <sup>2</sup> ( $\Delta R^2$ ) | <i>F</i> (3, 216) |
| Constant                             | 2.26***                | 0.19      | [1.87; 2.66]  | .39 (.08)                              | 46.75***          |
| Workplace harassment (overall score) | 0.84***                | 0.07      | [0.69; 0.99]  |                                        |                   |
| Gender                               | 0.003                  | 0.19      | [-0.39; 0.39] |                                        |                   |
| Workplace harassment × gender        | 0.39***                | 0.07      | [0.24; 0.54]  |                                        |                   |

  

|                                                            | Symptoms of depression |           |               |                                        |                   |
|------------------------------------------------------------|------------------------|-----------|---------------|----------------------------------------|-------------------|
|                                                            | <i>b</i>               | <i>SE</i> | 95% CI        | <i>R</i> <sup>2</sup> ( $\Delta R^2$ ) | <i>F</i> (3, 216) |
| Constant                                                   | 2.25***                | 0.21      | [1.83; 2.66]  | .34 (.12)                              | 36.97***          |
| Workplace harassment aimed at the personal sphere          | 1.09***                | 0.11      | [0.86; 1.32]  |                                        |                   |
| Gender                                                     | -0.04                  | 0.21      | [-0.45; 0.36] |                                        |                   |
| Workplace harassment aimed at the personal sphere × gender | 0.71***                | 0.11      | [0.48; 0.94]  |                                        |                   |

  

|                                                                         | Symptoms of depression |           |               |                                        |                   |
|-------------------------------------------------------------------------|------------------------|-----------|---------------|----------------------------------------|-------------------|
|                                                                         | <i>b</i>               | <i>SE</i> | 95% CI        | <i>R</i> <sup>2</sup> ( $\Delta R^2$ ) | <i>F</i> (3, 216) |
| Constant                                                                | 2.39***                | 0.24      | [1.92; 2.86]  | .14 (.08)                              | 11.65***          |
| Workplace harassment aimed directly at the work-related sphere          | 1.13***                | 0.19      | [0.75; 1.51]  |                                        |                   |
| Gender                                                                  | 0.14                   | 0.24      | [-0.33; 0.61] |                                        |                   |
| Workplace harassment aimed directly at the work-related sphere × gender | 0.81***                | 0.19      | [0.43; 1.19]  |                                        |                   |

Note. \*\*\**p* < .001.