

THESIS

THE PERSONAL AS THE PROFESSIONAL: A MEDIATIONAL APPROACH TO
UNDERSTANDING DISCLOSURE OF SEXUAL ORIENTATION

Submitted by

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In partial fulfillment of the requirements

For the Degree of Master of Science

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Fort Collins, Colorado

Summer 2019

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ABSTRACT

THE PERSONAL AS THE PROFESSIONAL: A MEDIATIONAL APPROACH TO UNDERSTANDING DISCLOSURE OF SEXUAL ORIENTATION

Lesbian, gay, and bisexual individuals experience high rates of interpersonal stressors in the form of mistreatment. Through disclosing one's sexual orientation, one increases the visibility of their marginalized identity, thereby increasing risk for mistreatment. Due to this risk, disclosure has been named as one of the main workplace challenges for LGB individuals. However, one's work life is not siloed from their nonwork life. Disclosure in one domain may affect outcomes and processes within the other. Thus, there is a need to take an integrated perspective in understanding LGB disclosure and outcomes. The current study sought to test the applicability of work-nonwork strain, identity threat, and anticipated work discrimination as mediating variables in the relationship between cross-domain disclosure and work and nonwork outcomes. Additionally, this study sought to assess the conditional indirect effects when coworker support, supervisor support, and nonwork support as moderators between mediating strains and subsequent outcomes. Results suggest that there is a specific indirect effect of work-nonwork strain in the relationship between cross-domain disclosure and physical health, substance use, job satisfaction, and turnover intentions, respectively. Results also suggest that moderated mediation may not be present among the tested relationships.

ACKNOWLEDGMENTS

I dedicate this thesis to my loving family and supportive circle of close friends – Dara Oloyede, Alejandro Garcia Fernandez, Jonathan Reddix, Bria Hudson, Nadia Etchey, Andrew Lewis, and Kemol Anderson – whose endless words of encouragement, genuine interest in my research, and advice have kept me grounded and hopeful throughout my graduate journey. Also, to my advisor, Dr. Jeannette Cleveland, who has been a great and understanding source of support, both personally and professionally. I would also like to thank my committee, Dr. Kurt Kraiger, Dr. Kimberly Henry, and Dr. Samantha Conroy for their feedback, time, and support in this endeavour. Lastly, I want to acknowledge all of the lesbian, gay, and bisexual individuals who took the time to participate in this project. It could not have been done without their willingness to share their experiences on such a sensitive topic. Lastly, this project was in part supported by a supplement from the National Institute on Drug Abuse (R01DA020195). I would like to thank the National Institute of Health and NIDA for their support.

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Introduction

Lesbian, gay, and bisexual (LGB) individuals are at a heightened risk for experiencing mistreatment within the work environment (Rostosky & Riggle, 2002). Mistreatment refers to a variety of behaviors including incivility, harassment, and discrimination which can occur in the workplace and can be interpersonal stressors for individuals (Lim & Cortina, 2005; Schonfeld & Chang, 2017). Of the population of LGB workers, somewhere between 25% and 66% report discrimination in the workplace (Croteau, 1996). Such discrimination has occurred in the form of job loss or denial, ostracism, and limited career trajectory (Clair, Beatty, & MacLean, 2005; Levine, 1979; Ragins, 2008). As LGB individuals disclose their sexual orientation in work spaces or in their personal lives, they can become targets of discrimination on the basis of their identity and experience subsequent work and health-related consequences. While rates of discrimination are known, little is known about the ways in which LGB groups respond to experiences of strain – psychological and otherwise – that may be brought about by one's disclosure of sexual orientation both in and out of the workplace. Thus, there is a need to research the identity-related issues that LGB individuals face.

The invisibility of sexual orientation is a key area in which more research is needed. In having an invisible marginalized identity, lesbian, gay, and bisexual individuals face a unique challenge in work and nonwork settings – disclosure (Ragins, Singh, & Cornwell, 2007; Rostosky & Riggle, 2002). Invisible identities are defined by identity characteristics that are not easily recognized, such as mental illness, some disabilities, and sexual orientation (Beatty & Kirby, 2006). Without an LGB individual disclosing their identity, others would not know how

that individual identifies. Due to the nature of invisible stigma, disclosure of sexual orientation is a key factor that organizations and researchers must consider.

Disclosure, in many senses, can be related to identity and impression management. Identity management refers to the processes in which individuals choose to define, disclose, and navigate identity-related issues. As a form of disclosure, impression management refers to the process of regulating one's self-presentation in order to shape others' perceptions (Goffman, 1959; Kelly, 2000; Paulhus & Trapnell, 2008). The extent to which a person manages their self-presentation depends on their motivations for doing so and how responsive they are to the social demands of a situation (Kelly, 2000; Paulhus & Trapnell, 2008).

For marginalized identities, Clair et al. (2005) suggested that identity management often involves opposing psychological forces. Individuals may be motivated to present their authentic selves; however, they may also be simultaneously concerned with the repercussions of having disclosed or concealed their identity (King, Mohr, Peddie, Jones, & Kendra, 2014). In line with general theories of stress and strain, the opposing psychological forces involved in identity and impression management processes may induce stress. Stress is conceptualized as the process in which a stressor results in strain for an individual. This stimulus-response relationship is characterized by an interaction between an environmental stimulus and a person's response. Stressors refer to environmental or internal (e.g. chemical imbalances) stimuli whereas strain refers to the outcome or response (Jex, Beehr, & Roberts, 1992). An important aspect of the stress process is the cognitive appraisal of the stressor. The utility of the application of cognitive appraisal to the stress process lies in the idea that while some may perceive a stressor as negative, others may perceive the stimuli differently, thus leading to varying responses and coping mechanisms.

As LGB populations continue to be studied, there is a call to address cross-domain (i.e. work versus nonwork) strain brought about by disclosure of sexual orientation. Further, there is a need to assess the relationships between disclosure and work and health outcomes, as well as to identify the mediating mechanisms that help to explain these relationships (Ruggs, Herbl, Law, Cox, Roehling, Weiner, & Barron, 2013). To address this knowledge gap, the goals of the present study are three-fold: 1) to assess the relationships between cross-domain disclosure of sexual orientation and important work and health outcomes (job satisfaction, job engagement, turnover intentions, physiological health, and substance use), 2) to investigate the possible mediating effects of three strains associated with LGB disclosure of sexual orientation (work-nonwork strain, anticipated discrimination, and identity threat), and 3) to assess the moderating effect that work and nonwork sources of social support may have on the relationship between mediating strains and subsequent outcomes.

The work-nonwork perspective was used as the conceptual framework for this study. This perspective suggests that work and nonwork domains are not separated; instead, work and nonwork roles/expectations are highly related (Geurts & Demerouti, 2003). In the following sections, I present the current argument by first defining key concepts in identity and sexual orientation research. I then present Stigma Theory (Goffman, 1963), Role Stress Theory (Kahn, Wolfe, Quinn, Snoek, & Rosenthal, 1964; Katz & Kahn, 1978), and the Cognitive Activation Theory of Stress (CATS; Meurs & Perrewé, 2011; Ursin & Eriksen, 2004) as the theoretical background for the current study. Further, I discuss the rationale for the inclusion of the proposed mediators and moderators as they relate to an understanding of cross-domain disclosure of sexual orientation and subsequent health and workplace outcomes.

Tying these sections together, I propose a conceptual model (see Figure 1 for the conceptual model) for testing the conditional indirect effects of the proposed mediators in the relationship between cross-domain disclosure and outcome variables. Mediators were expected to be moderated by aspects of work and nonwork social support. Each dependent variable was assessed independently. Furthermore, I proposed a prospective longitudinal design in which two time points were collected and evaluated. The longitudinal design could help to further corroborate the relationships proposed in the model.

The purpose of this model was not to provide an exhaustive assessment of personal and workplace resources or the consequences of cross-domain disclosure. Rather, the goal was to draw upon existing theory to develop and test a possible narrative of the experiences of LGB workers and the mechanisms through which disclosure affects health and workplace outcomes as well as the ways negative effects could be mitigated.

Key Concepts

Identity

General background. “Identity” is a term that has many different meanings (Ashforth, Harrison, & Corley, 2008; Fearon, 1999). For the purposes of this paper, identity was conceptualized as a two-faceted concept, made up of both social (Who are *we*?) and personal connotations (Who am *I*?; Fearon, 1999). Referring to the former, identity denotes one’s social category. Social categories may be distinguished by a particular attribute or characteristic – either ascribed or innate – that describe a group (e.g. race, gender). The latter refers to identity as a personal distinguishing characteristic that one views as consequential or relevant to one’s self-concept (Ashforth et al., 2008; Fearon, 1999). However, identities do not exist within a vacuum. Societal marginalization and stigmatization can create (and be) stressors as a result of the identities that one holds (Meyer, 2003). Meyer described the stressors that are created through identification with a marginalized identity as minority status stressors. Minority status stressors are those that are unique to individuals with a minority identity within a societal context (e.g. stigmatization, identity concealment, anticipated rejection, etc.; Smedley, Myers, & Harrell, 1993). These stressors can result in minority strain, which is characterized by chronically high levels of strain that are uniquely experienced by members of a stigmatized group (Meyer, 2003).

Identities can form for a variety of contexts and for different purposes. For example, individuals can simultaneously have a work identity, which describes their work-based identity, and a nonwork identity, which constitutes their perception of self outside of the work environment. One’s work identity can affect commitment to the organization, loyalty, and

behaviors at work (Walsh & Gordon, 2008) as well as interact with one's nonwork identity to predict outcomes.

Sexual Orientation

Before proceeding, a definition of sexual orientation is warranted. In research, sexual orientation has been a term that has referred to a number of different phenomena. Additionally, there is no consensus that sexual orientation is a core aspect of diversity within the workplace. Sexual orientation refers to a person's sexual preferences or sexuality (Kollen, 2013). Within this paper, the terms "minority sexual orientation," "sexual minority," and "LGB" are used interchangeably to refer to lesbian, gay, and bisexual individuals. Transgender individuals were not included in this study because the term "transgender" refers to gender identity and expression rather than attraction or sexual preference (e.g. "transgender male" describes an individual who was born with female genitalia but identifies as a male).

Generally, research has focused on heterosexual individuals, and as a result, gay, lesbian, and bisexual individuals are often understudied in the workplace (Ruggs et al., 2013). LGB individuals may be reluctant to disclose their sexuality, and thus, only broad estimates of the percentage of LGB individuals in the workforce are available. The range for the percentage of LGB individuals in the workforce is from 4% to 17% (Gonsiorek & Weinrich, 1991), and they are estimated to make up roughly 42% of the working population with an invisible stigma (McNeil, 2000). The lack of disclosure among LGB individuals may create the perception that they are not present in the workplace even though they are members of the working population. Increasing the rate of disclosure of sexual orientation would provide a more precise and accurate representation of the distribution of sexual orientations within the workforce.

As the United States continues to pass LGB-friendly legislation (e.g. same-sex marriage), it is becoming increasingly important to be aware of how these changes affect the visibility of LGB individuals and the issues that they may face both inside and outside of the workplace. The issues that LGB individuals experience may create additional stressors for these workers. Although all workers face stressors throughout their careers, LGB individuals are at greater risk for negative health and work outcomes than heterosexual individuals due to their invisible stigma. An LGB worker's ability to effectively handle stressors relating to their orientation in their private and professional lives may affect their health, coping, and career mobility thereafter.

Disclosure of Sexual Orientation and Strain

Facets, purposes, and consequences of disclosure. Generally, disclosure refers to any communication between individuals in which one provides information about themselves (Cozby, 1973; Wheelless & Grotz, 1976). Disclosure can come in many forms and can vary in quantity and quality (Collins & Miller, 1994; Ignatius & Kokkonen, 2007). For example, disclosure can be descriptive (e.g. one's sexual orientation) or evaluative (e.g. such as how one feels about work; Collins & Miller, 1994; Harris, Dersch, & Mittal, 1999), can occur through computer-mediated forums, can be either voluntary or involuntary, and can occur through verbal and nonverbal expression (e.g. photos, clothing, etc.; Collins & Miller, 1994). With nonverbal communication, we often make determinations based on inferences and schemas; however, these are not always correct (Goffman, 1959). Verbal communication can also lead to incorrect conclusions if the discloser chooses to reveal information that is untrue.

Before coming out, LGB individuals are often thought to have heterosexual identities (Keister, 2004). For those who identify as heterosexual, often times they do not need to "come out" in a particular social context. The lack of need for disclosure is largely rooted in the idea of

heteronormativity. Heteronormativity suggests that opposite sex relationships, gender conventionality, and traditional family structures are the norm and are central value frameworks that guide societal institutions (Oswald, Blume, & Marks, 2005). Society inherently favors heterosexual identities while labeling orientations that deviate from this as aberrant. Heteronormativity is subject to historical change as well as cultural and contextual variability (Jackson, 2006). Stated more succinctly, heteronormativity is context dependent.

Disclosure is a unique and stressful facet of having a minority sexual orientation and is an ongoing process that LGB individuals must face within their daily lives (Keister, 2004; Ragins, 2008). Disclosure of sexual orientation has also been coined as one of the main challenges that LGB individuals face in the workplace. It has been identified as an important work-related decision because disclosure often has implications for not only one's personal safety, but also professional security (Ragins et al., 2007). While it may be easy for some to be out in certain social contexts, it may be more difficult to be out in others if disclosure is appraised as a threatening stressor. For instance, many LGB individuals choose to be out among friends and family while choosing to be closeted at work (Ragins, 2008).

Disclosure is often a choice that involves a consideration of the positive and negative consequences of disclosure (Ragins, 2008). Through the decision to disclose, one's sexual orientation can become a visible identity. A lack of legal protection then leaves marginalized sexual orientations vulnerable to discrimination and prejudice on the basis of their identity. An audit study conducted by Tilcsik (2011) indicated that in regions where anti-discrimination laws were not highly regarded, there was a higher degree of discrimination of applicants who appeared to be gay. Additionally, Tilcsik found that employers who emphasized stereotypically heterosexual traits were more likely to discriminate against gay men. Generally, consequences of

disclosure include increased risk for discrimination in the forms of verbal harassment, job termination, and even physical assault (D'Augelli & Grossman, 2001; D'Augelli, Hersherberger, & Pilkington, 1998; Legate, Ryan, & Weinstein, 2012). Disclosure may also lead to interpersonal problems in which one becomes isolated, experiences damage to their reputation, or has difficulty establishing credibility among colleagues. These difficulties, in turn, may result in fewer career opportunities and developmental experiences (Beatty & Kirby, 2006; Lloren & Parini, 2016). For example, Colgan, Creegan, McKearney, and Wright (2007) highlighted that openly LGB individuals are less likely to seek promotions if it means they might have to transfer to a different location or group where they would undergo the disclosure process again.

On the other hand, disclosure can be a mechanism for developing and maintaining social relationships in both work and nonwork settings (Altman & Taylor, 1973; Collins & Miller, 1994; Taddicken, 2014). Research has suggested a link between disclosure and liking such that those who tend to disclose greater amounts of information are more liked than those who disclose less. People tend to disclose to individuals that they like, and the discloser tends to like individuals more as a result of having disclosed to them (Collins & Miller, 1994). Disclosure is not only related to liking, it is also highly correlated with reciprocal disclosure. Disclosure by one individual might prompt the other to then provide information about themselves (Cozby, 1973). Over time, disclosure tends to increase trust within relationships.

Disclosure can make navigating identity-related issues within the workplace more precarious. There is a need for a better understanding of the personal and contextual factors that influence the decision of LGB individuals to disclose and subsequent outcomes. Therefore, research that examines disclosure of sexual orientation as well as consequences is critical to understanding the experiences of LGB individuals in the workplace. Understanding the

disclosure-related stress process that LGB individuals experience can provide useful insights and nuance into the factors that influence their health and work outcomes. Additionally, this research can help organizations and policy-makers effectively respond to the changing visibility of LGB employees in the workforce.

It is worthwhile to note that disclosure is bounded by one's social network. It is unlikely that one would be able to disclose to *everyone* (Ragins, 2008). Additionally, although LGB individuals may not always formally disclose their sexual orientation, there are informal ways in which disclosure can occur. Such disclosure may occur through conversations about their romantic relationships, photos, symbols, or other verbal and nonverbal cues.

Theoretical Bases & Hypotheses Generation

Stigma Theory, Mistreatment, and Policy

Stigma, disclosure, and associated outcomes. According to Stigma Theory, a stigma is an attribute that is deemed aberrant or devalued in relation to a more desired characteristic (Goffman, 1963; Goffman, 1997; Ragins, 2008) – for example, homosexuality and heterosexuality, respectively. Stigma, in turn, shapes one's life experiences and can be far reaching in terms of the consequences it can have on an individual. Stigma and subsequent discrimination associated with lesbian, gay, or bisexual identities are often named as contributing factors for the increased rate of mental health problems and decreased well-being of these groups due to the positive relationship between stigma and stress (American Psychological Association, 2016). Consequences of holding a stigmatized identity include dehumanization, identity threat, and other negative treatment (Dovidio, Kawakami, & Gaertner, 2000). Nevertheless, stigma traditionally mirrors the dominant ideologies and culture of a society, and thus, is subject to change. Hence, what is considered a mark of stigma during one time period may be considered usual at another (Coleman Brown, 2013).

However, not all stigmas are created equal. Some attributes may be more or less stigmatized than others, be short-term or long-term, and can be either visible (e.g. race) or invisible (e.g. sexual orientation; Ragins, 2008). Many individuals with invisible stigmas do not disclose their identities to the same degree across life domains for a variety of reasons (Ragins, 2004; Sanchez & Schlossberg, 2001). Additionally, the degree to which a person identifies with their stigmatized identity is variable. "Master status stigmas" denote stigmatized identities that are central to an individual's self-concept. For those with an invisible stigma, there is a greater

likelihood for disclosure if the individual feels that their stigmatized identity is central to their self-concept (Goffman, 1963). This idea is in line with Self-Verification Theory, which posits that individuals want to affirm their identity by having others see their authentic selves (Swann, 1983).

A key feature of having an invisible stigma is that one has the ability to *conceal* their stigma from others (Ragins, 2008). The decision to conceal one's stigmatized identity is often based on fear. Individuals may fear being discredited, mistreated, discriminated against, or otherwise marginalized (Ragins et al., 2007). Although concealment may reduce interpersonal problems related to stigmatization, Pachankis (2007) highlighted that concealing a stigma does not detract from the feelings of shame or anxiety that are associated with the stigma. Similarly, some researchers have purported that concealment can take a toll on workers through emotional stress and stress-related illnesses (Cole, Kemeny, Taylor, Visscher, & Fahey, 1996; Frable, Platt, & Hoey, 1998; Pachankis, 2007). On the other hand, other researchers have suggested that concealment may protect LGB individuals from negative health and workplace consequences (Ragins et al., 2007). Support for the utility of concealment comes from the view that concealing one's LGB identity may be a necessary and adaptive strategy for navigating hostile or unsupportive work environments (Cain, 1991; Fassinger, 1995).

Stigma and mistreatment. As indicated earlier, mistreatment is common in the workplace and is comprised of several different facets: incivility, harassment, and discrimination (Lim & Cortina, 2005; Lloren & Parini, 2016). Incivility specifically refers to the occurrence of rude, negative, or condescending remarks that might be made in the workplace (Cortina, Kabat-Farr, Magley, & Nelson, 2017). Often times, incivility is marked by an ambiguous motivation to harm (Lim & Cortina, 2005). Harassment refers to actions and behaviors that can create a hostile

work environment and are aimed towards intimidating, provoking, or creating discomfort (U.S. Equal Employment Opportunity Commission, n.d.). Even if an action is not meant to harm, it can affect employee attitudes, behaviors, and health (Ragins & Cornwell, 2001).

Harassment, however, is different from discrimination, which refers to unequal treatment or lack of opportunities based on personal characteristics as opposed to qualifications. Discrimination can occur on the basis of gender, age, sexual orientation, race, and several other characteristics (Ragins et al., 2007). Some of the antecedents to discrimination include perpetrator characteristics (e.g. personality, status, etc.), characteristics of the target (e.g. marks of stigma, demographic characteristics, etc.), and whether the organizational environment and culture are tolerant of mistreatment (i.e. organizational climate and culture; Bergman, Palmeiri, Drasgow, & Ormerod, 2012). Within the workplace discrimination literature, many scholars distinguish between two types of discrimination: formal discrimination and informal discrimination (McFadden, 2015). Whereas formal discrimination occurs in a formal context (e.g. wages, promotions, interviews, etc.), informal discrimination refers to the interpersonal level acts such as ostracism (Lloren & Parini, 2016; McFadden, 2015).

Federal and local LGB policy. Policies and protections provided by the Civil Rights Act of 1964 and similar regulations create a means through which discrimination and mistreatment can be reduced in the workplace. Nevertheless, some identities, such as sexual orientation, are not currently or explicitly protected by federal law (although sexual orientation may be protected by some state and local laws; Brooks & Edwards, 2009; Lloren & Parini, 2016). For instance, although, federal law enforcers can *interpret* Title VII of the Civil Rights Act of 1964 to include sexual orientation, it is not explicitly listed under protected bases (Equal Employment Opportunity Commission, n.d.). Sexual orientation is an identity that continues to be

inadequately protected in the workplace through federal laws even as those with minority sexual orientations are gaining more societal visibility (i.e. right to marriage; Beatty & Kirby, 2006; Ruggs et al., 2013).

Work-Nonwork Perspective and Stress

The work-nonwork interface refers to the practical and conceptual integration of an individual's work and nonwork lives. Nonwork systems incorporate the effect of one's surrounding community on their life and behaviors (Mitchell, Holtom, Lee, Sablinski, & Erez, 2001). Along these lines, "community" has been defined in both psychological and physical terms to account for both one's sense of emotional connectedness or belonging to various groups as well as physical presence in a location (Gusfield, 1975; Puddifoot, 2003).

The work-nonwork perspective takes into account the idea that individual do not shed their work or nonwork identity when they move from work to nonwork domains and vice versa (Geurts & Demerouti, 2003). The interrelationship between work and nonwork lives, in turn, has implications for outcomes in both work and nonwork roles.

Linking the Work-Nonwork Perspective and Disclosure: Role Stress Theory

Conceptually connecting the work-nonwork framework to disclosure-related strain processes helps to parse out the mechanisms through which disclosure may affect LGB health and work outcomes. Stressors can be pervasive throughout organizations whether they are one's workload or the demands of one's work and nonwork responsibilities. Broadly, strain has been associated with negative health outcomes such as psychological distress, stress-related illnesses, and suicidality (Kelleher, 2009). Sexual minority strain, specifically, refers to the experiences related to the concealment/disclosure, confusion, anticipated rejection, discrimination, and

internalized homophobia that may be associated with a stigmatized sexual orientation (Kelleher, 2009; Wright & Perry, 2006).

Disclosure is not an all-or-nothing decision. Rather, disclosure operates on a continuum that ranges from full disclosure of one's identity to non-disclosure independently within both work and nonwork domains (Ragins, 2008). Ragins proposed the concept of disclosure disconnect, otherwise referred to as "identity disconnect," which takes into account the social contexts in which one discloses and the consequences that each context holds. This concept is in accordance with the understanding of work-nonwork research, which takes a holistic approach to understanding the larger context of different life domains (Ragins, 2008).

Disclosure disconnect results when one discloses their identity to different degrees across work and nonwork domains, thus creating psychological strain and conflict as one attempts to maintain concealment in one domain. Differential disclosure often results in an incongruence of one's public and private lives that may subsequently lead to difficulty meeting the conflicting demands put forth by both domains (Ellis & Riggle, 1996). Such strain and conflict can lead to negative outcomes (Leary & Tangney, 2003; Ragins, 2008; Swann, 1983). Barreto, Ellemers, and Banal (2006) found that concealment or pretending to be heterosexual when affiliated with a sexual minority status was associated with poorer job performance, self-alienation, isolation, and ego depletion. Another form of disclosure disconnect occurs when there is partial disclosure in one or more domains. Similar to the former case of disclosure disconnect, partial disclosure can lead to strain as the individual attempts to navigate who does and does not know about their identity (Ragins, 2004).

Along with disclosure disconnects, Ragins (2008) also proposed two additional identity states corresponding with cross-domain disclosure: identity denial and identity integration.

Identity denial refers to low levels of disclosure in both the work and nonwork domains (Ragins, 2008). Although identity denial is congruent in that the disclosure is similar in both domains, a high level of concealment is likely associated with high levels of psychological distress (Crocker, Major, & Steele, 1998; Major & Gramzow, 1999; Smart and Wegner, 2000). Individuals experiencing identity denial will likely experience negative consequences because they are not able to be their authentic selves in either their nonwork life or their work life. Concealment in both domains makes it unlikely that one will receive sexual orientation-specific social support and can lead to preoccupation with concealing their identity. Both lack of support and preoccupation can manifest in the continuance of high levels of strain (Ragins, 2008). However, concealment in both domains is not common.

Identity integration represents the full disclosure and coherence of one's work and nonwork disclosure. Through integration, role conflict is decreased, thereby reducing the strain associated with attempting to conceal one's identity in either one's work or nonwork life (Swann, 1983). Although disclosure in both domains may increase the risk for discrimination, these individuals typically experience the most positive health and work outcomes among the three identity states (Ragins, 2008). These individuals are likely able to be their authentic selves in the workplace, and thus, they can be better able to perform at work due to a decreased need to monitor behavior that might "out" them (Ragins, 2008). Appendix A depicts the relationships between cross-domain disclosure and Ragins' identity states.

Due to the opportunity for different levels of disclosure across work and nonwork domains, stigmatized orientations may face role stress. Role stress denotes the incompatibility of the roles that a person holds (Kahn et al., 1964). In role management, a person must cope with the demands and expectations set forth by multiple sources: 1) the groups or identities to which

one belongs (i.e. who they are), and 2) the environments in which one works and lives (i.e. who they are expected to be; Kahn et al., 1964). The conceptualization of identity states bares many similarities to Role Stress Theory. In the same ways that roles can be compatible or incompatible with one another, the degree to which one discloses in one domain of life versus another may show similar compatibility. An inability to reconcile these demands results in conflict and subsequent strain.

It is fairly common for employees to share details about their personal lives to some extent with their coworkers. Such information sharing is important for building trusting relationships (Kronenberger, 1991). In this way, if a person has disclosed in their personal life, but not at work, this individual may have a hard time meeting the interpersonal demands of their workplace. A low degree of sharing of personal information at work may lead to decreased trust as coworkers may feel that the individual is withholding information from them. Additionally, attempts at secrecy pose the risk for loss of productivity and efficiency as one becomes preoccupied with keeping their identity a secret from those at work (Day & Schoenrade, 1997).

Cognitive Activation Theory of Stress (CATS)

The Cognitive Activation Theory of Stress is a model that developed within the physiological health literature and has since been expanded and incorporated into cognitive appraisal models within occupational health literature (Ursin & Eriksen, 2004). The foundation of the CATS model in the physiological sciences has been especially important in understanding how work stress affects a person's mental and physical health. In accordance with the definition of the stress process, this model follows the assumption that neither the person nor their environment is the sole predictor of one's experience of strain. Instead, it is the interaction

between the cognitive appraisal of the person's experience of a potential stressor and the environment (Harrison, 1978; Lazarus, 1966; McGrath, 1976).

Additionally, the theory takes into account the alarm response (referred to as activation) that occurs when one is experiencing a stressor (Ursin & Eriksen, 2004). The alarm occurs when there is a discrepancy between what one expects to occur and what actually occurs or when there is a threat to the individual (Ursin & Eriksen, 2004). Similar to Selye's (1946) General Adaptive Syndrome model of stress, the alarm response includes physiological changes such as brain arousal and changes in organ functioning. However, since individuals may vary in their appraisal of a stressor, alarm responses are subject to variations in strength and duration (Eriksen, Olff, Murison, & Ursin, 1999; Ursin & Eriksen, 2004). Coping strategies can subsequently change the strength of the alarm response.

The Cognitive Activation Theory of Stress argues that previous experiences lead to the development of stimulus-outcome expectancies that adapt over time. Expectancies incorporate both positive and negative experiences of the stress process in the development of an individual's stimulus-outcome expectancies. Expectancies are learned mental representations of stimulus-outcome pairings (Ursin & Eriksen, 2004). For example, those who have had negative experiences with disclosure and discrimination may appraise future disclosure decisions as stressors whereas those with positive experiences may perceive the situation differently. In other words, prior experiences can help develop one's expectancies for disclosing their sexual orientation. The pairing of disclosure and discrimination can then lead to conscious behaviors based on the expectancy of discrimination. The person then integrates their coping mechanisms and resources into their mental representation in order to predict future outcomes.

Expectancies can affect how one seeks to reduce subsequent strain. The role of adaptation is central to the premise of the model and provides a basis through which a person's appraisal of a stimulus might change across time and situation. A person's ability to adapt is often dependent on the situation and the coping mechanisms that are deemed helpful relative to personality traits or individual characteristics (Meurs & Perrewé, 2011).

Ursin and Eriksen (2004) also noted that strain, coping, and health are related to social status. The authors suggested that those with a dominant social status typically have more positive outcome expectancies and lower arousal because they have more coping resources to help facilitate a positive outcome. Inversely, those with a lower status may have fewer resources for coping and feel more uncertainty regarding a positive outcome, hence higher arousal and decreased health (Adler, Boyce, Chesney, Cohen, Folkman, Kahn, & Syme, 1994). For individuals with a stigmatized identity, this paradigm is in line with Stigma Theory and Minority Stress Theory, which suggest that those with a marginalized identity may experience persistent, high levels of strain due to their status.

Additionally, Brosschot, Pieper, and Thayer (2005) suggested that when an individual focuses or ruminates on a stressor, its salience is maintained. This process is referred to as "perseverative cognition." Perseveration can lead to prolonged activation, which results in negative health outcomes (Meurs & Perrewé, 2011). It has been well established that prolonged stress is related to negative psychological and physiological changes (Blascovich, Spencer, Quinn, & Steele, 2001; Lazarus, 1993; Meyer, 2003; Rotheram-Borus & Fernandez, 1995; Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, & Esquilin, 2007).

Much of the uncertainty and strain associated with navigating issues relating to sexual orientation pertain to the idea of disclosure. Smart and Wegner (2000) provided a conceptual

linkage between identity concealment and the Cognitive Activation Theory of Stress in suggesting that the preoccupation with, and attempted concealment of one's stigmatized sexual orientation can lead to prolonged activation of one's "alarm" system. This, in turn, leads to negative health consequences and a self-perpetuating cycle of intense monitoring of one's self-presentation. However, if one chooses to disclose, social support as a coping mechanism may then moderate the strength of the strain on subsequent work and health outcomes and alter expectancies for the future.

Consequences of Disclosure and Strain

Using Role Stress Theory and the Cognitive Activation Theory of Stress to conceptualize cross-domain identity stressors, appraisal of stressors, and support resources over time allows for an understanding of how work and nonwork stressors may interact with one another in order to predict strain, outcome expectancies, behaviors, and coping. Strains resulting from an interaction of work and nonwork stressors include poorer overall self-reported physical health, psychological distress, increased substance use, poorer organizational outcomes, and declines in positive job attitudes.

Physical and psychological health consequences. Literature relating to cross-domain strain has suggested that stressors lead to negative physical and mental health outcomes both in general, and specifically for LGB individuals (Baams, Grossman, & Russell, 2015; Center for American Progress, 2009; Grandey & Cropanzano, 1999; Ragins, 2008). In a meta-analysis assessing the relationship between work-nonwork strain and physical health, Allen, Herst, Bruck, and Sutton (2000) reported an average correlation of $r = -0.29$ between work-nonwork strain and overall health. Associations between specific physiological outcomes have also been documented. For example, work-nonwork strain has been associated with headaches, fatigue,

stomach pain, dizziness, and backaches (Geurts & Demerouti, 2003; Geurts, Rutte, & Peeters, 1999).

Consistent relationships have also been found between work-nonwork strain and psychological consequences (Allen et al., 2000; Burke, 1988; Grzywacz & Bass, 2003; Nohe, Meier, Sonntag, & Michel, 2015). Types of psychological health strains include increased risk for depression and anxiety disorders (Grzywacz & Bass, 2003), negative affective states (e.g. anger, irritation, and insomnia; Burke, 1988), and burnout. Burnout is one of the most commonly studied psychological outcomes studied regarding the effects of work-nonwork strain (Burke, 1988; Geurts & Demerouti, 2003; Kinnunen & Mauno, 1998). A meta-analysis indicated a weighted mean correlation of $r = 0.42$ between burnout and work-nonwork strain (Allen et al., 2000).

LGB individuals, specifically, have been found to have higher rates of physical and mental health problems than their heterosexual counterparts (Marshall, Friedman, Stall, & Thompson, 2009). Comparatively, considerably higher rates of psychological distress, suicidal thoughts, and physical health problems (e.g. weight problems) have been documented for LGB individuals in the United States relative to their heterosexual individuals. Additionally, LGB Americans are at an elevated risk for a variety of other health-related illnesses such as cancer (Marshall et al., 2009). The disparities have been, in part, attributed to societal biases (i.e. stigma) and strain associated with discrimination. Research has shown that discrimination and harassment that are based on one's identity can have long-standing negative effects on health because identity is generally considered to be fixed or stable (Herek, Gillis, & Colgan, 1999).

However, through disclosure, it is possible to reduce levels of strain. It has been suggested that an advantage of disclosure is its positive effects on one's well-being, both

personally and professionally. Disclosure can provide a sense of relief for some individuals (Griffin, 1992; Ragins et al., 2007; Woods & Lucas, 1994). In terms of personal implications, disclosure has been linked to increased self-esteem and self-affirmation (Corrigan & Matthews, 2003; Ragins et al., 2007) as well as a reduction in the role stress that is associated with hiding a stigmatized identity (Bowen & Blackmon, 2003; Clair et al., 2005). Disclosure and the ability to be one's authentic self has also been linked to increased mental health (Jourard, 1959). The reduction of role stress reduces one's risk for associated outcomes such as depression and anxiety (Schonfeld & Chang, 2017). However, the relationship between disclosure and mental health has been suggested to be curvilinear such that those who disclose very little to very few people may be considered repressed while those who disclose a lot of information with everyone regardless of the relationship may be considered similarly maladjusted (Cozby, 1973; Jourard, 1959). The potential maladjustment of those who disclosed high degrees of information was not addressed in this study. Although both physical and psychological consequences of disclosure-related strain were considered in this discussion, only physiological health was examined in the tested models.

With regards to physical health, it was hypothesized that:

Hypothesis 1: There will be a significant and negative direct effect of cross-domain disclosure on poor physiological health such that high levels of nonwork disclosure will be associated with greater decreases in poor physiological as work disclosure increases (compared to those with lower levels of nonwork disclosure). In other words, higher levels of cross-domain disclosure will be associated with greater physical health.

Substance use outcomes. Behavioral outcomes related to strain typically receive less attention than other outcomes. One of the behavioral outcomes that has been documented for

strain includes increased consumption of stimulants such as coffee as well as greater usage of cigarettes, drugs (both medicinal and non-medicinal), and alcohol (Burke, 1988; Burke & Greenglass, 1999; Geurts & Demerouti, 2003). When looking specifically at LGB individuals, this finding may be of particular interest to public health officials and researchers. LGB rates of substance use (20-30%) are significantly higher than the general population (9%; Substance Abuse and Mental Health Services Administration, 2015). According to a 2015 National Survey on Drug Use and Health, LGB individuals were twice as likely as heterosexual individuals to use illicit drugs (39.1% compared to 17.1%), had a higher percentage of misuse of prescription drugs (10.4% compared to 4.5%), had a higher percentage of reported binge drinking of alcohol (five or more drinks in one sitting; National Institute on Drug Abuse, 2017), and reported greater daily tobacco use than heterosexual individuals (33%; Bradford, Ryan, & Rothblum, 1994). Research has suggested that LGB identity-related stressors impact the higher prevalence of substance use for these individuals and increases risk for substance use disorders (Eliason, 2010; Goldstein, 2013; Institute of Medicine, 2011).

Drug use can be pervasive within a person's life and can affect (and be affected by) both their private and work lives. In terms of workplace performance, Murphy (1989) proposed a job performance taxonomy that not only included what an individual did at work, but also outside of work. A major contribution of this model is that it incorporated the idea that behaviors a person does while not on the job can lead to performance problems such as absence and withdrawal from work. As substance use can increase the likelihood of mistakes, accidents, and injuries in the workplace, it is important to be aware of drug use. Although important to recognize, this study did not incorporate an assessment of substance use-related accidents and injuries. Rather, the study assessed substance use severity as an outcome of cross-domain disclosure.

A common hypothesis regarding the relationship between disclosure and substance use posits that LGB individuals use substances as a means of coping with feelings of shame, guilt, or discomfort that may be associated with having a stigmatized identity (Rosario, Schrimshaw, & Hunter, 2009). Nevertheless, studies that have assessed whether disclosure of sexual orientation is related to substance use have been largely inconclusive (Rosario et al., 2009). While some researchers have found that disclosure is related to lower rates of substance use, other studies have found no association between disclosure and substance use (Rosario, Rotheram-Borus, & Reid, 1996; Rosario, Schrimshaw, & Hunter, 2004; Wright & Perry, 2006). Furthermore, other studies have found evidence contrary to the proposed hypothesis. Wong, Kipke, and Weiss (2008) found that LGB individuals who disclosed had higher rates of substance use than those who did not. Possible reasons for the inconsistency in results may be due to the narrow conceptualization of disclosure as a source of strain (i.e. disclosure to only family and friends) or the mediating effects that others' reactions to disclosure may have on substance use behaviors (Rosario et al., 2009). Within the sexual orientation disclosure research, there is often a lack of simultaneous consideration of disclosure in both the work and nonwork domains (Ragins, 2008). Thus, the incorporation of both work and nonwork disclosure as it relates to substance use may provide useful information in understanding this relationship.

Hypothesis 2: There will be a significant and negative direct effect of cross-domain disclosure on substance use severity such that high levels of nonwork disclosure will be associated with greater decreases in substance use severity as work disclosure increases (compared to those with lower levels of nonwork disclosure).

Attitudinal outcomes: Job satisfaction. Attitudes, broadly, are thought to be comprised of emotional and cognitive dimensions, which in turn, influence one's behavioral outcomes

(Tesser & Shaffer, 1990). Job satisfaction is one of the most commonly studied attitudinal outcomes related to the work-nonwork stress interface and has been found to be negatively related to work-nonwork strain (Allen et al., 2000; Kossek & Ozeki, 1998). Facets of the job that may be included in the evaluation of job satisfaction are satisfaction with pay, work conditions, coworkers, tasks, and supervisors (Locke, 1976). Although the individual facets provide important insight, overall job satisfaction still provides useful and important information about a person's global assessment of the job (Scarpello & Campbell, 1983).

Job satisfaction is associated with higher levels of job performance, organizational commitment, and lower turnover intentions. Therefore, job satisfaction is an important outcome to study for LGB individuals who may be experiencing lower levels of job satisfaction due to disclosure-related strain. In line with the relationships between job satisfaction and other work outcomes, job satisfaction has been found to be negatively related to disclosure of sexual orientation. As such, those who have disclosed their identity tend to report higher level of job satisfaction as well as higher levels of affective commitment, less role ambiguity, and less job anxiety (Day & Schoenrade, 1997). In accordance with Role Stress Theory, as work-nonwork conflict decreases, job satisfaction increases. A moderate correlation of $r = -0.24$ has been found for this relationship – particularly when global measures of job satisfaction were used (Allen et al., 2000; Bruck, Allen, & Spector, 2002; Parasuraman, Greenhaus, Rabinowitz, Bedeian, & Mossholder, 1989; Rice, Frone, & McFarlin, 1992). This suggests that conflict resulting from incongruent work and nonwork disclosure may result in a similar relationship.

Hypothesis 3: There will be a significant and positive direct effect of cross-domain disclosure on job satisfaction such that those with high levels of nonwork disclosure will be

associated with greater increases in job satisfaction as work disclosure increases (compared to those with lower levels of nonwork disclosure).

Organizational outcomes: Turnover intentions and job engagement. Several studies have found evidence that work-nonwork strain is related to turnover intentions and actual turnover. Among organizational outcomes, intention to turnover continually demonstrates the strongest positive relationship with work-nonwork strain (Geurts & Demerouti, 2003; Grandy & Corpanzano, 1999). In their meta-analysis, Allen and colleagues (2000) reported a mean weighted correlation of $r = 0.29$ between turnover intentions and work-nonwork strain. Linking experiences of disclosure-related strain to turnover intentions, it is plausible that strain caused by disclosure may also be associated with greater intentions to leave one's job.

Job engagement refers to the motivational state in which one demonstrates cognitive, physical, and emotional dedication to their work. Such dedication reflects an engagement of one's full self into their work role (Kahn, 1990; Macey & Schneider, 2008; Rich, Lepine, & Crawford, 2010; Schaufeli & Bakker, 2003). Researchers and practitioners, alike, recognize that employee engagement is an important outcome to foster in the workplace (Karatepe, Yavas, Babakus, & Deitz, 2018). Such absorption is a job behavior that is related to many job attitudes, social relationships/interactions, and job performance (Owens, Baker, Sumpter, & Cameron, 2016). Although the importance of job engagement is recognized, studies show that a greater number of workers in the U.S. workers tend to be more disengaged rather than engaged (Adkins, 2016).

The greater representation of disengaged workers has been partially attributed to stress. Roughly 50% of Americans report feeling moderate to severe stress (American Psychological Association, 2016). Stressors in both work and nonwork life can place physical, emotional, and

cognitive demands on an employee. While one is contending with stressors from various sources, they may have too little energy to devote to being highly engaged with their work. Within the context of LGB workers and identity, disclosure decisions may serve as a stressor that threatens LGB individuals' basic needs for safety and belonging. Rather than being motivated to engage in their work, they may instead be more preoccupied with maintaining their personal security. Several studies have supported this proposition. Day and Schoenrade (1997) suggested that higher levels of disclosure are associated with greater work engagement. In other words, when LGB employees were no longer preoccupied with disclosure, they were better able to engage in their jobs.

Hypothesis 4: There will be a significant and negative direct effect between cross-domain disclosure and turnover intentions such that high levels of nonwork disclosure will be associated with greater decreases in turnover intentions as work disclosure increases (compared to those with lower levels of nonwork disclosure).

Hypothesis 5: There will be a significant and positive direct effect of cross-domain disclosure on job engagement such that high levels of nonwork disclosure will be associated with greater increases in job engagement as work disclosure increases (compared to those with lower levels of nonwork disclosure).

Proposed Mediators and Moderators

Mediation helps to explain causal chains and process (Preacher & Hayes, 2008). In other words, mediation explains the intermediate states by which one event or phenomenon causes another. With the addition of moderation – which occurs when the strength or direction of a relationship depends on a third variable or phenomenon – mediation models can demonstrate conditional indirect effects (i.e. moderated mediation; Preacher, Rucker, & Hayes, 2007).

Moderated mediation models attempt to explain when and why an effect occurs by statistically modeling when an effect of a mediator depends on some other variable (i.e. the size of the mediation effect changes depending on the moderating variable; Frone, 1999).

Research regarding mediating mechanisms between disclosure and subsequent outcomes often focus on the reactions of others to LGB disclosure (Rosario et al., 2009). Although it is recognized that others within a social context can influence LGB outcomes, little attention has been focused on the internal and cognitive processes that may also be explaining outcomes. Even though there are likely a number of potential mediating variables that partially explain the effects of cross-domain disclosure, cognitive processes of LGB individuals can be important in the appraisal of stressors, assessment of stimulus-outcome expectancies, and resulting psychological and behavioral outcomes. Thus, I have chosen to focus on three strain-related cognitive processes that have been discussed in identity/management literature: work-nonwork strain, anticipated discrimination, and identity threat. Moderators that are included in the proposed model include supervisor support, coworker support, and sources of nonwork support (i.e. friends, family, and significant others). The moderating effects of social support on the proposed mediators will help to identify whether support effectively reduces potential strains related to cross-domain disclosure of sexual orientation.

Work-nonwork strain. Work-nonwork strain has been discussed throughout this paper as a phenomenon in which one's work and nonwork lives may interact to produce conflict or an incompatibility of roles (Friedman & Greenhaus, 2000). Conflict can occur bi-directionally; work participation may interfere with nonwork responsibilities and engagement, or one's nonwork role may interfere with one's role at work, thus producing strain (Greenhaus & Allen, 2011). It is more common for an individual's work responsibilities to interfere with their

nonwork life due to work's incentivized participation (i.e. compensation; Greenhaus & Parasuraman, 1999). However, rather than experiencing strain, individuals may experience work-nonwork balance. Work-nonwork balance refers to the compatibility of one's work and nonwork roles or identities and the positive interaction of one's work and nonwork lives (Greenhaus & Allen, 2011). As suggested earlier, work-nonwork strain is associated with a number of negative workplace and health consequences. In contrast, work-nonwork balance is associated with more positive outcomes, such as lower risk for depression, anxiety, and problem drinking (Grzywacz & Bass, 2003). As a proposed mediator, work-nonwork strain may operate as an explanatory variable illustrating how compatible or incompatible levels of disclosure result in strain and subsequent work and nonwork outcomes.

Anticipated discrimination. Regardless of whether one has disclosed, societal stigmatization, past experiences of discrimination, the experiences of others, and a lack of legal protections can lead to anticipated discrimination (Ng, Schweitzer, & Lyons, 2012). Anticipated discrimination is defined as the expectation that discrimination or stigmatization will occur in a particular situation (Ng et al., 2012; Quinn & Chaudoir, 2009). Research addressing anticipated discrimination has suggested that anticipated discrimination can serve as both a precursor to one's disclosure decisions (i.e. in situations where mistreatment is expected, the individual may choose not to disclose; Chaudoir & Fisher, 2010) or an outcome of having disclosed (i.e. disclosure signals to others that the individual is a potential target). Cognitions relating to detection and appraisal of potentially discriminatory situations can be ongoing and can shift over time and situation (Steele, Spencer, & Aronson, 2002). Thus, although there is a relationship between disclosure and anticipated discrimination, one's expectation for discrimination does not begin nor end with disclosure or lack thereof. Non-disclosing LGB individuals may still

anticipate discrimination and additionally be preoccupied with whether or not others suspect that they hold a sexual minority identity.

Although anticipated discrimination does not always result in actual discrimination, the prevalence of mistreatment and discrimination in the workplace suggest that the fears LGB individuals face are not groundless. The discrimination experienced by LGB individuals can result in costs at both the organizational level and the individual level (Pizer, Sears, Mallory, & Hunter, 2012). Outcomes of both anticipated discrimination and actual mistreatment include increased levels of psychological strain, decreased mental health (i.e. depression and anxiety), and decreased physical health for the recipient (Bergman et al., 2012; Link & Phelan, 2001; Quinn & Chaudoir, 2009). Other consequences of actual discrimination include a negative impact on wages, lower job satisfaction, lower job commitment, lower job involvement, and costs related to turnover and litigation for the organization (Bergman et al, 2012; Pizer et al., 2012).

Identity threat. Much of the research relating to stigmatization and negative psychological consequences has used identity threat to guide explanations of why individuals experience psychological distress (Branscombe, Ellemers, Spears, & Doosje, 1999). Identity threat is defined as threat to the value of a social identity (Jetten, Postmes, & McAuliffe, 2002). Identity threat does not pertain specifically to marginalized identities. Any identity may come under threat depending on the social context in which that identity is placed. The degree to which one feels that their identity is under threat depends on the degree to which the identity is valued to the individual.

Along with the increased visibility that comes with disclosure, LGB individuals may additionally become more aware of potential identity threat. As suggested earlier, those whose

stigmatized identity is a “master status” identifier are more likely to disclose their identity (Goffman, 1963). Similarly, those with master status stigmas are more likely to perceive threat in a setting where identity devaluation may arise (Jetten et al., 2002). Once an individual perceives that they are in a situation where devaluation may occur, the individual may become more vigilant to potential threat until they feel that the need for vigilance is no longer necessary (Steele et al., 2002).

While under threat, individuals may either be more or less reluctant to attribute the behavior of others to prejudice or discrimination depending on the situation. Ample support has been found for both arguments. Stigmatized individuals may be more likely to attribute perceived threat to prejudice when plausibility is high and when the attribution serves to protect the individuals’ self-esteem (Crocker & Major, 1989; Crocker, Voelkl, Testa, & Major, 1991; Major & Schmader, 1998). On the other hand, other researchers have suggested that individuals may refrain from acknowledging identity threat unless they are faced with aggregate evidence of prejudice or discrimination (Crosby, 1984). Stigmatized individuals are also more reluctant to attribute behaviors to identity threat when they are motivated by belongingness (Steele et al., 2002). Generally, it has been documented that those with a marginalized identity show a tendency to acknowledge when a group identity is under threat; however, they are reluctant to accept that they themselves are the recipient of prejudice or discrimination (Taylor, Wright, Moghaddam, & Lalonde, 1990). This phenomenon is labeled the “personal/group discrimination discrepancy” (Steele et al., 2002; Taylor et al., 1990).

Aside from motivation, cognitive explanations have been suggested to address the person/group discrimination discrepancy. One explanation suggests that when individuals take into account aggregate information about instances and patterns of discrimination accumulated

across several individuals, they are more likely to believe that discrimination has occurred (Crosby, Clayton, Alksnis, & Hemker, 1986). However, when information is considered on a case by case basis, the perception of discrimination is inhibited (Crosby et al., 1986). An additional cognitive explanation suggests that individuals may be using different comparison criteria when appraising their own experiences of discrimination versus the level of discrimination that the overall group may face (Taylor, Wright, & Porter, 1994). In line with this explanation, some individuals may believe that their experiences of discrimination are less severe or consequential compared to others' based on the referent they are using. Overall, cognitive explanations suggest that how individuals appraise experiences of discrimination can be affected by the way in which they process the information (e.g. aggregation of experiences (both self and others) versus case-by-case basis) and their standards for evaluating discrimination.

Although marginalized individuals may be more vigilant in situations when identity threat is more likely to occur, these individuals may also be motivated not to detect prejudice for a number of reasons (e.g. preservation of identity, motivation to belong, comfort, etc; Steele et al., 2002). In other words, marginalized individuals tend to look for cues of prejudice and discrimination that they do not necessarily *want* to see. This results in a ruminative conflict in which the individual becomes preoccupied with identifying whether or not threat is *actually* occurring. In line with the proposition of preservative cognition (highlighted within CATS), rumination, and increased vigilance can lead to prolonged activation and increased levels of strain. Consequences of rumination include decreased performance (Steele & Aronson, 1995), emotional distress, and disengagement from the setting/situation over time (Steele et al., 2002). With regards to the proposed mediators, the current study examined several hypotheses:

Hypothesis 6: a) Work-nonwork strain, b) anticipated work discrimination, and c) identity threat will demonstrate specific indirect effects and a sum total indirect effect in the relationship between cross-domain disclosure and physical health.

Hypothesis 7: a) Work-nonwork strain, b) anticipated work discrimination, and c) identity threat will demonstrate specific indirect effects and a sum total indirect effect in the relationship between cross-domain disclosure and substance use.

Hypothesis 8: a) Work-nonwork strain, b) anticipated work discrimination, and c) identity threat will demonstrate specific indirect effects and a sum total indirect effect in the relationship between cross-domain disclosure and job satisfaction.

Hypothesis 9: a) Work-nonwork strain, b) anticipated work discrimination, and c) identity threat will demonstrate specific indirect effects and a sum total indirect effect in the relationship between cross-domain disclosure and turnover intentions.

Hypothesis 10: Work a) Work-nonwork strain, b) anticipated work discrimination, and c) identity threat will demonstrate specific indirect effects and a sum total indirect effect in the relationship between cross-domain disclosure and job engagement.

Strain among Disclosing/Nondisclosing LGB Employees: Effects of Support

Within the social support related literature, there has been debate about the way in which social support operates (Zimet, Dahlem, Zimet, & Farley, 1988). Many researchers have found direct relationships between social support and outcomes such as severity of psychological distress, physical symptoms, stress, and stress-related illnesses (Zimet et al., 1988). Similarly, effects of social support as a buffer against the effects of stressors have been found (Cohen & McKay, 1984; Gore, 1981; House, 1981). It has been purported that both mechanisms of how support operates are valid, yet support as a buffer may be particularly salient and effective during

times of strain (Zimet et al., 1988). Thus, instead of evaluating the direct effects of social support, I assessed the moderating effect of social support on the mediated relationships between disclosure of sexual orientation and outcomes.

Social support has been found to have positive effects on cross-domain disclosure (Ragins, 2008). The support given affects disclosure decisions as well as one's physical and psychological well-being by altering one's expectancies for anticipated consequences of disclosure (Ragins, 2008). Additionally, in line with the Job Demands-Resources model of strain, social support as a resource is associated with a motivational state that provides workers with a greater sense of work engagement and organizational commitment (Bakker & Demerouti, 2007). Personal resources such as social support have also been found to relate to not only organizational outcomes, but also, stress resilience, physical and emotional well-being (Xanthopoulou, Bakker, Demerouti, & Schaufeli, 2007). Three types of support have been highlighted in the literature as effective means of reducing strain-related to disclosure. Social support in the forms of the 1) presence of similar others (other LGB individuals), 2) supporters (e.g. coworkers, supervisors, friends, and family), and 3) allies within an organization or nonwork setting have been shown to reduce LGB individuals' levels of strain and promote disclosure of sexual orientation (Bowen & Blackmon, 2003; Day & Shoenrade, 1997; Ragins, 2008).

Level of support may vary across and within work and nonwork settings (Ragins, 2008). When LGB individuals work in "LGB friendly" environments, they tend to be happier, healthier, more satisfied with their job, and more likely to stay at the organization (Corrigan & Matthews, 2003; Day & Shoenrade, 1997; Ragins et al., 2007). Through the presence of supportive individuals, workplaces can be made more "LGB friendly." With regards to the moderating

effect of social support on the mediated path between the proposed mediators and outcomes, I proposed the following hypotheses:

Hypothesis 11: Perceived supervisor support, coworker support, and nonwork social support will moderate the mediating effects of work-nonwork strain, anticipated discrimination, and identity threat on physical health such the relationship is weakened when the degree of support is large than when the degree of support is small.

Hypothesis 12: Perceived supervisor support, coworker support, and nonwork social support will moderate the mediating effects of work-nonwork strain, anticipated discrimination, and identity threat on substance use severity such that the relationship is weakened when the degree of support is large than when the degree of support is small.

Hypothesis 13: Perceived supervisor support, coworker support, and nonwork social support will moderate the mediating effects of work-nonwork strain, anticipated discrimination, and identity threat on job satisfaction such that the relationship is weakened when the degree of support is large than when the degree of support is small.

Hypothesis 14: Perceived supervisor support, coworker support, and nonwork social support will moderate the mediating effects of work-nonwork strain, anticipated discrimination, and identity threat on turnover intentions such that the relationship is weakened when the degree of support is large than when the degree of support is small.

Hypothesis 15: Perceived supervisor support, coworker support, and nonwork social support will moderate the mediating effects of work-nonwork strain, anticipated discrimination, and identity threat on job engagement such the relationship is weakened when the degree of support is large than when the degree of support is small.

Methods

Participants

Participants were recruited via social media and via email correspondence with LGB-specific affinity/community groups. Social media advertisements for the survey were posted on Facebook, Reddit, and Instagram. An advantage of the use of Facebook and Instagram for survey recruitment is the ability for users to easily share the advertisement with others.

Reddit additionally provides a useful mechanism for survey distribution. Reddit is an international social news and media aggregation platform that allows users to post links, text, images, and content from other social media sites (e.g. Facebook, YouTube, LinkedIn, Tumblr, etc.). Content is often organized by topic through user-created communities called “subreddits.” As of November 2018, Reddit had roughly 330 million users, over 850,000 subreddits, and had over 200 countries represented among Reddit users (Smith, 2018). A targeted search of LGBT+, queer, gender non-conforming, social justice, and LGBT+ activism subreddits resulted in over 100 active subreddit communities. Survey advertisements were posted directly to 29 subreddits that allowed advertisements to be posted. Subreddits where the recruitment message was posted included: r/queer, r/RightwingLGBT, r/QueerWomenOfColor, r/SocialJusticeInAction, r/GayMen, r/GayChristians, r/bisexual, and r/ainbow.

LGB-specific affinity/community groups were contacted via email and were asked to help distribute the survey to members of the community or organization. Included in the affinity groups that were contacted were LGBT+ groups that were affiliated with higher education institutions (i.e. universities). Over 150 groups were contacted for the current research study.

The advertisement described the nature of the two-part study and directed participants to the Qualtrics survey platform to begin the first survey. A call for additional referrals to other potential participants was also included in the recruitment message. Participants were informed that they would be entered into a raffle to receive one of ten \$50 Visa gift cards after completion of both the first and second surveys. Completion of only the first survey did not qualify for compensation. To be eligible, participants had to be at least 18 years of age, employed, and identify as lesbian, gay, or bisexual. The study was approved by the Colorado State University-Fort Collins Institutional Review Board. All participants provided electronic informed consent prior to participation.

An a priori Monte Carlo simulation was conducted in Mplus to determine the appropriate sample size for the model. For mediation models, Hoyle and Kenny (1999) recommended sample sizes of 100 for highly reliable mediators and sample sizes of at least 200 for mediators that are less reliable. Preacher et al. (2007) also conducted a study in order to provide estimates of the population size needed to obtain statistical power for moderated mediation models. When using bias corrected-bootstrapped confidence intervals, an estimated range of 200-500 participants was needed to reach power of .80 or higher based on the regression coefficients from past research on LGB disclosure and related variables. Bootstrapping methods allow researchers to use smaller sample sizes than those that would be needed in order to satisfy need for statistical power (Preacher & Hayes, 2008). At Time 1, the sample size was $n = 314$. Analyses using Time 1 data were expected to have sufficient power to detect the specified effects. At Time 2, the sample size was $n = 182$. As the size is smaller than recommended values and the values specified by the a priori power analysis, sufficient power at Time 2 was less likely.

Time 1 demographics. At Time 1, approximately 314 individuals (231 Caucasian; $M_{\text{age}} = 26.5$, range 18-71) completed the survey. Table 1 indicates the demographic characteristics of the sample. As can be seen in Table 1, the majority of the participants identified as female (52.5%), Caucasian (73.6%), and were currently residing in the United States (89.2%). The sample was highly educated, with 211 (67.1%) of individuals having obtained at least a Bachelor's degree. Overall, 74 (23.6%) identified as lesbian, 116 (36.9%) identified as gay, and 124 (39.5%) identified as bisexual.

Time 2 demographics. At Time 2, 182 individuals (75.3% Caucasian) completed the follow-up survey. Table 1 displays demographic information for this sample. Not all information was collected at Time 2. Of this sample, 44 (24.2%) identified as lesbian, 63 (34.6%) identified as gay, and 75 (41.2%) identified as bisexual.

Procedure

Participants were asked to complete two online surveys. Participants gained access to the first survey through an electronic advertisement. At the end of the first survey, participants were asked to provide their first name, last initial, and an email address that would be used to receive the second survey. Participants received the second survey one month after completing the first survey. Data collection spanned from October to December 2018.

Time 1 survey. Participants were given a brief description of the design and purpose prior to consenting to the survey. Respondents were informed that the study aimed to understand the work experiences of LGB individuals and to gain insight into how work and nonwork experiences may influence one another. After consenting to the survey, participants were asked to respond to several demographic questions assessing whether they were currently employed, their age, gender, and their sexual orientation. Employment was defined as “work that is done in

exchange for compensation” (Merriam Webster Online, n.d.). Individuals indicating that they were not currently employed were directed to the end of the survey. Respondents were asked to indicate their sexual orientation in two forms: on a continuous scale ranging from 0 to 6 (Kinsey, 1948/1953), and categorically. Those who identified with sexual orientations other than “Lesbian,” “Gay,” or “Bisexual” were directed to the end of the survey. Aside from the demographic questions that determined eligibility for the study, the survey included questions regarding one’s job, relationships at work, health, substance use behaviors, disclosure of sexual orientation and relationships in one’s personal life.

Carelessness or insufficient effort in responding can affect the quality of the data (Huang, Curran, Keeney, Poposki, & DeShon, 2011). Thus, attention check items were included in the survey to minimize the effects that careless responding can have on validity. The survey included three instructed-response attention check items that directed respondents to select a particular response option and a single self-report item regarding whether participants felt that their responses were acceptable for inclusion in the study (Yes = 1, No = 0). Participants were informed that they would receive credit for the survey regardless of their response to the self-report item.

Time 2 survey. All participants who provided their email address at Time 1 were sent the second survey. Aside from demographic questions, all measures collected at Time 1 were also collected at Time 2. In addition to questions regarding current employment, participants were asked to report whether they were in the same job that was reported at Time 1. Those who indicated that they were in a different job were asked to indicate their reasons for leaving their job. Demographic questions were limited to reduce the length of the Time 2 survey. Attention check items were also included in the Time 2 survey. Following completion of the survey,

participants were thanked, debriefed, and given an approximate timeline for when winners of the raffle would be notified. Sixty percent of the population at Time 1 was retained at Time 2.

Measures

Disclosure of sexual orientation at work. To investigate the degree to which LGB individuals disclose their orientation at work, participants were asked, “How hard do you try to keep your orientation a secret from these people at work?” Following this question were a list of seven workplace groups including coworkers, immediate supervisor, other supervisors, subordinates, middle management, top management and customer/clients. Respondents were asked to indicate their response on a 7-point Likert scale ranging from 1= “I try extremely hard to keep it secret” to 7= “I am extremely active in talking to others about it.” Participants were also asked to report a summary evaluation of how much they have disclosed at work. Responses included 0= “To no one or some people” and 1 = “To most people or everyone.” This measure has been used by Day and Schoenrade (2000), who found good internal consistency ($\alpha = .96$). Cronbach’s alpha for this study was $\alpha = .96$ at both Time 1 and Time 2. See Appendix for items.

Nonwork disclosure of sexual orientation. Nonwork disclosure was measured using a modified version of the Work Disclosure questions. This measure required individuals to indicate how hard they try to keep their orientation a secret from people in their personal life. The list of groups that followed included: “immediate family,” “extended family,” “friends,” and “community members” (such as religious officials and medical personnel). Respondents were asked to indicate their response on a 7-point Likert scale ranging from 1= “I try extremely hard to keep it secret” to 7= “I am extremely active in talking to others about it.” Similar to the workplace oriented questions, this scale included a question regarding how much the individual

has disclosed in their personal life in general. Cronbach's alpha was $\alpha = .84$ at Time 1. At Time 2, Cronbach's alpha was $\alpha = .82$. See Appendix for items.

Job engagement. Engagement was measured using the 18-item Job Engagement Scale (JES; Rich, LePine, & Crawford, 2010). The scale incorporates 3 dimensions: affective, physical and cognitive engagement. Affective engagement was defined as a generalized emotional state of pleasantness and energy. Physical engagement refers to work intensity and the energy that is put forth on the job. Lastly, cognitive engagement refers to attention level and concentration. Sample items include "I work with intensity on my job," "I feel energetic about my job," and "I focus a great deal of attention on my job." Items were rated on a 7-point Likert scale ranging from 1 = "Strongly disagree" to 7 = "Strongly agree." Overall, Cronbach's alpha was $\alpha = .95$ at Time 1 and $\alpha = .96$ at Time 2. See Appendix for items.

Job satisfaction. Job satisfaction was measured using a 5-item overall job satisfaction measure (Judge, Locke, Durham, & Kluger, 1998). Response options were adapted base on the 7-point Likert scale used by Duffy, Autin, Allan, and Douglas (2015). Respondents were asked to indicate the extent to which they agreed with statements about their current job. Sample statements include, "I feel fairly well satisfied with my present job" and "Each day of work seems like it will never end." Items 1 and item 3 were reverse coded prior to being used in analyses. Cronbach's alpha was $\alpha = .89$ at Time 1. At Time 2, Cronbach's alpha was $\alpha = .91$. See Appendix for items.

Turnover intentions. Turnover intentions were measured using a 6-item measure of turnover that was adapted from Roodt's (2004) unpublished scale. This scale was used in Bothma and Roodt's (2013) study and has good internal consistency. Respondents indicate their responses on several 7-point Likert scales: 1) 1-"Never" to 7-"Always," 2) 1- "To no extent" to

7- “To a very large extent,” and 3) 1-“Highly unlikely” to 7- “Highly likely”. A sample question from this measure was “How often do you dream about getting another job that will better suit your personal needs?” Cronbach’s alpha was $\alpha = .84$ at Time 1. At Time 2, Cronbach’s alpha was $\alpha = .87$. See Appendix for items.

Substance use severity. The 10-item Drug Use Questionnaire short form (DAST-10; Skinner, 1982) was used to assess substance use severity. The measure is a brief instrument that provides a quantitative index of the degree of consequences relating to drug use. Example questions include, “Have you had medical problems as a result of your drug use (e.g. memory loss, hepatitis, convulsions, bleeding, etc.?” and “Have you had “blackouts” or “flashbacks as a result of drug use?” Responses were coded as “Yes” =1 and “No” = 0. Two additional questions were added to indicate the frequency of drug use and alcohol use by respondents. Cronbach’s alpha was $\alpha = .70$ at Time 1. Cronbach’s alpha at Time 2 was $\alpha = .73$. See Appendix for items.

Physiological well-being. Physical health was measured using an adapted version of Greller and Parson’s (1988) 16-item psychosomatic well-being scale (Cole, Field, & Harris, 2004). This measure was used in Cole et al.’s study and indicated good reliability. Instructions ask respondents to focus on how they have been feeling physically within the past month and indicate how often they have felt various symptoms on a 7-point Likert scale. Example items include, “In the past month, how often have you experience headaches?” and “In the past month, how often have you experienced lower back pain?” Higher scores indicated poorer physical health. Cronbach’s alpha was $\alpha = .88$ at Time 1. At Time 2, Cronbach’s alpha was $\alpha = .87$. See Appendix for items.

Work-nonwork strain. Work-nonwork strain was measured using Carlson, Kacmar, and Williams’ (2000) Work-nonwork Conflict Scale. The authors proposed a multi-dimensional scale

that takes into account time-based, behavior-based, and strain-based subscales. For the purposes of this study, only the six items pertaining to strain-based conflict were used. A sample item for this subscale includes, “Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy”. Respondents were asked to indicate the degree to which they agreed with the statement on a 7- point Likert scale. Cronbach’s alpha was $\alpha = .85$ at Time 1. At Time 2, Cronbach’s Alpha was $\alpha = .87$. See Appendix for items.

Anticipated work discrimination. One’s expectancy for work discrimination was measured using McGonagle, Roebuck, Diebel, Aqwa, Fragoso, and Stoddart’s (2016) Anticipated Work Discrimination Scale. The scale measures the likelihood that one will experience discrimination. As this measure assesses anticipated discrimination rather than *actual* discrimination, it may be helpful in providing insight to LGB individuals’ expectancies for discrimination. The scale was originally developed to assess the anticipated discrimination for those with chronic illnesses (Scrambler & Hopkins, 1986), but was adapted for the purposes of this study. Sample items include, “You would be excluded from things you should have been a part of (e.g. meetings, phone calls),” and “You would be overlooked for a promotion”. Respondents are asked to indicate their level of agreement with these statements on a 7-point scale ranging from 1 = “Strongly disagree” to 7 = “Strongly agree”. Cronbach’s alpha was $\alpha = .96$ at Time 1. At Time 2, Cronbach’s alpha was $\alpha = .97$. See Appendix for items.

Identity threat. Identity threat was measured using nine items drawn from previous instruments that were used to assess mistreatment (Aquino, Grover, Bradfield, & Allen, 1999; Björkqvist, Österman, & Hjelt-Bäck, 1994). These nine items, used by Aquino and Douglas (2003), demonstrated adequate reliability. The items were situated within the context of identity-based mistreatment such that identity threat consist of behaviors that seek to undermine one’

worth or sense of competence. Sample items include, “Judged your work in an unjust manner” and “Unfairly blamed you for a negative outcome”. Respondents were asked to report how often individuals at work have engaged in the listed behaviors. Response options range from 1 = “Never” to 7 = “Very often”. Respondents were asked to only report incidents that caused them psychological or emotional distress. Cronbach’s alpha was $\alpha = .94$ for Time 1. At Time 2, Cronbach’s alpha was $\alpha = .93$. See Appendix for items.

Coworker support. Coworker support was measured using Bemiller and Williams’ (2012) 3-item measure of coworker support. Respondents are asked to indicate the degree to which they agreed with each item. A sample item was “If I wanted to talk to someone about a work-related problem, I could rely on one or more of my colleagues to listen.” Respondents are asked to rate of a 7-point scale ranging from 1 = “Strongly disagree” to 7 = “Strongly agree.” Cronbach’s alpha was $\alpha = .82$ at Time 1. At Time 2, Cronbach’s alpha was $\alpha = .80$. See Appendix for items.

Supervisor support. Supervisor support was measured using Graen, Liden, and Hoel’s (1982) four-item measure. Respondents were asked to indicate the extent to which they agreed with the four statements on a 7-point Likert scale ranging from 1 = “Strongly disagree” to 7 = “Strongly agree.” A sample item from the scale includes “My supervisor understands my job problems and needs.” Cronbach’s alpha was $\alpha = .89$ at Time 1. Cronbach’s alpha was $\alpha = .92$ at Time 2. See Appendix for items.

Nonwork support. Nonwork social support was measured using the Multidimensional Scale of Perceived Social Support (MSPSS; Zimet et al., 1988). The MSPSS provides a multidimensional, subjective assessment of the adequacy of social support in one’s personal life. Dimensions of the scale assess perceptions of support from various sources: family, friends, and

significant others. Respondents were asked to indicate their degree of agreement on a Likert scale ranging from 1 = “Very strongly disagree” to 7= “Very strongly agree.” A sample statement for the dimension assessing support from friends is “My friends really try to help me.” Sample statements from the family and significant other dimensions include, “I can talk about my problems with my family” and “There is a special person with whom I can share my joys and sorrows,” respectively. The MSPSS has been shown to have good psychometric properties. Cronbach’s alpha was $\alpha = .88$ at Time 1. At Time 2, Cronbach’s alpha was $\alpha = .89$. See Appendix for items.

Demographic variables. Respondents were asked a variety of demographic questions including their age, race, gender, and job position type. See Appendix for a full list of demographic items.

Analysis Plan and Statistical Criteria

Hypotheses were assessed using Structural Equation Modeling (SEM) in Mplus (Muthén & Muthén, 1998-2011). The goals of the present study were to 1) assess the direct relationship between cross-domain disclosure of sexual orientation and work and health outcomes, 2) explore the multiple mediating effects of work-nonwork strain, identity threat, and anticipated discrimination on the relationship between disclosure and outcomes and 3) test the moderating effects of work and nonwork support on the relationship between the multiple mediating strains and outcomes.

In order to address the first goal of the study, the direct effects between cross-domain disclosure and work and health outcomes were evaluated. The second goal was addressed by evaluating mediating effects without the inclusion of moderators. Multiple mediation models were used to assess the parallel mediating effects of work-nonwork strain, identity threat, and

anticipated discrimination in the relationship between cross-domain disclosure and subsequent outcomes. Each outcome variable was assessed independently. An advantage of multiple mediation models is that each mediator is evaluated while holding constant the effects of the other mediators (Preacher & Hayes, 2008). This allows for the assessment of specific indirect effects for each mediator as well as the total indirect effect.

The significance of indirect effects was assessed using bias-corrected bootstrapped confidence intervals (Efron & Tibshirani, 1993) based on 5,000 bootstrapped samples. Bias-corrected bootstrapping tends to provide more accurate confidence intervals than percentile-based bootstrapped confidence intervals (Preacher & Hayes, 2008). Advantages of using bootstrapping are its rigor in its test of mediation and that no assumptions are made about the sampling distribution of *a* and *b* paths. Hence, confidence intervals can be asymmetrical (Fritz & MacKinnon, 2007; Preacher and Hayes, 2008). In this study, a statistically significant indirect effect was determined by a 95% bias-corrected confidence interval that did not contain 0 (Preacher & Hayes, 2004).

To investigate the moderating effects of social support on the mediated relationships between cross-domain disclosure and outcomes, moderated mediation models were used. There are several ways in which an indirect effect can depend on a moderator (e.g. *W* affects the *a* path, *W* affects both the *a* path and the *b* path, etc.). In the current study, the moderating variables were expected to affect the path between the mediators and the outcomes (*b* paths). To assess the significance of the conditional indirect effects of the mediators, bootstrapping was used. The conditional indirect effects of the moderators were probed for significance through an assessment of simple slopes (Aiken & West, 1991; Muller, Judd, & Yzerbyt, 2005).

Lastly, although no formal hypotheses were made about the relationships, the effects of Time 1 cross-domain disclosure via Time 1 identity threat, work, nonwork strain, and anticipated work discrimination on Time 2 outcomes were evaluated as post hoc analyses.

To evaluate the fit of each of the tested models multiple fit indices were used. Initial fit was assessed using the chi-square statistic. A model with acceptable fit was indicated by a nonsignificant chi-square (χ^2) value. Although, the chi-square statistic is often reported, this fit index is extremely sensitive to sample size (Bentler & Bonett, 1980). Thus, additional indices were used. The Root Mean Square Error of Approximation (RMSEA; Steiger, 1990), Comparative Fit Index (CFI; Bentler & Bonett, 1980), Tucker Lewis Index (TLI; Bentler & Bonett, 1980; Tucker & Lewis, 1973) and the Standardized Root Mean Square Residual (SRMR; Bentler, 1990; Jöreskog & Sörbom, 1982) were used as additional fit indices to offset the limitations of the chi-square statistic. Recommendations for fit criteria provided by Hu and Bentler (1999) were used to assess model fit. The authors suggested several parameters for model fit. CFI and TLI values of 0.90 are required to consider a model “good”, while values of 0.95 or above are preferred. RMSEA values of 0.06 or less are desired, however, value less than 0.08, are reasonable. SRMR values of .08 or less are considered good. Without acceptable model fit, the ability to make reliable conclusions becomes compromised. Overall model fit was evaluated holistically, thus, models may have been regarded as acceptable although one of the criteria may not have been met.

Results

Data Cleaning and Merging

Prior to data analysis, the data were examined for missing data, distortions, and errors. Data cleaning was conducted in SAS 9.4. Data were screened for incorrect values, missing data, outliers, skewness of the distributions, and attention check items. All participants were subject to a series of criteria for inclusion in the final dataset. Participants who did not meet the criteria for inclusion were discarded. Along with those who did not meet the inclusion criteria, data from respondents who failed to correctly respond to the three attention check items and single-item report of data usefulness were discarded. Removal of individuals who incorrectly responded to all attention check items served as a means to ensure that individuals were devoting sufficient attention to the survey content. Of the initial 695 respondents at Time 1, $n = 314$ respondents remained after the data cleaning process. Similar to data cleaning at Time 1, data at Time 2 were subjected to evaluation of several inclusion criteria. Of the 225 initial respondents at Time 2, $n = 182$ respondents remained after the data cleaning process. Means, standard deviations, and correlations between variables of interest were calculated. There were no additional missing data. Data were merged in Rstudio by matching ID numbers assigned to participants. The merged data was imported into Mplus for further analyses.

Testing of Assumptions

Directionality. The implied causality of mediation models assumes that there is temporal precedence of predictor variables over outcome variables. While temporal precedence is difficult to establish using measures that were collected at a single time point, this study collected measures at two time points with a one month lag between survey distribution. Although not

sufficient to draw conclusions of causation, use of multiple time points can help to establish additional evidence of the directionality needed in order to infer causation.

Multicollinearity. Correlation analyses were conducted in order to assess the multicollinearity of variables within the study. Generally, as a rule of thumb, in order to meet the criteria for multicollinearity, correlations were expected to be greater than 0.80 (Grace-Martin, n.d.). This assumption was checked by ensuring that the correlations did not approach high positive or negative values.

Normality. Data were explored using histograms and skew and kurtosis indices. Normal data is represented by skew and kurtosis indices of 0 (Tabachnick, Fidell, & Ullman, 2007). However, obtaining a value of 0 is highly unlikely. Instead, data were assessed to ensure that deviations from normality of data fell within acceptable ranges. Values for asymmetry and kurtosis that fell between -2.0 and +2.0 were considered to be in the acceptable range (George & Mallery, 2010). Skew and Kurtosis indices suggested that identity threat (Skew = 3.67, Kurtosis = 15.25) and anticipated discrimination (Skew = 1.94, Kurtosis = 3.28) were not normally distributed at Time 1. Identity threat showed the greatest degree of skew among the assessed variables.

Mahalanobis distance was used to assess the presence of multivariate outliers for predictors, mediators, moderators, and outcome variables that were normally distributed. Only one case of an outlier was found. Non-normally distributed variables were assessed for outliers by examining histograms. Several outliers were found for the identity threat variable; multiple respondents indicated extremely high levels of identity threat, making the distribution less normal. Although these cases contributed to violations of normality, they were not discarded. In contrast to traditional mediation analysis techniques, the bootstrapping technique used in further

analyses is not constrained by the assumption of normality (MacKinnon, Fairchild, & Fritz, 2007; Preacher and Hayes, 2008), thus, corrections to the normality of the variable distributions was not necessary for conducting the remaining analyses.

Linearity and Homoscedasticity. Structural equation modeling is robust to both assumptions of homoscedasticity. Nonetheless, scatterplots, Q-Q plots, and P-P plots were visually inspected in SPSS to assess linearity and homoscedasticity. Scatterplots did not demonstrate patterns indicating nonlinearity. Additionally, Q-Q plots demonstrated that the scatter showed few obvious patterns of deviation from the regression line. However, it was also acknowledged that plots of standardized residuals for several variables violated the assumption of homoscedasticity by indicating a moderate degree of variance at different levels of the independent variables.

Measurement of Latent Constructs

Prior to hypothesis testing, a series of confirmatory factor analyses were conducted to assess the fit of the factorial structure of each latent variable using Mplus Version 7.2 (Muthén & Muthén, 1998-2011). In order to assess model fit for the confirmatory factor analysis, recommendations by Jackson, Gillaspy, and Purc-Stephenson (2009) were used. The authors recommend 1) pre-specifying cutoff values for fit measures, 2) reporting the chi-square fit statistic, degrees of freedom, and p-value for the chi-square test, 3) reporting parameter estimates, and 4) reporting additional fit indices. Cut-off values for fit measures were determined using the same recommendations from Hu and Bentler (1999; see above).

Workplace and nonwork disclosure of sexual orientation. The seven-item measure of disclosure (Day & Schoenrade, 2000) at work did not show acceptable model fit at Time 1, $\chi^2(14) = 137.99$, $p < 0.001$, CFI = 0.96, TLI = 0.94, RMSEA = 0.17, SRMR = 0.02. The value for

the RMSEA was higher than the acceptable range. Standardized factor loadings ranged from 0.74 to 0.96. The item regarding disclosure to customers at work was dropped because although it loaded well onto the factor, it did not load similarly to other items. Revised model fit was as follows: $\chi^2 (9) = 96.00$, $p < 0.001$, CFI = 0.97, TLI = 0.94, RMSEA = 0.17, SRMR = 0.02. Standardized factor loadings for the revised model ranged from 0.85 to 0.96. The four-item measure of disclosure in one's personal life showed poor model fit at Time 1, $\chi^2 (2) = 49.07$, $p < 0.001$, CFI = 0.92, TLI = 0.76, RMSEA = 0.27, SRMR = 0.06. Standardized factor loadings ranged from 0.58 to 0.91. The item relating to disclosure to the community was dropped in order to assess improvements in fit. After this revision, the nonwork disclosure measure showed acceptable fit, $\chi^2 (0) = 0.00$, $p < 0.001$, CFI = 1.00, TLI = 1.00, RMSEA = 0.00, SRMR = 0.00. The fit of the model suggested that the specified a-priori model was saturated. Factor loadings ranged from 0.59 to 0.97. As opposed to representing disclosure as latent variables, factor scores were created using the Regression Method for both work and nonwork disclosure were used for both Time 1 analyses and longitudinal analyses. Use of factor scores as predictors typically gives unbiased regression slopes (Skrondal & Laake, 2001).

Job engagement. The 18-item multidimensional Job Engagement Scale (Rich et al, 2010) showed acceptable model fit at Time 1, ($\chi^2 (132) = 435.07$, $p < 0.001$, CFI = 0.94, TLI = 0.93, RMSEA = .09, SRMR = .04). However, a small negative residual variance was indicated for the cognitive dimension of job engagement. Since the negative residual variance was small (-0.02), the residual variance for the cognitive factor was fixed to zero. The model was run using the modification indices. The recommended indices were to allow for items to correlate across dimensions. Several items had small negative correlations with one another. Subsequent model fit indices showed improved fit, ($\chi^2 (121) = 251.36$, $p < 0.001$, CFI = 0.98, TLI = 0.97, RMSEA

= 0.06, SRMR = 0.04). The revised model specifications were retained for analysis at Time 1. At Time 2, model fit was similarly assessed. Initial fit indices did not suggest a negative residual variance, however, items across dimensions were allowed to correlate – similar to the allowances afforded at Time 1. Model fit for Time 2 was as follows: $\chi^2 (127) = 223.82$, $p < 0.001$, CFI = 0.97, TLI = 0.97, RMSEA = 0.07, SRMR = 0.04. The revised model was retained for hypothesis testing at Time 2.

Job satisfaction. The five-item measure of overall job satisfaction (Judge et al., 1998; Duffy et al., 2015) showed acceptable model fit, $\chi^2 (5) = 19.44$, $p < 0.05$, CFI = 0.99, TLI = 0.97, RMSEA = 0.10, SRMR = 0.03 at Time 1. Factor loadings ranged from 0.61 to 0.91. Reverse coded items 1 and 3 demonstrated lower standardized factor loadings. Loadings were 0.61 and 0.69, respectively. Items 1 and 3 were removed from the scale. An additional CFA was run in order to assess model improvement. The resulting three-item measure showed acceptable model fit, $\chi^2 (0) = 0.00$, $p < .001$, CFI = 1.00, TLI = 1.00, RMSEA = 0.00, SRMR = 0.00. Standardized factor loadings ranged from 0.86 to 0.92. The fit of the model suggested that the specified a-priori model was saturated. At Time 2, the five-item measure of job satisfaction showed better initial model fit than Time 1 model fit, $\chi^2 (5) = 12.36$, $p < .05$, CFI = 0.99, TLI = 0.98, RMSEA = 0.10, SRMR = 0.02. Standardized factor loadings ranged from .66 to .90. Similar to Time 1, items 1 and 3 demonstrated the lowest factor loadings, 0.66 and 0.78 respectively. Although the items indicated acceptable model fit, the three-item model revision used at Time 1 was assessed in order to promote consistency in measurement across time points. The three-item measure showed similar excellent model fit, $\chi^2 (0) = 0.00$, $p < 0.001$, CFI = 1.00, TLI = 1.00, RMSEA = 0.00, SRMR = 0.00. The three item revision was retained for Time 1 and longitudinal analyses.

Turnover intentions. The six-item measure of intentions to turnover (Roodt, 2004) showed acceptable model fit at Time 1, $\chi^2 (9) = 31.62$, $p < 0.001$, CFI = 0.97, TLI = 0.95, RMSEA = 0.09, SRMR = 0.03. Standardized factor loadings ranged from 0.56 to 0.84. Model fit of the measure of turnover intentions showed similar fit, $\chi^2 (9) = 26.77$, $p < 0.01$, CFI = 0.97, TLI = 0.95, RMSEA = 0.10, SRMR = 0.03. Both measures were retained for hypothesis testing at Time 1 and Time 2.

Substance use. The 10-item Drug Use Questionnaire short form (DAST-10; Skinner, 1982) was used to assess substance use. Item responses were categorical (Yes/No), thus, items were specified as categorical in confirmatory analyses and hypothesis testing. Chi-square estimation was done using Weighted Least Square Mean and Variance Adjusted estimators (WLSMV). WLSMV estimation is the preferred method for modeling categorical data as is it robust to violations of normality (Brown, 2006). The model showed acceptable model fit, $\chi^2 (35) = 86.91$, $p < 0.0001$, CFI = 0.95, TLI = 0.93, RMSEA = 0.07, WRMR = 1.0. Item 3, however, loaded negatively and much smaller in comparison to the other items. This item was dropped and the model was rerun. Revised model fit was as follows: $\chi^2 (27) = 40.91$, $p < 0.05$, CFI = 0.99, TLI = 0.98, RMSEA = 0.04, WRMR = 0.80.

Physiological well-being. At Time 1, the 16-item measure for physiological health (Cole et al., 2004) indicated poor fit, $\chi^2 (104) = 606.40$, $p < 0.0001$, CFI = 0.76, TLI = 0.72, RMSEA = 0.12, SRMR = 0.08. Items were worded such that high endorsement on the items indicated poorer health. Item four, which asked about whether participants “experienced peaceful, undisturbed sleep,” loaded negatively onto the factor (-0.12). This item was recoded and the model was rerun. Model fit remained unchanged. Standardized factor loadings ranged from 0.12 to 0.88. Items 4 and 13 were dropped due to low factor loadings. Several additional

modifications were made based on modification indices (i.e. allowing items to correlate). The modifications were deemed to be theoretically appropriate. Modifications improved the overall fit of the model, $\chi^2 (71) = 204.60$, $p < 0.0001$, CFI = 0.93, TLI = 0.92, RMSEA = 0.08, SRMR = 0.05. These measurement model and parameter specifications were retained for hypothesis testing.

Work-nonwork strain. The six-item measure of work-nonwork strain-based conflict (Carlson et al., 2000) resulted in poor model fit, $\chi^2 (9) = 384.58$, $p < 0.001$, CFI = 0.68, TLI = 0.46, RMSEA = 0.36, SRMR = 0.17 at Time 1. Standardized factor loadings ranged from 0.37 to 0.90. The three items measuring nonwork interference with work loaded similarly (0.37 to 0.53), while the items measuring work interference with nonwork loaded similarly (0.80 to 0.90). In order to improve the model, recommended modification indices were used; items were allowed to correlate with one another. The modifications were deemed to be theoretically appropriate. The resulting fit indices were as follows: $\chi^2 (5) = 13.53$, $p < 0.05$, CFI = 0.99, TLI = 0.98, RMSEA = 0.07, SRMR = 0.02. The revised measurement model was retained for hypothesis testing.

Anticipated work discrimination. The nine-item measure of Anticipated Work Discrimination (McGonagle, et al., 2016) showed acceptable model fit at Time 1, $\chi^2 (27) = 92.08$, $p < 0.001$, CFI = 0.98, TLI = 0.97, RMSEA = 0.09, SRMR = 0.02). Standardized factor loadings for the items ranged from 0.79 to 0.90 demonstrating that all items load onto a single factor. The measure was retained for hypothesis testing.

Identity threat. The nine-item measure of identity threat (Aquino et al., 1999; Björkqvist et al, 1994) indicated poor fit at Time 1, $\chi^2 (27) = 260.06$, $p < 0.001$, CFI = 0.90, TLI = 0.87, RMSEA = 0.17, SRMR = 0.05. Aside from item 2, all items loaded similarly onto the

factor. Item 2 was removed from the measure due to its low standardized factor loading. Revised model results indicated slightly better fit, $\chi^2 (20) = 183.69$, $p < 0.001$, CFI = 0.93, TLI = 0.90, RMSEA = 0.16, SRMR = 0.04. Standardized factor loadings ranged from 0.70 to 0.88. The measure was retained for hypothesis testing. Cronbach's alpha for the 8-item measure of identity threat was $\alpha = .95$.

Coworker support. The three-item measure of Coworker Support (Bemiller & Williams, 2012) showed acceptable model fit at Time 1, ($\chi^2 (0) = 0.00$, $p < 0.001$, CFI = 1.00, TLI = 1.00, RMSEA = 0.00, SRMR = 0.00). The standardized factor loadings ranged from 0.62 to 0.95. Model fit at Time 2 showed similar fit as Time 1, ($\chi^2 (0) = 0.00$, $p < 0.001$, CFI = 1.00, TLI = 1.00, RMSEA = 0.00, SRMR = 0.00). Standardized factor loadings also showed the same pattern as Time 1. Standardized factor loadings ranged from 0.64 to 0.84. The fit of the Time 1 and Time 2 models suggested that the models were saturated. Both measures were retained for hypothesis testing.

Supervisor support. The four-item Perceived Supervisor Support Scale (Graen et al., 1982) showed acceptable model fit at Time 1 ($\chi^2 (2) = 5.84$, $p > 0.05$, CFI = 1.00, TLI = 0.98, RMSEA = 0.08, SRMR = 0.01). Standardized factor loadings ranged from 0.75 to 0.85, demonstrating the fit of a single factor in which all items load relatively highly. At Time 2, the four-item scale also showed increasingly better fit, ($\chi^2 (2) = 2.81$, $p > 0.05$, CFI = 1.00, TLI = 1.00, RMSEA = 0.05, SRMR = 0.01). Standardized factor loadings ranged from 0.82 to 0.90. Both scales were retained for hypothesis testing.

Nonwork support. The 12-item multidimensional measure of nonwork support (Zimet et al., 1998) showed acceptable fit at Time 1, $\chi^2 (51) = 86.38$, $p < 0.01$, CFI = 0.99, TLI = 0.99, RMSEA = 0.05, SRMR = 0.03. All items loaded highly and similarly on their respective

dimensions. Time 2 fit indices showed similar acceptable fit, $\chi^2 (51) = 117.05$, $p < .01$, CFI = .98, TLI = .97, RMSEA = .08, SRMR = .03. Both measures were retained for hypothesis testing.

Preliminary Analyses

In order to better understand the relationships between variables, mean values of variables and correlations among predictors, mediators, moderators, and outcome variables were assessed. Means and standard deviations for the variables within the study are presented in Table 2. Inter-correlations for variables at Time 1 are presented in Table 3. Inter-correlations for variables at Time 2 are presented in Table 4. Correlations between Time 1 and Time 2 variables are presented in Table 5. At Time 1, there was a strong positive correlation between work disclosure and nonwork disclosure ($r = .57$, $p < .001$). As anticipated, work disclosure was significantly related to all mediators, moderators, and outcome variables except substance use severity ($r = .09$, $p > .05$). Although substance use severity was not related to work disclosure, self-reported frequency of alcohol use was significantly related to work disclosure ($r = .18$, $p < .05$). Conversely, nonwork disclosure was not related to job satisfaction ($r = .004$, $p > .05$), job engagement ($r = .18$, $p > .05$), turnover intentions ($r = .18$, $p > .05$), supervisor support ($r = .18$, $p > .05$), coworker support ($r = .18$, $p > .05$), identity threat ($r = .18$, $p > .05$), or substance use severity ($r = .18$, $p > .05$). Overall, these relationships suggest that an interactive total effect of work and nonwork disclosure of sexual orientation may not be related to all specified outcomes and mediators. However, this evidence does not rule out the possibility of mediating effects.

Disclosure of Sexual Orientation: Interacting Effects on Mediators

A key factor that informed the construction of the theory-based conceptual model and hypotheses for this study was the presence of an interaction between work and nonwork disclosure of sexual orientation. In order to provide empirical evidence suggesting the presence

of an interaction, the moderating effect of nonwork disclosure on the relationship between work disclosure and mediating variables was assessed. In conducting the analysis, work-nonwork strain, anticipated work discrimination, and identity threat were simultaneously regressed on work disclosure, nonwork disclosure, and an interaction term between the two variables. The model indicated acceptable model fit, $\chi^2(285) = 815.62$, $p < .0001$, CFI = 0.92, TLI = 0.91, RMSEA = 0.08, SRMR = 0.05. Given acceptable model fit, I proceeded to interpret the parameter estimates.

The interaction between work and nonwork disclosure of sexual orientation (i.e. cross-domain disclosure) was significant only in the relationship between disclosure and work-nonwork strain, ($b = 0.19$, $p < 0.05$). Figure 2 plots the interaction and shows the simple slopes for the effect of disclosure on work-nonwork strain at three levels of the distribution for nonwork disclosure of sexual orientation: $-1 SD$ below the mean, the mean, and $+1 SD$ above the mean. Work and nonwork disclosure were computed as regression factor scores, thus, their distributions were standardized at $M = 0$, $SD = 1$. Results suggested that at low, mean, and high levels of nonwork disclosure, work disclosure was negatively associated with work-nonwork strain. At low levels of work disclosure, those with low nonwork disclosure experienced greater levels of work-nonwork strain than those with mean and high levels of nonwork disclosure. However, as work disclosure increased, those with low nonwork disclosure experienced greater declines in work-nonwork strain.

The significance of the simple slopes associated with low, mean, and high levels of nonwork disclosure were evaluated. The effects of work disclosure on work-nonwork strain when evaluated at low ($b = -0.46$, $p < .05$) and mean levels of nonwork disclosure ($b = -0.27$, $p < .05$) were statistically significant. However, at high levels of nonwork disclosure, the effect was

not significant, ($b = -.08$, $p = 0.63$). Results for the relationships between work disclosure, nonwork disclosure, and proposed mediators are summarized in Table 6.

Cross-Domain Disclosure (T1) on Outcomes (T1) via Identity Threat (T1), Work-Nonwork Strain (T1), and Anticipated Work Discrimination (T1)

Overall model fit. Five models were evaluated in order to determine the direct and indirect effects of cross-domain disclosure on 1) physical health, 2) substance use severity, 3) job satisfaction, 4) turnover intentions, and 5) job engagement via the proposed mediators. Prior to evaluating the hypothesized paths, each model was tested for model fit. Fit indices for each structural model are presented in Table 7. All models demonstrated relatively good fit. Given the acceptable fit of each model, the parameter estimates were interpreted.

Direct effects. Cross-domain disclosure of sexual orientation (T1) was found to be positively related to job satisfaction (T1) ($b = 0.17$, $p < 0.05$). Figure 3 shows the simple slopes for levels of nonwork disclosure that are -1 *SD* below the mean, average, and +1 *SD* above the mean in the relationship between work disclosure and job satisfaction. At lower, mean, and higher levels of nonwork disclosure, there was a positive relationship between work disclosure and job satisfaction. The simple slopes indicate that there were greater increases in job satisfaction for those with low levels of nonwork disclosure compared to those with mean and high levels of nonwork disclosure as work disclosure increased. The effects of work disclosure on job satisfaction when evaluated at low ($b = 0.28$, $p < .05$) and mean levels of nonwork disclosure ($b = 0.17$, $p < .05$) were statistically significant. However, at high levels of nonwork disclosure, the effect was not significant, ($b = 0.05$, $p = 0.63$). Although a significant effect was found, it was not what was expected. Hypothesis 3 was not supported.

Additionally, cross-domain disclosure of sexual orientation (T1) was found to marginally and negatively predict turnover intentions (T1) ($b = -0.14, p < 0.05$). Figure 4 shows the simple slopes for levels of nonwork disclosure that are $-1 SD$ below the mean, average, and $+1 SD$ above the mean in the relationship between work disclosure and turnover intentions. At low, mean, and high levels of nonwork disclosure, there was a negative relationship between work disclosure and turnover intentions. The simple slopes indicate that there were slightly greater decreases in turnover intentions for those with low levels of nonwork disclosure compared to those with average and high levels of nonwork disclosure as work disclosure increased. The effects of work disclosure on turnover intentions when evaluated at low ($b = -0.17, p > .05$) and high levels of nonwork disclosure ($b = -0.12, p > .05$) were not statistically significant. However, at average levels of nonwork disclosure, the effect was significant, ($b = -0.12, p < 0.05$). Hypothesis 4 was supported.

Direct effects for the relationships between cross-domain disclosure of sexual orientation (T1) and physical health (T1) ($b = -0.01, p = 0.82$), substance use severity (T1) ($b = 0.01, p = 0.86$), and job engagement (T1) ($b = 0.04, p = 0.49$) failed to reach significance. In sum, Hypotheses 1, 2, and 5 were not supported.

Indirect effects: *Physical health*. An evaluation of the bias-corrected bootstrapped confidence intervals indicated that the specific indirect effect of cross-domain disclosure (T1) on physical health (T1) via work-nonwork strain (T1) was significant, ($b = 0.07, p < 0.05$). There was also a significant total indirect effect of all three mediators in the relationship between cross-domain disclosure and physical health, ($b = 0.08, p < 0.05$). Therefore, Hypothesis 6 was partially supported. Results are summarized in Table 8. Path coefficients are presented in Figure 5.

Substance use severity. The specific indirect effects of identity threat (T1) and anticipated work discrimination (T1) were found to be insignificant (anticipated work discrimination: $b = -0.003$, $p = 0.80$; identity threat: $b = 0.002$, $p = 0.88$). The specific indirect effect of work-nonwork strain was significant ($b = 0.05$, $p < 0.05$). There was a significant total indirect effect of all mediators on the relationship between cross-domain disclosure (T1) and substance use severity (T1), ($b = 0.05$, $p < 0.05$). Hypothesis 7 was partially supported. Results are summarized in Table 8. Path coefficients are presented in Figure 6.

Job satisfaction. Results indicated a specific indirect effect of work-nonwork strain (T1) ($b = -0.05$, $p < 0.05$). There was a marginally significant negative total indirect effect of the mediators (T1) in the relationship between cross-domain disclosure (T1) and job satisfaction (T1), ($b = -0.06$, $p < 0.05$). This indicates that work-nonwork strain, anticipated work discrimination, and identity threat, together, partially mediate the relationship between cross-domain disclosure and job satisfaction, however in the opposite direction (i.e. positive versus negative). Hypothesis 8 was partially supported. Results are summarized in Table 8. Path coefficients are presented in Figure 7.

Turnover intentions. Work-nonwork strain demonstrated a positive and significant indirect effect in the relationship between cross-domain disclosure and turnover intentions ($b = 0.06$, $p < 0.05$). Specific indirect effects for identity threat ($b = 0.02$, $p = 0.30$) and anticipated work discrimination ($b = 0.01$, $p = 0.54$) did not reach significance. There was also a significant total indirect effect of all three mediators, ($b = 0.09$, $p < 0.05$). Hypothesis 9 was partially supported. Results are summarized in Table 8. Path coefficients are presented in Figure 8.

Job engagement. The total indirect effect and the specific indirect effects of all mediators (T1) were not significant. Hypothesis 10 was not supported. Results are summarized in Table 8. Path coefficients are presented in Figure 9.

Moderating Effects of Coworker Support (T1), Supervisor Support (T1), and Nonwork Support (T1) on Indirect Effects of Mediators (T1) on Outcomes (T1)

Supervisor support. Nonsignificant interactions were found for most mediators and supervisor support in the relationship between cross-domain disclosure and substance use severity, job satisfaction, turnover intentions, and physical health, respectively. However, there was a significant negative relationship between the interaction term for work-nonwork strain and supervisor support on job engagement ($b = -0.13, p < .05$). All specific and total conditional indirect effects remained insignificant in the relationship between disclosure and job engagement. Moderated mediation indices suggested that the effect of the mediator did not depend on supervisor support for all assessed outcome variables.

Coworker support. There was a significant interaction between identity threat and coworker support ($b = -0.28, p < 0.05$) on job satisfaction. However, identity threat did not independently mediate the relationship between cross domain disclosure and job satisfaction at -1 *SD* below the mean ($b = 0.01, p = 0.28$), the mean ($b = -0.001, p = 0.87$), or +1 *SD* above the mean ($b = -0.02, p = 0.34$) levels of the moderator. Indices of moderated mediation for all mediators were insignificant.

There was a significant interaction between identity threat and coworker support in the relationship between identity threat and turnover intentions, ($b = 0.28, p < 0.05$). Conditional specific indirect effects in the relationship between disclosure and turnover intentions were found to be insignificant. Total indirect effects at mean ($b = 0.08, p < 0.05$) and +1 *SD* ($b = 0.08, p <$

0.05) values of coworker support were found to be significant; however, moderated mediation indices were insignificant, suggesting that effects did not significantly differ at various levels of the moderator.

Similarly, there were significant interactions between strain and coworker support ($b = -0.10, p = 0.05$) and anticipated work discrimination and coworker support ($b = 0.18, p < 0.05$), in the relationships between mediating strains and job engagement. Although there were significant interactions, specific conditional indirect relationships failed to reach significance. Indices of moderated mediation for all mediators were insignificant, indicating that conditional effects of cross-domain disclosure on job engagement via the mediators at different values of the moderator were not statistically different from one another. Overall, the moderating relationships highlight the complexity of relationships regarding disclosure, and subsequent outcomes.

Nonwork support. A significant positive relationship for the interaction between work-nonwork strain and nonwork support on job satisfaction was found ($b = 0.23, p < 0.05$). There was also a significant negative relationship between identity threat and nonwork support on job satisfaction ($b = -0.30, p < 0.05$). Among these relationships, it is worthwhile to note that when nonwork support was included in the model, nonwork disclosure became significantly and negatively related to job satisfaction ($b = -0.45, p < 0.001$). When moderators were not included in the model, nonwork disclosure was not significantly related to job satisfaction ($b = -0.11, p > 0.05$). With regards to conditional indirect effects, only the indirect effect of work-nonwork strain on the relationship between cross-domain disclosure and job satisfaction at $-1 SD$ below mean level of nonwork social support was significant ($b = -0.10, p < 0.05$). The conditional total indirect effects were insignificant at all levels of each mediator. Indices of moderated mediation for all mediators were insignificant, however, the moderating effect of nonwork support on strain

in the mediating relationship between cross-domain disclosure and job satisfaction appeared to be approaching significance ($b = 0.05, p = 0.06$).

There was a significant relationship for the interaction between work-nonwork strain and nonwork support on turnover intentions ($b = -0.17, p < 0.05$), however, the specific conditional indirect effect of work-nonwork strain failed to reach significance at all levels of the moderator, although conditional effects for -1 SD below ($b = 0.09, p = 0.06$) and mean levels ($b = 0.06, p = 0.054$) appeared to be approaching significance. Nonetheless, total conditional indirect effects were found at -1 SD below the mean ($b = 0.11, p < 0.05$) and mean ($b = 0.08, p < 0.05$) values of the moderator. This relationship is in line with prior research suggesting a strong relationship between work-nonwork strain and turnover intentions. Indices of moderated mediation suggested that all moderated mediation effects failed to reach significance.

The interactive effects of anticipated work discrimination and nonwork support on job engagement was found to be significant ($b = 0.20, p < 0.05$), however, specific indirect effects and total effects at all levels of the moderator were insignificant. Additionally, in the relationship between cross-domain disclosure, physical health via identity threat, work-nonwork strain, and anticipated work discriminations, the interactions between nonwork support and mediators were not significant. Specific condition indirect effects failed to reach significance; however, conditional sum indirect effects were significant for all levels of the moderator. Results for the conditional indirect effects of all moderators are summarized in Tables 9-11.

Overall, no moderated mediation relationships were found. Due to the computational complexity of the multiple moderated mediation models, it is possible that there was not sufficient power to detect effect. Regardless, a general evaluation of the results suggests that coworker support and sources of nonwork support were more likely to affect the relationships

between mediating strains and outcomes. Few significant results were found for supervisor support. This may be due to possible differences in power and/or barriers to sharing personal information due to status. Interestingly, it was expected that there would be a weakened negative relationship between work-nonwork strain and job satisfaction when moderated by nonwork support, however, a positive relationship was found. It is possible that support from friends and family might amplify negative feelings due the *type* of support given (e.g. validating feelings).

Cross-Domain Disclosure (T1) on Outcomes (T2) via Identity Threat (T1), Work-Nonwork Strain (T1), and Anticipated Work Discrimination (T1)

Overall model fit. Five models were evaluated in order to determine the direct and indirect effects of cross-domain disclosure at Time 1 on 1) physical health, 2) substance use severity, 3) job satisfaction, 4) turnover intentions, and 5) job engagement at Time 2 via the proposed mediators (Time 1). Prior to evaluating the hypothesized paths, each model was tested for model fit. Fit indices for each structural model are presented in Table 11. All models demonstrated relatively poor fit. Given the poor model fit, parameter estimates should be interpreted with caution.

Direct and indirect effects. The direct, specific indirect, and total indirect paths in all models were found to be insignificant. Across Time 1 and Time 2, cross-domain disclosure of sexual orientation at Time 1 was not related to the evaluated outcomes at Time 2 via identity threat (T1), anticipated work discrimination (T1), or work-nonwork strain (T1). Results are summarized in Table 12. These findings suggest that the mediating strains may have a contemporaneous impact, rather than longer lasting effects. An assessment of the relationships between cross-domain disclosure and outcomes at Time 2 via mediating strains at Time 2 would

contribute supporting evidence to this proposition; however, given the scope of this project and the exploratory nature of the longitudinal assessment, no further analyses were conducted.

Discussion

In an effort to further build on the growing body of literature regarding disclosure of sexual orientation, this study focused on the mediating effects of psychological strains, specifically, identity threat, work-nonwork strain, and anticipated work discrimination. The purpose of this study was to explore the mediating and moderating effects of identity-related strains and social support respectively on the relationship between LGB disclosure of sexual orientation and outcomes. I was able to integrate knowledge about identity mistreatment and the work-nonwork stress perspective to help understand why and under what circumstances LGB individuals experience positive and negative workplace and health outcomes. Results suggest that work and nonwork disclosure interact to predict outcomes, however, not universally. Only job satisfaction and turnover intentions were found to be directly related to cross-domain disclosure of sexual orientation. Additionally, work-nonwork strain mediated the relationship between cross-domain disclosure and all outcomes except job engagement. As specific indirect effects for identity threat and anticipated work discrimination were not found to be significant, it appears that the total indirect effects were largely driven by work-nonwork strain. Interestingly, the relationship between cross-domain disclosure, physical health and substance use, respectively, were not apparent until mediating mechanisms were assessed. These findings highlight the contextual dependence of relationships between disclosure strain and subsequent outcomes. Both significant and nonsignificant results suggest important implications for organizations and practitioners. Work-nonwork strain created by disclosure decisions should be an area in which organization focus their efforts in order to reduce strain among their LGB employees. In the same vein, notions that disclosure is related to engagement we not supported

within this study. Thus, affecting disclosure will likely not enhance job engagement for LGB workers.

Theoretical Contributions

This study offers several theoretical contributions to the extant literature regarding disclosure of sexual orientation for LGB individuals. The current study incorporates a work-nonwork stress framework to identity management. In doing so, strain was hypothesized to account for not only the manifest and latent outcomes of interest (i.e. physical health, substance use, job satisfaction, turnover, and job engagement), but also the underlying mechanisms through which these outcomes arose (psychological strains; i.e. identity threat, work-nonwork strain, and anticipated work discrimination). Assessing various forms of psychological strains as mediators in the relationship between cross-domain disclosure of sexual orientation and outcomes provides additional empirical evidence to the research suggesting that disclosure, or more specifically, differential disclosure (i.e. disclosure disconnect) across domains can manifest in increased levels of strain for LGB individuals.

Moreover, this study incorporated an implicit ecological systems approach (Bronfenbrenner, 1979) to understanding the health of LGB workers. An ecological system refers to the conceptual integration of the interdependent processes related to the individual, the society or context, and temporal characteristics (Bronfenbrenner, 1979). In taking such a perspective, this line of research was informed by the social structures, ideologies, policies, and health disparities that exist between LGB individuals and their heterosexual counterparts. Grzywacs and Marks (1999) suggest that the work-nonwork interface demonstrates an ecological system in which facets of the person, their work and nonwork domains, and the characteristics of society interact to produce one's lived experiences. These experiences then reflect the fit of an

individual with their environment (Bronfenbrenner, 1986). For instance, an LGB individual's experience of strain may reflect their lack of fit within an organization that has an oppressive LGB climate. Use of an ecological systems perspective allows for a broad scope in identification of personal and professional experiences that affect and are affected by one's sexual orientation.

Furthermore, in addition to workplace variables, the current study assessed physiological health and substance use. Many researchers have found that LGB individuals are at a greater risk for physical and mental health problems as well as increased rates in substance use compared to heterosexual individuals (National Institute on Drug Abuse, 2017). Researchers who have assessed disparities have considered whether differences in impact of comparable stressors are a function of differential exposure to stressors or differential vulnerability to stressors. Differential exposure refers to the unequal distribution of potentially stressful events (Dohrenwend, 1973; Kessler, 1979). However, conflicting evidence for the exposure hypothesis has been found. Research on differential vulnerability is often neglected, thus, the debate continues (Vanroelen, Levecque & Louckx, 2010). Differential vulnerability refers to personal differences in reactivity and responsiveness to stressors. In many senses, differential vulnerability is akin to well supported theories in psychology such as the stress-diathesis model (Monroe & Simons, 1991) and cognitive appraisal models of stress such as the Cognitive Activation Theory of Stress (Ursin & Eriksen, 2004; Lazarus, 1966).

The defining feature of the aforementioned frameworks is that they suggest that individuals can have different appraisals or reactions to the same stressors. This, in turn, affects the ways in which people respond to stressors. Kessler (1979) suggested that although differing vulnerabilities likely do not account for the entirety of health disparities, models offering explanations of differential vulnerability can be an effective means for conceptualizing

disparities that occur as a result of exposure to stressors. Relating back to the core concept of this study, disclosure decisions may not always be cognitively appraised as a stressor. While some might be impacted by the stressor for a variety of reasons (e.g. identity salience) others may not perceive it as stressful. As the cognitive appraisal of stress theory takes into account the differential reactivity to the stressor, it provides a useful framework for not only assessing disclosure-related strain as a cognitive stress process, but also for understanding differential vulnerability and health and substance use disparities among LGB individuals. Hence, an additional contribution of this research is its contribution to the dearth of evidence in support of differential vulnerability.

Methodological and Analytic Contributions

Furthermore, another contribution of this study is the use of more complex statistical modeling in order to assess relationships between identity-related variables and both work and health outcomes. Literature relating to disclosure of stigmatized identities has highlighted that disclosure disconnect is associated with psychological strain as one attempts to manage their identities across work and personal life domains (Ragins, 2008). This study builds off of previous conceptualizations of identity states and disclosure patterns and hypothesizes how disclosure might relate to the broader concept of the work-nonwork stress process. A moderated mediation analysis with both latent and observed variable allowed for the assessment of a possible narrative of the ways in which identity-based psychological strains might mediate the relationship between cross-domain disclosure and outcomes as well as how sources of social support might mitigate the effect of strains on outcomes.

Limitations and Future Directions

Although the study offer many contributions with its integration of both work and nonwork domains of life in order to understand meditational effects of cognitive strains on outcomes, this study is not without limitations. First, the study was relatively homogeneous regarding several demographic factors (i.e. race/ethnicity, education, income, and gender) and may have also lacked sufficient power to detect effects due to the sample size. More identity diversity is needed with regards to studying how identity might affect work and health outcomes. Future studies should assess intersectional differences among different social categories of LGB workers. Originally developed by Crenshaw (1989), intersectionality describes an approach to understanding lived experiences based on an individual's many social identities and their interactions. The concept spurred from a discussion of black feminism, which proposed that in order to understand the experiences of black women, you cannot attend to race and gender independently. An individual's experiences are not the result of a single distinct factor (e.g. age or race); one's lived experiences are an outcome of the simultaneous intersections between the various identities that encompass who they are and the power relations that underpin those identities.

The importance of one social identity cannot be predetermined and must be discovered through investigation within context (Hankivsky, 2014). Some identities may be more salient than others in certain environments and exert more influence on specific life outcomes. Hence, an LGB individual that also identifies as African American may experience salience of both identities simultaneously, and experience additive or compounded levels of anticipated discrimination, identity threat, and/or work-nonwork strain due to having multiple marginalized identities. Similarly, psychological strains may come about as a result of perceptions of

incongruence between or among different identities, rather than incongruence of one identity across different domains.

Moreover, Rothblum (1994) suggests that due to issues that have been seen in the ways in which sexual orientation has been defined and categorized over time, this can lead to several issues in the collection of data regarding how individuals should be classified. Some researchers conceptualize sexual orientation on a continuum (e.g. “mostly heterosexual,” “completely heterosexual,” etc.; Kinsey, 1948/1953), rather than as mutually exclusive categorical variables. The Kinsey scale indicating continuous nature of sexual orientation highlights its complexity and possible multidimensionality. Sell (2007) suggested a conceptualization of sexual orientation that distinguishes between three dimensions: sexual identity (i.e. explicit identification as a sexual minority or majority), sexual behavior, and sexual attraction (i.e. attraction to same-sex or opposite sex individuals). These dimensions may be congruent or incongruent with one another. Among men and women in a study conducted by Laumann, Michael, and Michaels (1994), the degree of overlap of the three dimensions was not high. Roughly 15% of women and 24% of men indicated a clear overlap of their sexual identity, sexual behavior, and sexual attraction. Additionally, there is some debate about the stability of sexual orientation based on the three dimensions. Thus, the way that sexual orientation is defined within the research context is important. For example, questions asking whether individuals have “ever” identified as a sexual minority, engaged in same-sex behavior, or been attracted to same sex individuals in the past could yield a different sample than if the question were more temporally constrained (Meyer & Wilson, 2009). Definitional factors can have implications for whom and how individuals may respond to questions asking respondents to indicate their sexual orientation.

Within the same vein of defining the population of interest, research on minority sexual orientations often aggregate lesbian, gay, bisexual, and sometimes, transgender individuals into one large group for a variety of reasons (e.g. small sample size of individual groups). Although this technique may be useful depending on the research question, Wahler and Gabbay (1997) suggested that gay men and lesbian women may be more different than they are similar; thus, the use of aggregation among different minority orientations may produce misleading results, obscure within group variability, and potentially trivialize the experiences of certain groups (Parent, DeBlaere, & Moradi, 2013). Whenever possible, lesbian, gay, and bisexual individuals should be assessed separately in order to attend to the factors that may vary among those with minority sexual orientations.

Additionally, several items were dropped from some of the scales used in the study, and modifications (i.e. allowing items within scale to correlate) were made in order to increase model fit. In doing so, it is possible that the ecological validity of the study may have been compromised. Although the models indicated better fit, they may no longer reflect the true relationships between variables. In order to assess the utility of each model, alternative models should be assessed.

Lastly, the design of this study included data collection at two time points, however, the time lag in between data collection periods was short (i.e. one month). A longitudinal design with more effective time intervals would improve precision in identifying within-person change as well as gross patterns of change and stability over time. Future research would benefit from an assessment of the meditational effects of psychological strains over longer periods of time. In doing so, future studies may be able to capture the true rate of change across time as well as provide additional evidence for optimal intervals and frequencies for data collection within the

fields of I/O and occupational health. Understanding how and whether individuals adapt to high levels of psychological strain can be useful for determining the effectiveness of interventions that are aimed at reducing psychological strains. For instance, patterns of change in levels of strain may be a result of the brain's regulatory processes involved in allostasis rather than an intervention. Allostasis refers to the regulation of homeostasis within the body by anticipating needs or demands and striving to satisfy them ahead of time in order to reduce uncertainty of future outcomes and possible negative physiological consequences (Ganster & Rosen, 2013).

Along with the improvements to research design highlighted above, there are several lines of research that can be addressed in order to bolster our knowledge of LGB identity-related issues. Two possible streams of research include the impact of macro-level changes on micro-level constructs and further probing the experiences of bisexual individuals as a distinct group. Due to the negative impact of mistreatment, more and more U.S. states are providing protections for LGB employees. Currently 22 states have policies that protect LGB individuals in the workplace (Catalyst, 2017; Human Rights Campaign, 2016). Simultaneously, more organizations are including anti-discrimination policies relating to sexual orientation as well as partner benefits (Keister, 2004). Additionally, public opinion increasingly supports equal opportunity for LGB individuals (Keister, 2004). These changes indicate macro-level changes that can be seen in policy and practice. However, more information is needed on the micro-level changes (i.e. changes in one's immediate work environment) and the impact that policies have on individuals with minority sexual orientations. There is little information regarding the impact that policies have on individuals, their partners, and workplace experiences that are not related to productivity (Lloren & Parini, 2016). For instance, a qualitative assessment of the effects of diversity policies indicated that although the introduction of LGB policies general has a positive impact, many

LGB individuals feel that policies are often secondary or tertiary intervention strategies rather than primary interventions (Colgan et al., 2007). In contrast to secondary and tertiary interventions, primary interventions prevent the issue from occurring in the first place (Schonfeld & Chang, 2017). This lack of knowledge on micro-level changes and outcomes highlights the need to assess both outcomes that focus on LGB individuals' experience of the work environment.

With regards to the various minority sexual orientations, much less research has been conducted on bisexual individuals. Past notions of bisexuality suggested that these individuals were in denial about their homosexuality, and thus, claimed to be sexually and/or romantically attracted to both males and females as a “transitory” identity until they accept their true sexual orientation (MacDonald, 1981). Additionally there is research that suggests that heterosexual, gay, and lesbian individuals hold negative attitudes towards bisexual individuals because they are seen as sexual minorities, but may also have the advantage of “heterosexual privilege” (i.e. being able to pass as heterosexual; Mohr & Rochlen, 1999; Steffens & Wagner, 2004; Strong, DeVault, Sayad, & Yarber, 2005). More research is needed on how marginalization from both in-group and out-group sources might affect the work and health outcomes of these individuals.

Conclusion

Disclosure of sexual orientation is an issue that many sexual minorities both in and out of the workplace. In the context of interventions and organizational development, moderated mediation models can be particularly useful for identifying how outcomes can be influenced as well as explaining why a specific program or change affects the desired outcome and whether there are conditions that might change the mediation effect. Research has shown that disclosure of sexual orientation can lead to more negative outcomes including discrimination, job

termination, and negative mental health outcomes compared to heterosexual individuals, however few studies simultaneously consider mediating identity-related psychological strains involved in the disclosure process. As LGB individuals continue to gain visibility in the United States, research on the effects that both work and nonwork disclosure and psychological strains can provide more information about the ways in which sexual minority identities can be better supported and protected regardless of the degrees to which the individuals disclose at work and in their personal lives.

Table 1

Demographic characteristics Time 1 and Time 2 study participants

	Time 1 (N = 314)	Time 2 (N = 182)
Sexual Orientation		
<i>Lesbian</i>	74 (23.6%)	44 (24.2%)
<i>Gay</i>	116 (36.9%)	63 (34.6%)
<i>Bisexual</i>	124 (39.5%)	75 (41.2%)
Age		
<i>Mean (SD)</i>	26.5 (6.42)	26.9 (6.41)
Gender		
<i>Male</i>	124 (39.5%)	72 (39.6%)
<i>Female</i>	165 (52.5%)	97 (53.3%)
<i>Transgender Male</i>	3 (1.0%)	1 (.5%)
<i>Transgender Female</i>	11 (3.5%)	6 (3.3%)
<i>Other</i>	11 (3.5%)	6 (3.3%)
Race/Ethnicity		
<i>White</i>	231 (73.6%)	137 (75.3%)
<i>Non-white</i>	83 (26.4%)	45 (24.7%)
Residency		
<i>United States</i>	280 (89.2%)	160 (87.9%)
<i>International</i>	34 (10.8%)	22 (12.1%)
Education		
<i>Less than a high school diploma</i>	2 (.6%)	1 (.5%)
<i>High school diploma or equivalent</i>	56 (17.8%)	24 (13.2%)
<i>Vocational or technical school</i>	6 (1.9%)	6 (3.3%)
<i>Associate's degree (2-year institution)</i>	39 (12.4%)	20 (11.0%)
<i>Bachelor's degree (4-year institution)</i>	137 (43.6%)	83 (45.6%)
<i>Master's degree</i>	61 (19.4%)	37 (20.3%)
<i>PhD, MD or other professional degree</i>	13 (4.1%)	11 (6.0%)
Income		
<i>Less than \$25,000</i>	81 (25.8%)	47 (25.8%)
<i>\$25,000 to \$49,999</i>	91 (29.0%)	52 (28.6%)
<i>\$50,000 to \$79,999</i>	69 (22.0%)	36 (19.8%)
<i>\$80,000 to \$99,999</i>	17 (5.4%)	11 (6.0%)
<i>\$100,000 to \$119,999</i>	15 (4.8%)	11 (6.0%)
<i>\$120,000 to \$149,999</i>	13 (4.1%)	10 (5.5%)
<i>\$150,000 to \$179,999</i>	7 (2.2%)	7 (3.8%)
<i>Over \$180,000</i>	21 (6.6%)	8 (4.4%)
Marital Status		
<i>Single</i>	193 (61.5%)	78 (42.9%)
<i>In a relationship</i>	--	45 (24.7%)

<i>Married</i>	37 (11.8%)	25 (13.7%)
<i>Not married, but living with partner</i>	81 (25.8%)	31 (17.0%)
<i>Separated/Divorced</i>	3 (.9%)	3 (1.6%)

Table 2

Descriptive Statistics and Alphas for Time 1 and Time 2 Variables

Variables	N	M	Time 1		N	Time 2		Alpha
			SD	Alpha		M	SD	
Work Disclosure	314	3.79	1.35	0.97	182	-	-	0.97
Nonwork Disclosure	314	4.49	1.44	0.85	182	-	-	0.83
Identity Threat	314	1.36	0.83	0.94	182	1.44	0.83	0.93
Anticipated Work Discrimination	314	1.80	1.25	0.96	182	1.74	1.20	0.97
Work-Nonwork Strain	314	3.23	1.39	0.85	182	3.22	1.43	0.87
Job Satisfaction	314	5.15	1.44	0.95	182	5.03	1.42	0.95
Job Engagement	314	5.55	1.10	0.95	182	5.43	1.56	0.96
Turnover Intentions	314	3.43	1.17	0.84	182	3.36	1.18	0.87
Physiological Health	314	3.24	1.02	0.89	182	3.24	1.02	0.88
Substance Use Severity	314	2.08	1.76	0.70	182	1.96	1.67	0.73
Perceived Coworker Support	314	5.97	1.04	0.82	182	6.02	0.89	0.80
Perceived Supervisor Support	314	5.60	1.16	0.89	182	5.52	1.23	0.92
Nonwork Support	314	5.27	1.26	0.88	182	5.27	1.28	0.89

Note. – indicates variables not evaluated.

Table 3
Time 1 Correlation Matrix

Variable	Correlation Matrix									
	1	2	3	4	5	6	7	8	9	10
1) Job Satisfaction	1									
2) Job Engagement	.73***	1								
3) Turnover	-.82***	-.56***	1							
4) Supervisor Support	.57***	.46***	-.52***	1						
5) Coworker Support	.38***	.30***	-.37***	.38***	1					
6) Work Disclosure	.17**	.11*	-.18**	.21***	.24***	1				
7) Nonwork Disc	.044	-.01	-.09	.10	.06	.57***	1			
8) AWD	-.26**	-.20***	.32***	-.39***	-.36***	-.39***	-.19***	1		
9) Identity Threat	-.16**	-.09	.28***	-.29***	-.27***	-.14**	-.06	.57***	1	
10) Strain	-.26***	-.11*	.34***	-.31***	-.24***	-.24***	-.26***	.35***	.25***	1
11) Nonwork Support	.33***	.22***	-.32***	.31***	.33***	.30***	.39***	-.24***	-.22***	-.20***
12) Physical Health	-.24**	-.04	.30***	-.21***	-.21***	-.20***	-.17**	.28***	.31***	.57***
13) Overall Health	.24***	.12*	-.24***	.20***	.18***	.12*	.10	-.13*	-.09	-.31***
14) Use Severity	-.02	-.01	.07	-.02	.04	.09	.03	.01	.03	.18**
15) Alcohol Use	.03	.03	.06	.004	.10	.18***	.22***	-.01	.09	.05
16) Drug Use	-.12*	-.10	.20***	-.12*	-.09	.09	.04	.03	.09	.14*
17) Sexual Orientation	.08	.05	-.06	.05	-.07	.25***	.29***	.00	.06	-.15**

Correlation Matrix (Time 1 cont.)

Variable	11	12	13	14	15	16	17
11) Nonwork Support	1						
12) Physical Health	-.17*	1					
13) Overall Health	.21***	-.43***	1				
14) Drug Use Severity	-.01	.13*	-.10	1			
15) Alcohol Use	.22***	.02	.04	.35***	1		
16) Drug Use	.03	.10	-.07	.59***	.21***	1	
17) Sexual Orientation	.01	-.12*	.04	.03	.09	.01	1

Note. * $p < .05$, two-tailed; ** $p < .01$, two-tailed; *** $p < .001$, two-tailed; $N = 314$; Turnover = Turnover Intentions; Use Severity = Substance Use Severity; AWD = Anticipated Work Discrimination; Strain = Work-Nonwork Strain; Physiological health items involve endorsement of features of poor health (i.e. greater endorsement = poorer health); Sexual Orientation (cont.) = continuous measure of sexual orientation based on the Kinsey Scale (0 = Exclusively Heterosexual to 6 = Exclusively Homosexual)

Table 4
Time 2 Correlation Matrix

Variable	Correlation Matrix									
	1	2	3	4	5	6	7	8	9	10
1) Job Satisfaction	1									
2) Job Engagement	.72***	1								
3) Turnover	-.80***	-.52***	1							
4) Supervisor Support	.61***	.44***	-.56***	1						
5) Coworker Support	.41***	.32***	-.38***	.48***	1					
6) Work Disclosure	.18*	.11	-.14	.20**	.27***	1				
7) Nonwork Disc	.05	-.04	-.04	.08	.14	.53***	1			
8) AWD	-.36**	-.23**	.37***	-.52***	-.51***	-.31***	-.11	1		
9) Identity Threat	-.18*	.00	.26***	-.28***	-.37***	-.14	-.13	.60***	1	
10) Strain	-.40***	-.26***	.46***	-.31***	-.17*	-.17*	-.17*	.26***	.26***	1
11) Nonwork Support	.19*	.15*	-.21**	.26***	.35***	.16*	.44***	-.26***	-.20**	-.15*
12) Physical Health	-.33***	-.09	.39***	-.24***	-.22**	-.10	-.17*	.25***	.25***	.53***
13) Overall Health	.37***	.24***	-.33***	.27***	.25***	.19**	.16*	-.14	-.07	-.43***
14) Use Severity	-.01	-.02	.06	-.04	-.02	.07	-.07	.01	.14	.23***
15) Alcohol Use	.09	.06	-.03	.14	.20**	.11	.15*	-.16*	-.09	.00
16) Drug Use	-.04	-.01	.07	-.01	-.01	.07	.05	.13	.13	.12
17) Sexual Orientation	.11	.07	-.10	-.02	-.02	.19**	.23**	.01	.02	-.15*

Correlation Matrix (Time 2 cont.)

Variable	11	12	13	14	15	16	17
11) Nonwork Support	1						
12) Physical Health	-.18**	1					
13) Overall Health	.26***	-.52***	1				
14) Drug Use Severity	-.09	.13	-.08	1			
15) Alcohol Use	.25***	-.05	.04	.36***	1		
16) Drug Use	-.01	.05	.03	.58***	.24***	1	
17) Sexual Orientation	.02	-.07	.07	-.08	.05	-.03	1

Note. * $p < .05$, two-tailed; ** $p < .01$, two-tailed; *** $p < .001$, two-tailed; $N = 182$; Turnover = Turnover Intentions; Use Severity = Substance Use Severity; AWD = Anticipated Work Discrimination; Strain = Work-Nonwork Strain; Physiological health items involve endorsement of features of poor health (i.e. greater endorsement = poorer health); Sexual Orientation (cont.) = continuous measure of sexual orientation based on the Kinsey Scale (0 = Exclusively Heterosexual to 6 = Exclusively Homosexual)

Table 5

Correlation Matrix for Time 1 and Time 2 Variables

Variable	Correlation Matrix									
	1 (T1)	2 (T1)	3 (T1)	4 (T1)	5 (T1)	6 (T1)	7 (T1)	8 (T1)	9 (T1)	10 (T1)
1) Job Satisfaction (T2)	.78***	.52***	-.067***	.42***	.25**	.19*	.12	-.20**	-.13	-.33**
2) Job Engagement (T2)	.59**	.65***	-.43**	.33***	.16*	.08	.05	-.10	.04	-.16*
3) Turnover (T2)	-.62***	-.36***	.78***	-.350***	-.25**	-.13	-.10	.23**	.22**	.38***
4) Supervisor Support (T2)	.44***	.26***	-.43***	.70***	.27***	.15*	.07	-.31***	-.25**	-.28***
5) Coworker Support (T2)	.28***	.19*	-.29***	.26***	.50***	.19*	.17*	-.27***	-.25**	-.20**
6) Work Disclosure (T2)	.03	.03	-.09	.07	.10	.83***	.48***	-.23**	.07	-.22**
7) Nonwork Disc (T2)	.09	.02	-.11	.09	.07	.56***	.84***	-.16*	.01	-.27***
8) AWD (T2)	-.23**	-.10	.28***	-.031***	-.32***	-.29***	-.14	.68***	.34***	.24**
9) Identity Threat (T2)	-.14	.01	.23**	-.15*	-.21**	-.16*	-.10	.55***	.64***	.24**
10) Strain (T2)	-.34***	-.13	.43***	-.26***	-.12	-.15*	-.21**	.25**	.18*	.77***
11) Nonwork Support (T2)	.27***	.09	-.24**	.24**	.22**	.20**	.37***	-.14	-.09	-.16*
12) Physical Health (T2)	-.31***	-.03	.36***	-.23**	-.16*	-.18*	-.20**	.22**	.26***	.55***
13) Overall Health (T2)	.34***	.12	-.28***	.28***	.11	.19*	.16*	-.12	.00	-.41***
14) Use Severity (T2)	-.14	-.04	.17*	-.09	-.04	-.03	-.05	.05	.22**	.19*
15) Alcohol Use (T2)	.12	.09	-.01	.09	.19*	.07	.19*	-.08	.08	.02
16) Drug Use (T2)	-.07	.01	.10	-.01	-.12	.00	.04	.15	.19*	.06

Correlation Matrix (Time 1 and Time 2 cont.)						
Variable	11 (T1)	12 (T1)	13 (T1)	14 (T1)	15 (T1)	16 (T1)
1) Job Satisfaction (T2)	.19 [*]	-.28 ^{***}	.22 ^{**}	-.01	.05	-.08
2) Job Engagement (T2)	.15 [*]	.02	.05	-.03	-.01	-.04
3) Turnover (T2)	-.20 ^{**}	.31 ^{***}	-.16 [*]	.06	.04	.06
4) Supervisor Support (T2)	.21 ^{**}	-.15 [*]	.13	-.03	.01	-.07
5) Coworker Support (T2)	.32 ^{***}	-.18 [*]	.17 [*]	.03	.15 [*]	.03
6) Work Disclosure (T2)	.10	-.08	.08	-.03	.12	.12
7) Nonwork Disc (T2)	.38 ^{***}	-.20 ^{**}	.10	-.09	.23 ^{**}	.02
8) AWD (T2)	-.17 [*]	.19 [*]	-.04	.01	-.08	.04
9) Identity Threat (T2)	-.14	.27 ^{***}	.00	.03	-.08	.05
10) Strain (T2)	-.13	.46 ^{***}	-.29 ^{***}	.19 [*]	.06	.10
11) Nonwork Support (T2)	.81 ^{***}	-.13	.19 [*]	-.02	.25 ^{**}	.05
12) Physical Health (T2)	-.24 ^{**}	.86 ^{***}	-.43 ^{***}	.14	-.02	.06
13) Overall Health (T2)	.29 ^{***}	-.47 ^{***}	.74 ^{***}	-.11	-.01	.01
14) Drug Use Severity (T2)	-.11	.11	.00	.78 ^{***}	.35 ^{***}	.54 ^{***}
15) Alcohol Use (T2)	.22 ^{**}	.01	.11	.29 ^{***}	.83 ^{***}	.14
16) Drug Use (T2)	.00	.05	.08	.56 ^{***}	.34 ^{***}	.71 ^{***}

Note. ^{*} $p < .05$, two-tailed; ^{**} $p < .01$, two-tailed; ^{***} $p < .001$, two-tailed; $N_{(T1)} = 314$; $N_{(T2)} = 182$; Values in the diagonals represent test-retest reliabilities; T1 = Time 1; T2 = Time 2; Turnover = Turnover Intentions; Use Severity = Substance Use Severity; AWD = Anticipated Work Discrimination; Strain= Work-Nonwork Strain; Physiological health items involve endorsement of features of poor health (i.e. greater endorsement = poorer health)

Table 6

Results for Work/Nonwork Disclosure on Mediating Variables

Mediator	Predictor	<i>b</i>	<i>SE</i>	95% CI	
				<i>LL</i>	<i>UL</i>
Strain	Work	-0.27*	0.07	-0.50	-0.04
	Nonwork	-0.15	0.08	-0.39	0.08
	Work*Nonwork	0.19*	0.06	0.01	0.38
AWD	Work	-0.44***	0.07	-0.58	-0.30
	Nonwork	0.06	0.07	-0.08	0.08
	Work*Nonwork	0.05	0.06	-0.06	0.38
Identity	Work	-0.12**	0.05	-0.21	-0.02
	Nonwork	0.04	0.05	-0.06	0.13
	Work*Nonwork	0.05	0.04	-0.02	0.13

Note.* * $p < .05$, two-tailed. ** $p < .01$, two-tailed. * $p < .001$, two-tailed; Identity = Identity Threat; Strain = Work-Nonwork Strain; AWD = Anticipated Work Discrimination; Work = Workplace disclosure of sexual orientation; Nonwork = Nonwork disclosure of sexual orientation; Work*Nonwork = Cross-domain disclosure of sexual orientation; 95% CI = 95% confidence interval; LL = lower limit; UL = upper limit;

Table 7

Model Fit Statistic: Time 1 Multiple Mediation

Model	χ^2	df	CFI	TLI	RMSEA	SRMR	<i>p</i> value
Physiological Health	1540.57	714	0.91	0.90	0.06	0.05	< 0.0001
Substance Use Severity	627.50	540	0.95	0.95	0.03	0.07	< 0.0001
Job Satisfaction	922.93	357	0.92	0.91	0.07	0.05	< 0.0001
Turnover Intentions	1039.77	444	0.92	0.91	0.07	0.05	< 0.0001
Job Engagement	2299.67	878	0.89	0.88	0.07	0.07	< 0.0001

Table 8

Indirect Effects for Multiple Mediation Models at Time 1

Path	Indirect Effect	SE	95% CI	
			LL	UL
Disclosure → Strain → Physical Health	0.07	0.03	0.01	0.15
Disclosure → Threat → Physical Health	0.01	0.01	-0.002	0.05
Disclosure → AWD → Physical Health	-0.002	0.01	-0.02	0.005
Sum of Indirect	0.08	0.04	0.01	0.16
Disclosure → Strain → Substance Use	0.05	0.03	0.01	0.13
Disclosure → Threat → Substance Use	0.002	0.01	-0.01	0.03
Disclosure → AWD → Substance Use	-0.003	0.01	-0.04	0.01
Sum of Indirect	0.05	0.03	0.01	0.12
Disclosure → Strain → Job Satisfaction	-0.05	0.03	-0.12	-0.008
Disclosure → Threat → Job Satisfaction	0.002	0.01	-0.01	0.04
Disclosure → AWD → Job Satisfaction	-0.009	0.02	-0.06	0.01
Sum of Indirect	-0.06	0.03	-0.13	-0.003
Disclosure → Strain → Job Engagement	-0.01	0.01	-0.04	0.02
Disclosure → Threat → Job Engagement	0.004	0.01	-0.01	0.06
Disclosure → AWD → Job Engagement	-0.01	0.02	-0.06	0.02
Sum of Indirect	-0.01	0.02	-0.05	0.03
Disclosure → Strain → Turnover Intentions	0.06	0.03	0.01	0.13
Disclosure → Threat → Turnover Intentions	0.02	0.02	-0.002	0.07
Disclosure → AWD → Turnover Intentions	0.01	0.02	-0.01	0.06
Sum of Indirect	0.09	0.04	0.01	0.17

**Note.* AWD = Anticipated Work Discrimination; Strain= work-nonwork strain; Physiological health items involve endorsement of features of poor health (i.e. greater endorsement = poorer health); 95% CI = 95% confidence interval; LL = lower limit; UL = upper limit

Table 9

Moderated Mediation Conditional Indirect Effects at Time 1 (Coworker Support)

	-1 SD Below		Mean		+1 SD Above	
	<i>b</i> (SE)	95% CI	<i>b</i> (SE)	95% CI	<i>b</i> (SE)	95% CI
Disc → Strain → Physical Health	0.06 (0.03)	[-0.003, 0.16]	0.07 (0.03)	[0.00, 0.16]	0.07 (0.04)	[-0.001, 0.16]
Disc → Threat → Physical Health	0.01 (0.01)	[-0.01, 0.04]	0.02 (0.01)	[-0.01, 0.04]	0.02 (0.02)	[-0.01, 0.04]
Disc → AWD→ Physical Health	-0.002 (0.004)	[-0.01, 0.04]	-.002(0.004)	[-0.01, 0.04]	-.001(0.01)	[-0.01, 0.04]
Sum of Indirect	0.07 (0.03)*	[0.003, 0.18]	0.08 (0.04)*	[0.006, 0.16]	0.09 (0.04)*	[0.006, 0.14]
Disc --> Strain --> Substance Use	0.07 (0.05)	[-0.03, 0.16]	0.07 (0.04)	[-0.02, 0.15]	0.06 (0.05)	[-0.03, 0.16]
Disc --> Threat --> Substance Use	0.003 (0.02)	[-0.04, 0.04]	-0.01 (0.02)	[-0.05, 0.04]	-0.02 (0.03)	[-0.09, 0.05]
Disc --> AWD--> Substance Use	0.01 (0.02)	[-0.02, 0.04]	0.01 (0.02)	[-0.02, 0.04]	0.01 (0.02)	[-0.03, 0.05]
Sum of Indirect	0.08 (0.05)	[-0.03, 0.17]	0.07 (0.04)	[-0.02, 0.15]	0.07 (0.05)	[-0.04, 0.15]
Disc --> Strain --> Job Satisfaction	-0.06 (0.03)	[-0.13, 0.003]	-0.05 (0.03)	[-0.10, 0.001]	-0.04 (0.02)	[-0.08, 0.01]
Disc --> Threat --> Job Satisfaction	0.01 (0.01)	[-0.01, 0.04]	-0.001 (0.01)	[-0.02, 0.01]	-0.02 (0.02)	[-0.05, 0.02]
Disc --> AWD--> Job Satisfaction	-0.01 (0.01)	[-0.03, 0.01]	-0.004 (0.01)	[-0.02, 0.01]	0.00 (0.01)	[-0.01, 0.01]
Sum of Indirect	-0.06 (0.03)	[-0.12, 0.01]	-0.06 (0.03)	[-0.11, 0.00]	-0.06 (0.03)	[-0.11, 0.00]
Disc --> Strain --> Turnover Intent	0.06 (0.03)	[-0.01, 0.13]	0.06 (0.03)	[-0.002, 0.11]	0.05 (0.03)	[-0.01, 0.003]
Disc --> Threat --> Turnover Intent	0.01 (0.01)	[-0.02, 0.02]	0.02 (0.02)	[-0.02, 0.05]	0.04 (0.03)	[-0.04, 0.09]
Disc --> AWD--> Turnover Intent	0.01 (0.01)	[-0.02, 0.03]	0.01 (0.01)	[-0.02, 0.02]	0.00 (0.01)	[-0.02, 0.01]
Sum of Indirect	0.08 (0.04)	[-0.002, 0.01]	0.08 (0.04)*	[0.003, 0.16]	0.08 (0.04)*	[0.00, 0.17]
Disc --> Strain --> Job Engagement	0.02 (0.02)	[-0.01, 0.02]	-0.01 (0.01)	[-0.02, 0.01]	-0.02 (0.02)	[-0.05, 0.02]
Disc --> Threat --> Job Engagement	0.01(0.010)	[-0.02, 0.01]	-0.002 (0.01)	[-0.02, 0.03]	-0.01 (0.02)	[-0.06, 0.01]
Disc --> AWD--> Job Engagement	-0.01 (0.01)	[-0.04, 0.03]	-0.003 (0.01)	[-0.01, 0.01]	0.01 (0.01)	[-0.01, 0.02]
Sum of Indirect	0.02 (0.02)	[-0.02, 0.05]	-0.01 (0.01)	[-0.03, 0.02]	-0.03 (0.02)	[-0.07, 0.01]

*Note. Disc = Work-nonwork disclosure; AWD = Anticipated Work Discrimination; Strain= work-nonwork strain; Substance use = Substance use severity; Physiological health items involve endorsement of features of poor health (i.e. greater endorsement = poorer health); 95% CI = 95% confidence interval; LL = lower limit; UL = upper limit; Sum of indirect effects were calculated for each level.

Table 10

Moderated Mediation Conditional Indirect Effects at Time 1 (Supervisor Support)

	-1 SD Below		Mean		+1 SD Above	
	<i>b</i> (SE)	95% CI	<i>b</i> (SE)	95% CI	<i>b</i> (SE)	95% CI
Disc --> Strain --> Physical Health	0.06 (0.03)	[-0.002, 0.13]	0.06 (0.03)	[-0.001,0.12]	0.06 (0.03)	[-0.002,0.12]
Disc --> Threat --> Physical Health	0.01 (0.01)	[-0.01, 0.03]	0.01 (0.01)	[-0.01, 0.04]	0.01 (0.01)	[-0.01, 0.04]
Disc --> AWD--> Physical Health	0.00 (0.003)	[-0.01, 0.01]	-0.001(0.004)	[-0.01, 0.01]	-0.002 (0.01)	[-0.01, 0.01]
Sum of Indirect	0.07 (0.04)*	[0.003 0.13]	0.07 (0.04)*	[0.004, 0.13]	0.07 (0.04)*	[0.003, 0.13]
Disc --> Strain --> Substance Use	0.004(0.003)	[-0.002,0.01]	0.01 (0.003)	[-0.002,0.01]	0.01 (0.003)	[-0.003,0.01]
Disc --> Threat --> Substance Use	0.00 (0.002)	[-0.003,0.003]	0.001(0.002)	[-0.01,0.003]	0.001(0.003)	[-0.01,0.004]
Disc --> AWD--> Substance Use	0.00 (0.001)	[-0.01, 0.01]	0.001(0.001)	[-0.01, 0.01]	-.001(.002)	[-0.01, 0.01]
Sum of Indirect	0.004 (0.003)	[-0.002, 0.01]	0.004 (0.003)	[-0.002,0.01]	0.004(0.003)	[-0.004,0.01]
Disc --> Strain --> Job Satisfaction	-0.05 (0.03)	[-0.1, 0.003]	-0.04 (0.02)	[0.08,0.002]	-0.03 (0.02)	[-0.01, 0.01]
Disc --> Threat --> Job Satisfaction	0.01 (0.01)	[-0.01, 0.03]	0.01 (0.01)	[-0.01, 0.02]	0.001 (0.01)	[-0.02, 0.02]
Disc --> AWD--> Job Satisfaction	-0.002(0.01)	[-0.01, 0.01]	0.001 (0.004)	[-0.01, 0.01]	0.004 (0.01)	[-0.01, 0.02]
Sum of Indirect	-0.04 (0.03)	[-0.09, 0.01]	-0.03 (0.02)	[-0.07, 0.01]	-0.022 (0.02)	[-0.06,0.01]
Disc --> Strain --> Turnover Intent	0.04 (0.03)	[-0.01, 0.09]	0.04 (0.02)	[-0.003,0.09]	0.05 (0.03)	[-0.01, 0.09]
Disc --> Threat --> Turnover Intent	0.01 (0.01)	[-0.01, 0.03]	0.02 (0.02)	[-0.01, 0.05]	0.03 (0.03)	[-0.02, 0.08]
Disc --> AWD--> Turnover Intent	0.004 (0.01)	[-0.01, 0.02]	0.002 (0.01)	[-0.01, 0.01]	0.00 (0.01)	[-0.01, 0.01]
Sum of Indirect	-0.05 (0.07)	[-0.19, 0.10]	-0.19 (0.07)	[-0.02, 0.10]	-0.04(0.08)	[-0.19, 0.11]
Disc --> Strain --> Job Engagement	0.03 (0.02)	[-0.01, 0.08]	0.01 (0.01)	[-0.01, 0.03]	-0.02 (0.01)	[-0.04, 0.01]
Disc --> Threat --> Job Engagement	0.004 (0.01)	[-0.01, 0.02]	0.01 (0.01)	[-0.01, 0.03]	0.01 (0.02)	[-0.02, 0.04]
Disc --> AWD--> Job Engagement	-0.01 (0.01)	[-0.02, 0.01]	-0.01 (0.01)	[-0.01, 0.01]	-0.003(0.01)	[-0.01, 0.01]
Sum of Indirect	0.03 (0.02)	[-0.01, 0.07]	0.02(0.01)	[-0.01, 0.04]	-0.003(0.02)	[-0.03, 0.03]

*Note. Disc = Work-nonwork disclosure; AWD = Anticipated Work Discrimination; Strain= work-nonwork strain; Substance use = Substance use severity; Physiological health items involve endorsement of features of poor health (i.e. greater endorsement = poorer health); 95% CI = 95% confidence interval; LL = lower limit; UL = upper limit; Sum of indirect effects were calculated for each level.

Table 11

Moderated Mediation Conditional Indirect Effects at Time 1 (Nonwork Support)

	-1 SD Below		Mean		+1 SD Above	
	<i>b</i> (SE)	95% CI	<i>b</i> (SE)	95% CI	<i>b</i> (SE)	95% CI
Disc --> Strain --> Physical Health	0.08 (0.04)	[-0.001, 0.17]	0.07 (0.04)	[0.00, 0.14]	0.06 (0.03)	[-0.003, 0.12]
Disc --> Threat --> Physical Health	0.01 (0.01)	[-0.01, 0.04]	0.01 (0.01)	[-0.01, 0.03]	0.01 (0.01)	[-0.01, 0.04]
Disc --> AWD--> Physical Health	-0.01 (0.01)	[-0.02, 0.01]	-.001(0.003)	[-0.01, 0.01]	0.003 (0.01)	[-0.01, 0.02]
Sum of Indirect	0.09 (0.04)*	[0.002, 0.18]	0.08 (0.04)*	[0.01, 0.16]	0.07 (0.04)*	[0.01, 0.14]
Disc --> Strain --> Substance Use	0.11 (0.07)	[-0.04, 0.25]	0.07 (0.04)	[-0.02, 0.16]	0.03 (0.04)	[-0.04, 0.11]
Disc --> Threat --> Substance Use	0.01 (0.03)	[-0.04, 0.06]	-0.004(0.02)	[-0.04, 0.03]	-0.01 (0.04)	[-0.09, 0.06]
Disc --> AWD--> Substance Use	0.01 (0.02)	[-0.04, 0.03]	-0.01 (0.02)	[-0.04, 0.03]	0.01 (0.01)	[-0.04, 0.08]
Sum of Indirect	0.11 (0.07)	[-0.03, 0.25]	0.07 (0.05)	[-0.02, 0.16]	0.03 (0.05)	[-0.06, 0.12]
Disc --> Strain --> Job Satisfaction	-0.10 (0.05)*	[-0.20, -0.02]	-0.05 (0.03)	[-0.11, 0.00]	-0.01 (0.01)	[-0.03, 0.02]
Disc --> Threat --> Job Satisfaction	0.02 (0.02)	[-0.01, 0.06]	0.01 (0.01)	[-0.01, 0.02]	-0.01 (0.02)	[-0.04, 0.02]
Disc --> AWD--> Job Satisfaction	-0.01 (0.01)	[-0.04, 0.02]	-0.01 (0.01)	[-0.03, 0.01]	-0.004 (0.01)	[-0.02, 0.01]
Sum of Indirect	-0.09 (0.05)	[-0.19, 0.01]	-0.06 (0.03)	[-0.12, 0.002]	-0.02 (0.02)	[-0.06, 0.02]
Disc --> Strain --> Turnover Intent	0.09 (0.05)	[-0.002, 0.19]	0.06 (0.03)	[-0.001, 0.12]	0.02 (0.02)	[-0.01, 0.06]
Disc --> Threat --> Turnover Intent	0.01 (0.01)	[-0.02, 0.03]	0.01 (0.01)	[-0.01, 0.04]	0.02 (0.02)	[-0.02, 0.06]
Disc --> AWD--> Turnover Intent	0.01 (0.01)	[-0.02, 0.04]	0.01 (0.01)	[-0.01, 0.03]	0.00 (0.01)	[-0.02, 0.03]
Sum of Indirect	0.10 (0.05)*	[0.002, 0.21]	0.08 (0.04)*	[0.003, 0.16]	0.05 (0.03)	[-0.01, 0.12]
Disc --> Strain --> Job Engagement	0.004 (0.02)	[-0.03, 0.19]	-0.003(0.01)	[-0.02, 0.19]	-0.01 (0.02)	[-0.04, 0.19]
Disc --> Threat --> Job Engagement	0.01 (0.01)	[-0.01, 0.03]	0.004 (0.01)	[-0.01, 0.03]	-0.003 (0.01)	[-0.03, 0.03]
Disc --> AWD--> Job Engagement	-0.02 (0.03)	[-0.05, 0.04]	-0.01 (0.01)	[-0.02, 0.04]	0.002 (0.01)	[-0.01, 0.04]
Sum of Indirect	-0.001 (0.02)	[0.04, 0.21]	-0.01 (0.01)	[0.03, 0.21]	-0.01 (0.02)	[0.04, 0.21]

*Note. Disc = Work-nonwork disclosure; AWD = Anticipated Work Discrimination; Strain= work-nonwork strain; Substance use = Substance use severity; Physiological health items involve endorsement of features of poor health (i.e. greater endorsement = poorer health); 95% CI = 95% confidence interval; LL = lower limit; UL = upper limit; Sum of indirect effects were calculated for each level

Table 12

Model Fit Statistic: Multiple Mediation across Time 1 and Time 2

Model	χ^2	df	CFI	TLI	RMSEA	SRMR	<i>p</i> value
Physiological Health	1382.06	714	0.87	0.86	0.07	0.07	< 0.0001
Substance Use Severity	701.12	540	0.89	0.88	0.04	0.11	< 0.0001
Job Satisfaction	840.85	357	0.88	0.87	0.09	0.07	< 0.0001
Turnover Intentions	950.93	444	0.88	0.87	0.08	0.06	< 0.0001
Job Engagement	1687.70	878	0.89	0.88	0.07	0.07	< 0.0001

Table 13

Indirect Effects for Multiple Mediation Models across Time 1 and Time 2

Path	Indirect Effect	SE	95% CI	
			LL	UL
Disclosure (T1) --> Strain (T1) --> Physical Health (T2)	0.02	0.05	-0.09	0.11
Disclosure (T1) --> Threat (T1) --> Physical Health (T2)	-0.01	0.01	-0.04	0.01
Disclosure (T1) --> AWD (T1) --> Physical Health (T2)	0.00	0.01	-0.02	0.02
Sum of Indirect	0.01	0.05	-0.11	0.11
Disclosure (T1) --> Strain (T1) --> Substance Use (T2)	0.04	0.02	-0.002	0.12
Disclosure (T1) --> Threat (T1) --> Substance Use (T2)	-0.01	0.01	-0.04	0.002
Disclosure (T1) --> AWD (T1) --> Substance Use (T2)	-0.01	0.02	-0.07	0.01
Sum of Indirect	0.02	0.03	-0.02	0.11
Disclosure (T1) --> Strain (T1) --> Job Satisfaction (T2)	-0.01	0.04	-0.07	0.06
Disclosure (T1) --> Threat (T1) --> Job Satisfaction (T2)	0.003	0.01	-0.01	0.03
Disclosure (T1) --> AWD (T1) --> Job Satisfaction (T2)	0.00	0.01	-0.03	0.03
Sum of Indirect	-0.01	0.04	-0.08	0.08
Disclosure (T1) --> Strain (T1) --> Job Engagement (T2)	-0.002	0.01	-0.03	0.01
Disclosure (T1) --> Threat (T1) --> Job Engagement (T2)	-0.004	0.01	-0.03	0.004
Disclosure (T1) --> AWD--> (T1) Job Engagement (T2)	0.000	0.01	-0.03	0.02
Sum of Indirect	-0.01	0.02	-0.05	0.02
Disclosure (T1) --> Strain (T1) --> Turnover Intentions (T2)	0.02	0.05	-0.08	0.10
Disclosure (T1) --> Threat (T1)--> Turnover Intentions (T2)	-0.01	0.01	-0.04	0.01
Disclosure (T1) --> AWD (T1) --> Turnover Intentions (T2)	0.00	0.02	-0.03	0.04
Sum of Indirect	0.01	0.05	-0.11	0.10

Note. * $p < .05$, two-tailed. ** $p < .01$, two-tailed. *** $p < .001$, two-tailed. AWD = Anticipated Work Discrimination. Strain= work-nonwork strain. Physiological health items involve endorsement of features of poor health (i.e. greater endorsement = poorer health). 95% CI = 95% confidence interval; LL = lower limit; UL = upper limit;

Table 14

Summary of Hypotheses, Significance Tests, and Conclusions Drawn

	Hypothesis	Conclusion
H1	Cross-domain disclosure & poor physical health are negatively related (direct effect)	Not Supported
H2	Cross-domain disclosure & substance use severity are negatively related (direct effect)	Not Supported
H3	Cross-domain disclosure & job satisfaction are positively related (direct effect)	Supported
H4	Cross-domain disclosure & turnover intentions are negatively related (direct effect)	Supported
H5	Cross-domain disclosure & job engagement are positively related (direct effect)	Not Supported
H6	Strain, AWD, & threat demonstrate specific and total indirect effects in the relation between cross-domain disclosure and physical health	Partially supported
H7	Strain, AWD, & threat demonstrate specific and total indirect effects in the relation between cross-domain disclosure and substance use severity	Partially supported
H8	Strain, AWD, & threat demonstrate specific and total indirect effects in the relation between cross-domain disclosure and job satisfaction	Partially supported
H9	Strain, AWD, & threat demonstrate specific indirect effects in the relation between cross-domain disclosure and turnover intentions	Partially supported
H10	Strain, AWD, & threat demonstrate specific and total indirect effects in the relation between cross-domain disclosure and job engagement	Not Supported
H11	Moderated mediation of perceived supervisor support, coworker support, and nonwork support in the relationship between mediators and physical health	Not Supported
H12	Moderated mediation of perceived supervisor support, coworker support, and nonwork support in the relationship between mediators and substance use severity	Not Supported
H13	Moderated mediation of perceived supervisor support, coworker support, and nonwork support in the relationship between mediators and job satisfaction	Not Supported

	Hypothesis	Conclusion
H14	Moderated mediation of perceived supervisor support, coworker support, and nonwork support in the relationship between mediators and turnover intentions	Not Supported
H15	Moderated mediation of perceived supervisor support, coworker support, and nonwork support in the relationship between mediators and job engagement	Not Supported

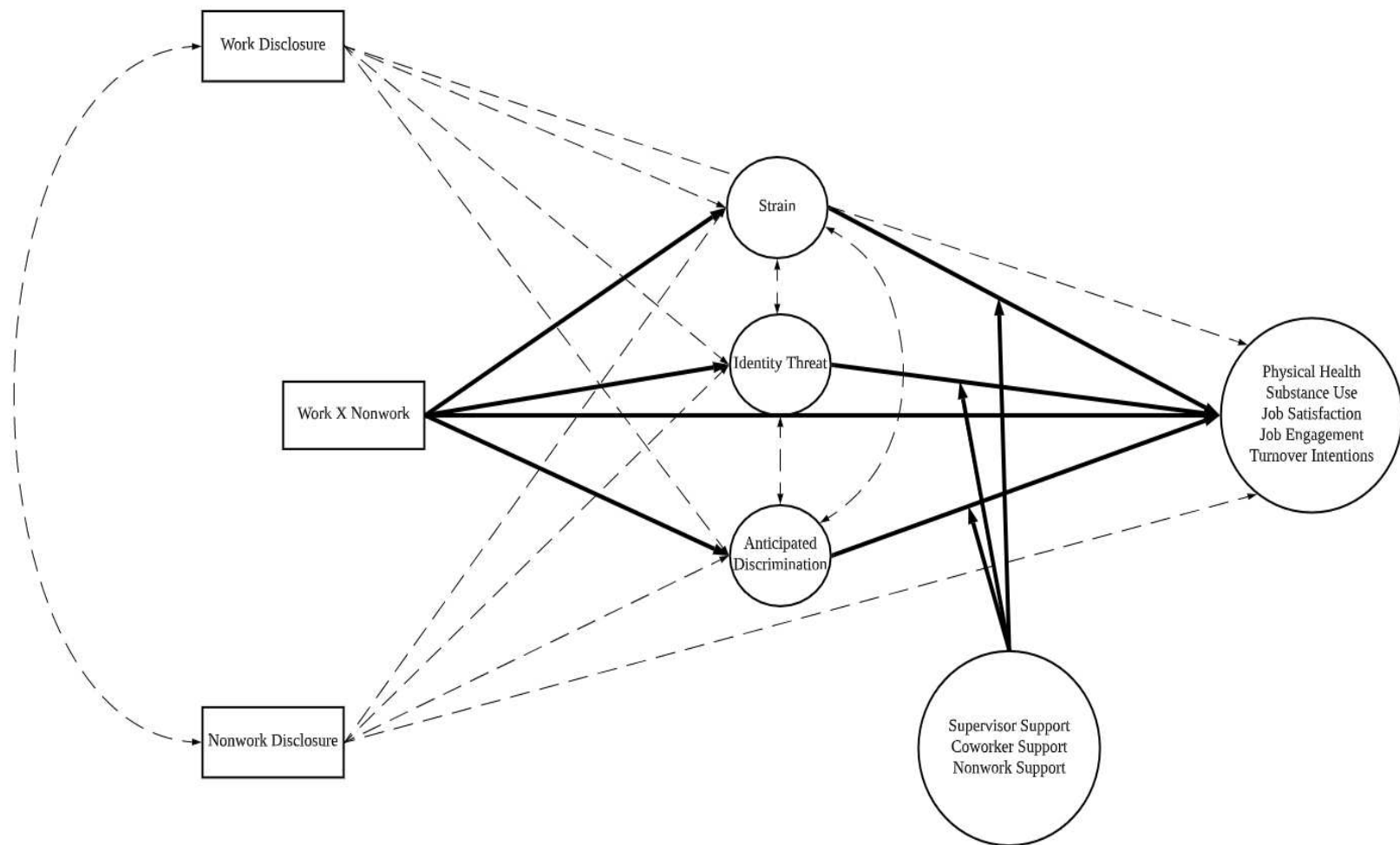


Figure 1. The hypothesized conceptual moderated multiple mediation model for this study; Outcome variables were tested independently; Perceived coworker support, perceived supervisor support, and nonwork sources of support (family, friends, and significant others) moderate the M to DV paths; Work X Nonwork = Cross-domain disclosure of sexual orientation; Anticipated Discrimination = Anticipated work discrimination, Strain = Work-Nonwork Strain.

**Note.* Bolded lines indicated hypothesized relationships; dashed lines indicate relationship not included in hypotheses.

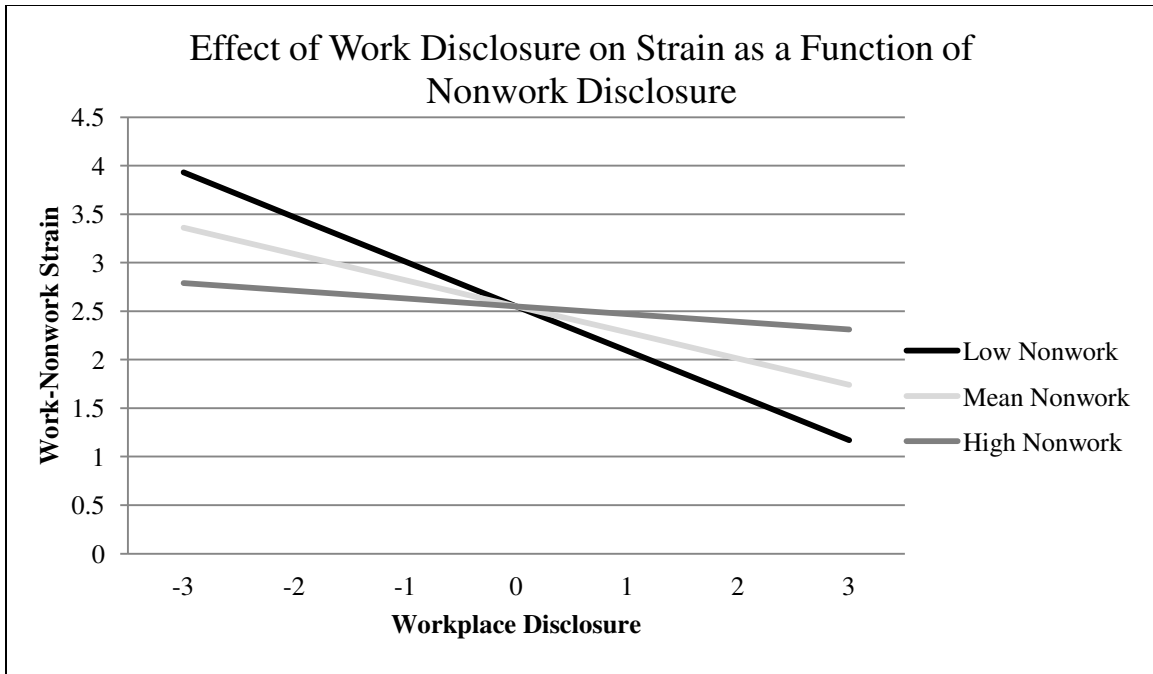


Figure 2. Nonwork disclosure moderates the effect of work disclosure on work-nonwork strain.

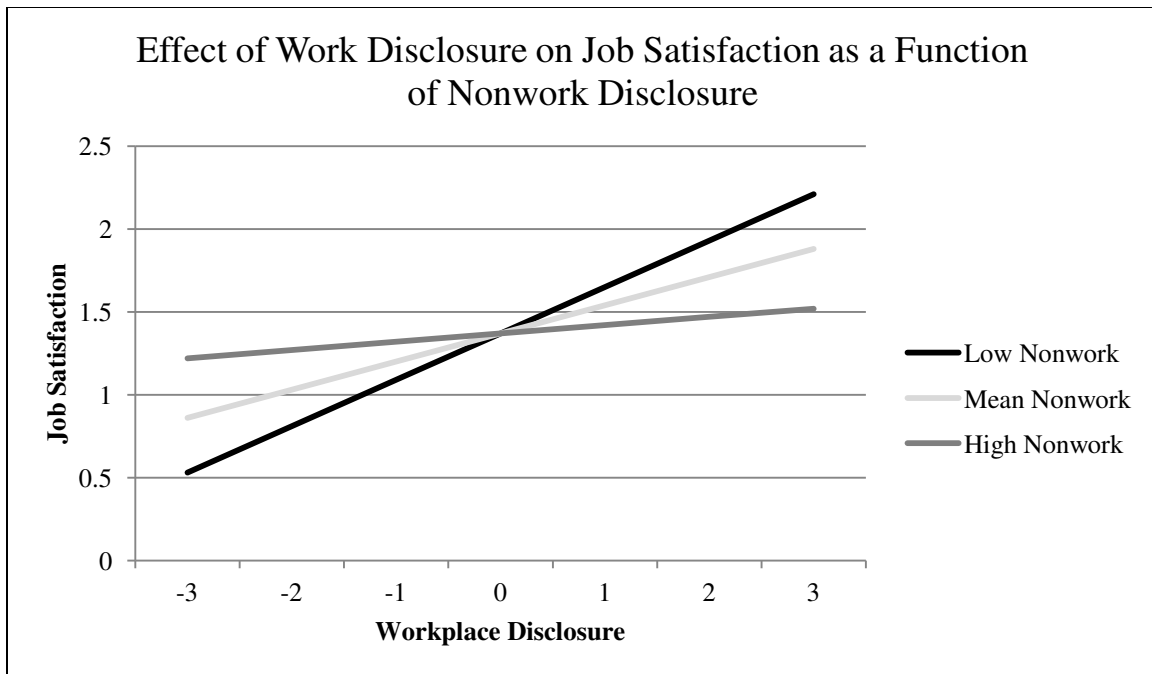


Figure 3. Nonwork disclosure moderates the effect of work disclosure on turnover intentions after accounting for the mediating effects of work-nonwork strain, anticipated work discrimination and identity threat.

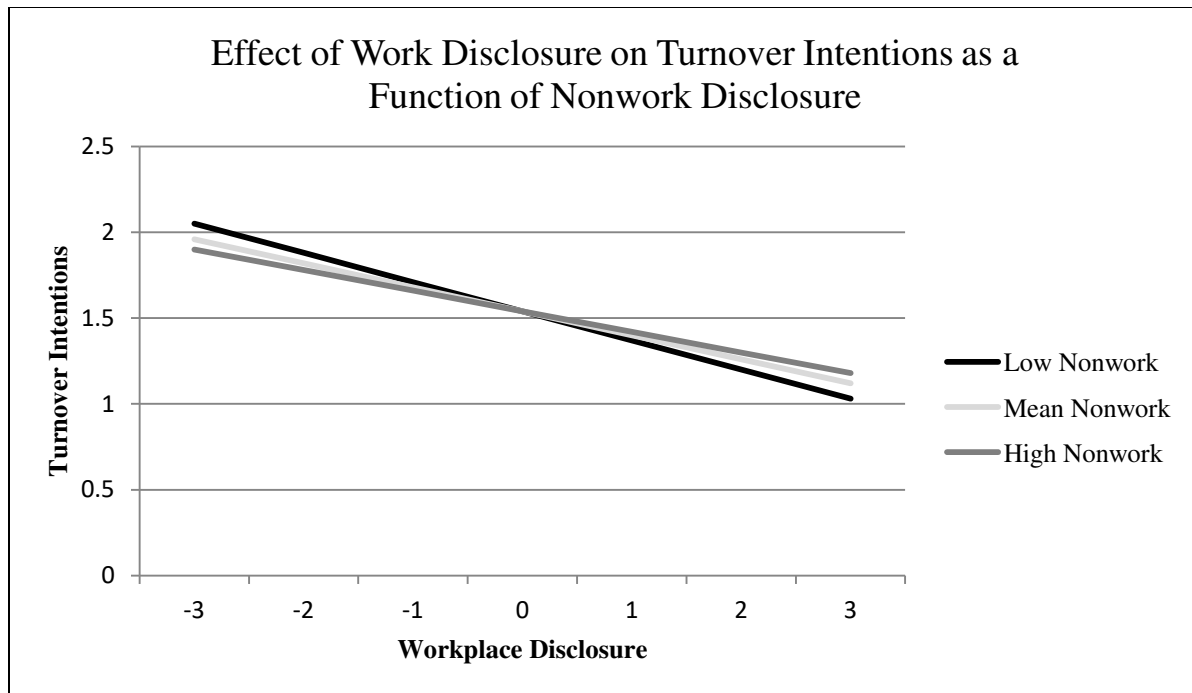


Figure 4. Nonwork disclosure moderates the effect of work disclosure on turnover intentions after accounting for the mediating effects of work-nonwork strain, anticipated work discrimination and identity threat.

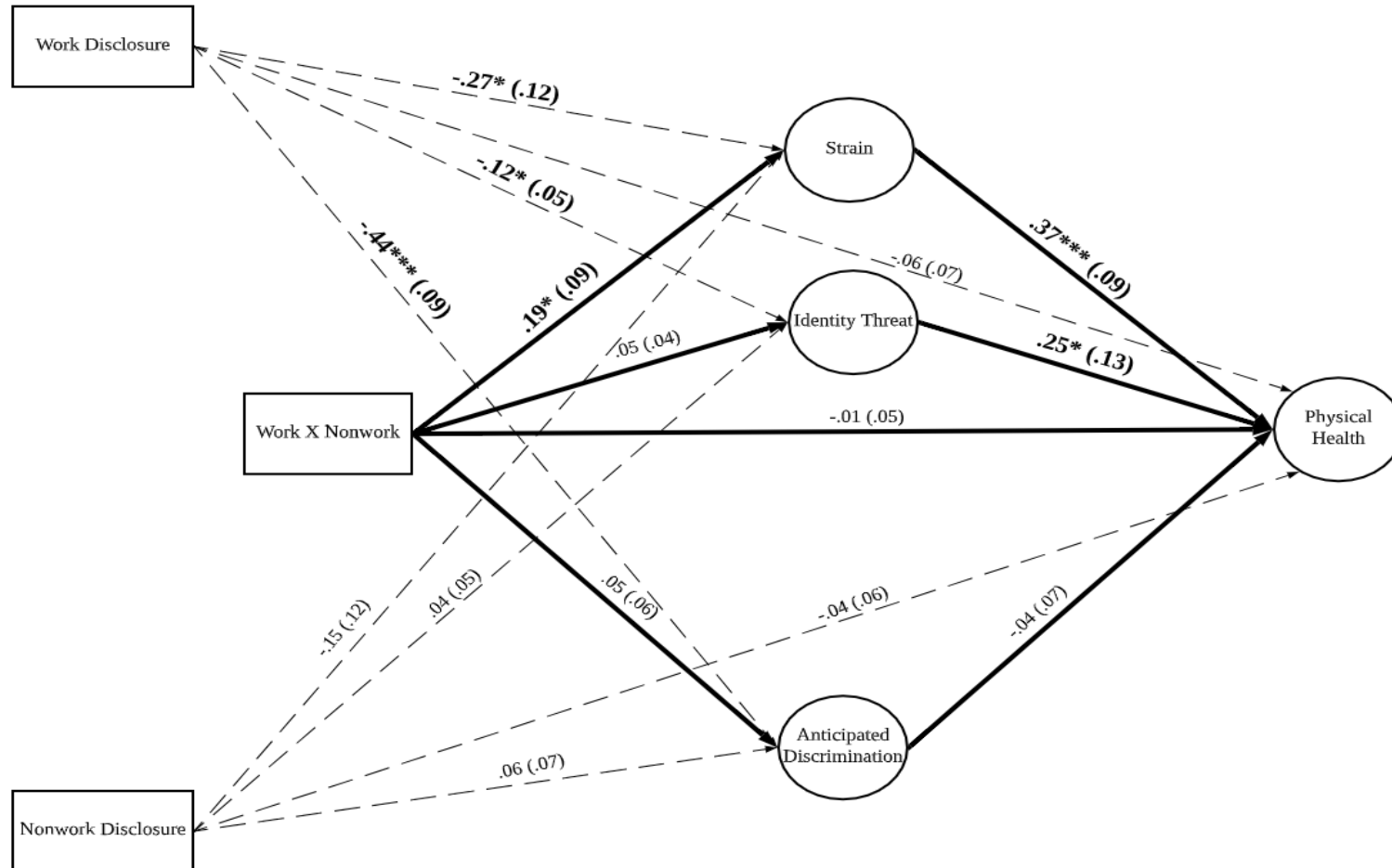


Figure 5. Mediation effects of work-nonwork strain, identity threat, and anticipated work discrimination in the relationship between cross-domain disclosure and physiological health; $N = 314$; Model fit: $\chi^2 (714) = 1540.57$, $p < .0001$, CFI = .91, TLI = .90, RMSEA = .06, SRMR = .05; Work X Nonwork = Cross-domain disclosure of sexual orientation; Anticipated Discrimination = Anticipated work discrimination, Strain = Work-nonwork strain; Correlations not pictured: Nonwork Disclosure with Work Disclosure, $r = .57^{***}$; Threat with Anticipated discrimination, $r = .58^{***}$; Threat with Strain, $r = .29^{***}$; Strain with Anticipated Discrimination, $r = .31^{***}$
Note.* $*p < .05$, two-tailed. $p < .01$, two-tailed. $***p < .001$, two-tailed; Values within parentheses indicate standard errors
**Note.* Bolded line indicate parameters of interest based on hypothesized relationships

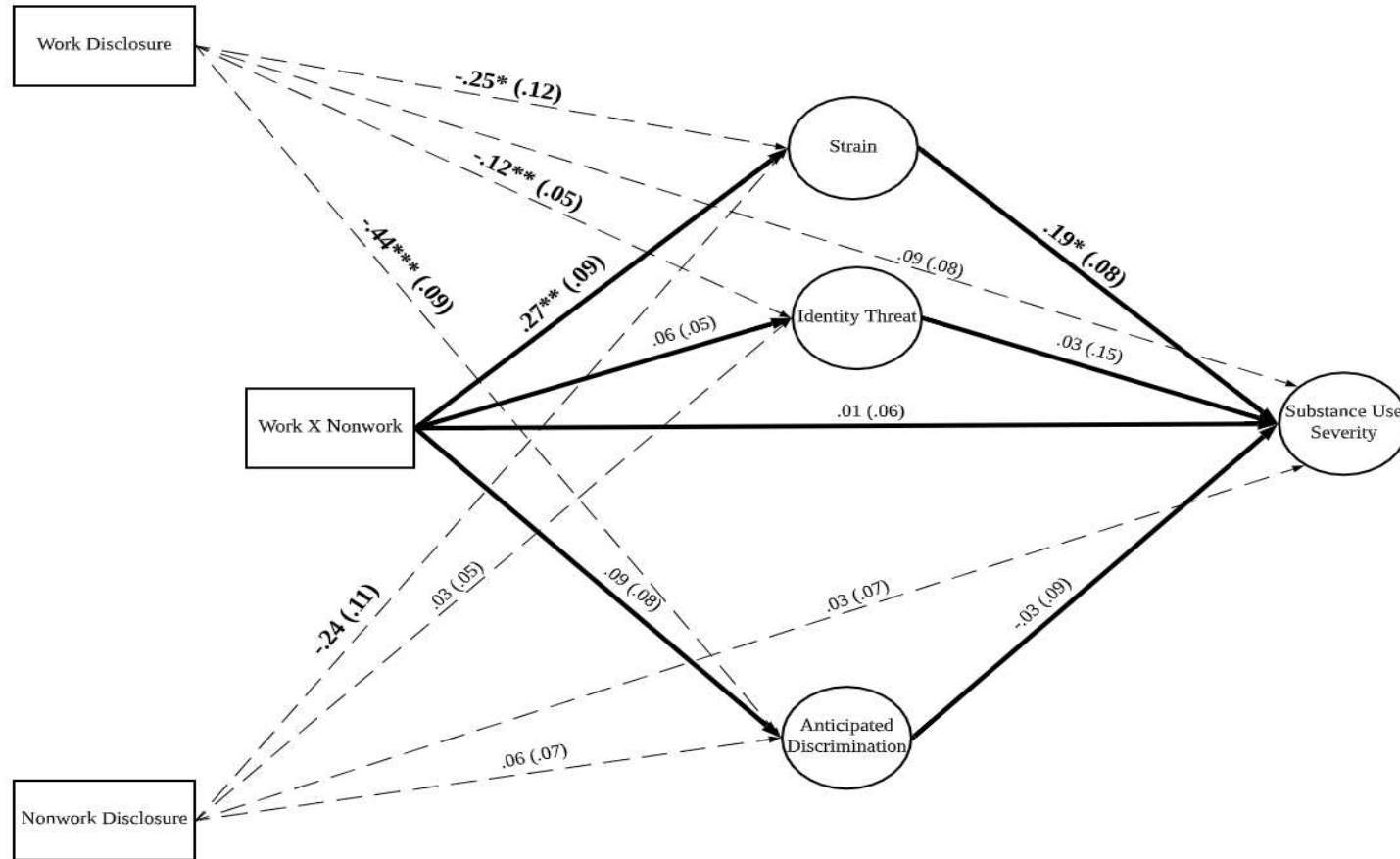


Figure 6. Mediation effects of work-nonwork strain, identity threat, and anticipated work discrimination in the relationship between cross-domain disclosure and substance use severity; $N = 314$; Model fit: $\chi^2(540) = 672.50$, $p < .0001$, CFI = .95, TLI = .95, RMSEA = .03, SRMR = .07; Work X Nonwork = Cross-domain disclosure of sexual orientation; Anticipated Discrimination = Anticipated work discrimination, Strain = Work-nonwork strain; Correlations not pictured: Nonwork Disclosure with Work Disclosure, $r = .55^{**}$; Threat with Anticipated discrimination, $r = .37^{***}$; Threat with Strain, $r = .23^{***}$; Strain with Anticipated Discrimination, $r = .46^{***}$

Note.* $*p < .05$, two-tailed. $p < .01$, two-tailed. $***p < .001$, two-tailed; Values within parentheses indicate standard error

**Note.* Bolded line indicate parameters of interest based on hypothesized relationships

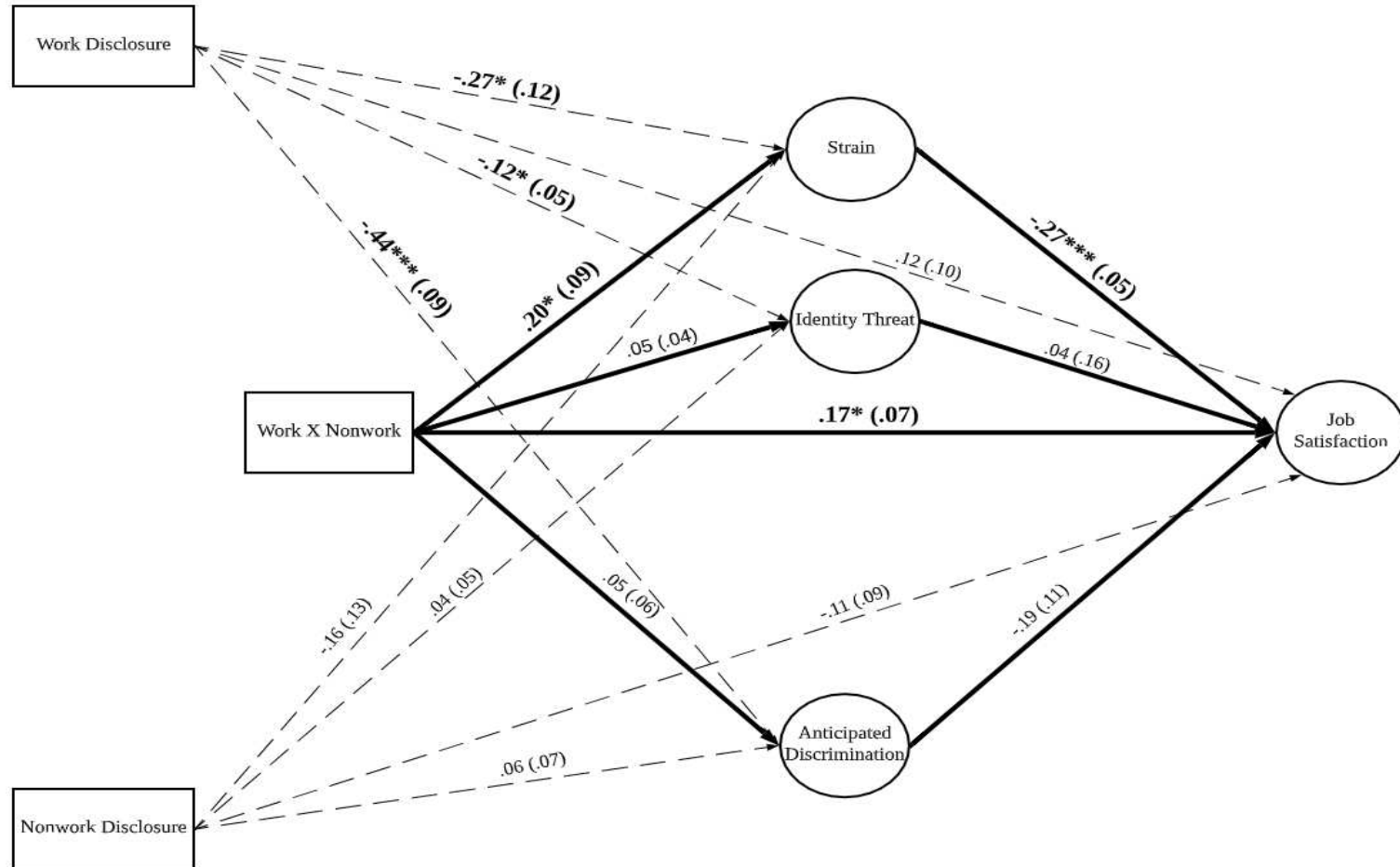


Figure 7. Mediation effects of work-nonwork strain, identity threat, and anticipated work discrimination in the relationship between cross-domain disclosure and job satisfaction; $N = 314$; Model fit: $\chi^2 (357) = 922.93$, $p < .0001$, CFI = .92, TLI = .91, RMSEA = .07, SRMR = .05; Work X Nonwork = Cross-domain disclosure of sexual orientation; Anticipated Discrimination = Anticipated work discrimination, Strain = Work-nonwork strain.; Correlations not pictured: Nonwork Disclosure with Work Disclosure, $r = .57^{***}$; Threat with Anticipated discrimination, $r = .39^{***}$; Threat with Strain, $r = .31^{***}$; Strain with Anticipated Discrimination, $r = .48^{***}$
Note.* $*p < .05$, two-tailed. $p < .01$, two-tailed. $***p < .001$, two-tailed; Values within parentheses indicate standard errors
**Note.* Bolded line indicate parameters of interest based on hypothesized relationships

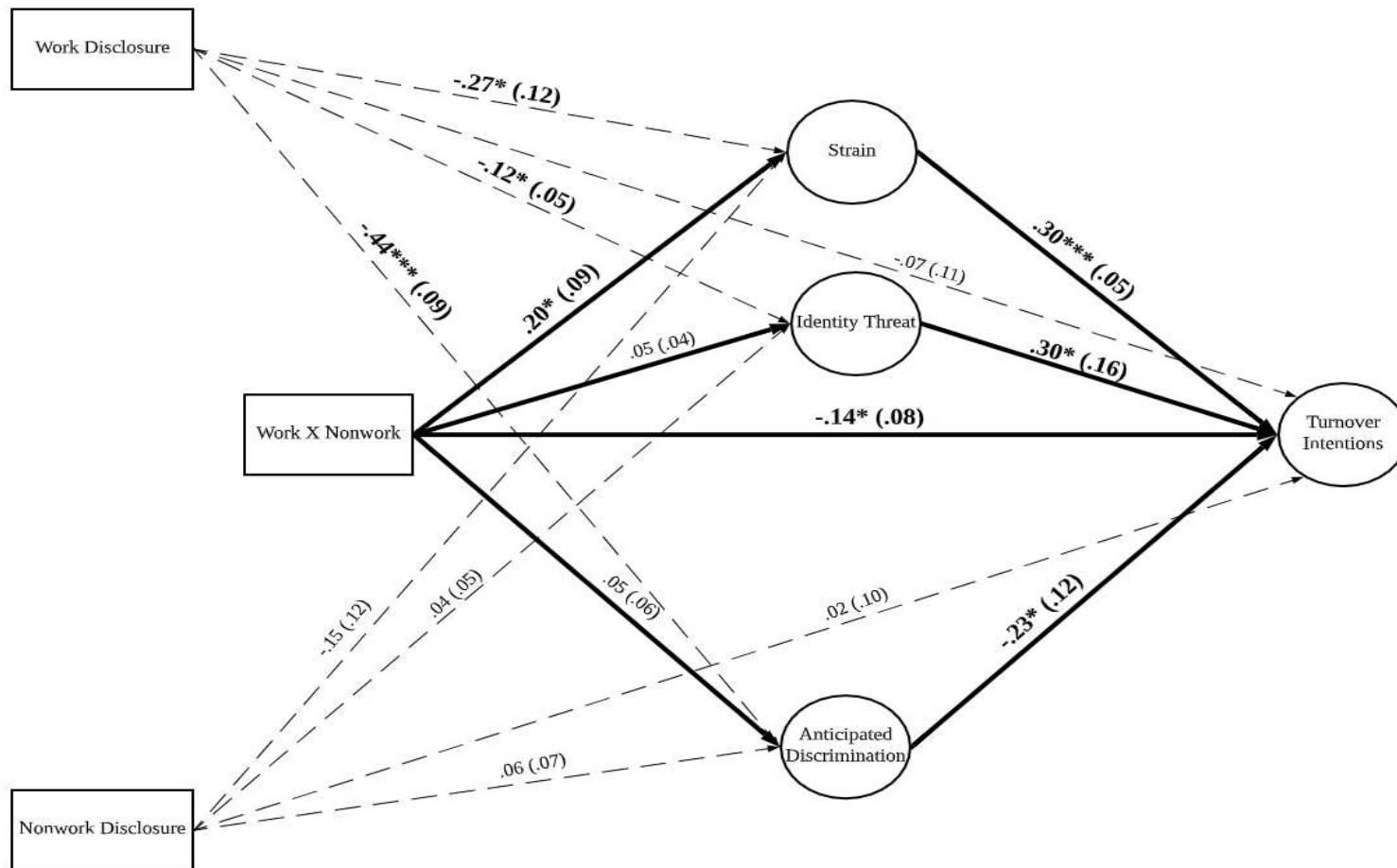


Figure 8. Mediation effects of work-nonwork strain, identity threat, and anticipated work discrimination in the relationship between cross-domain disclosure and turnover intentions; Model fit: $\chi^2 (309) = 844.34$, $p < .0001$, CFI = .92, TLI = .91, RMSEA = .07, SRMR = .05; Work X Nonwork = Cross-domain disclosure of sexual orientation; Anticipated Discrimination = Anticipated work discrimination, Strain = Work-nonwork strain; Correlations not pictured: Nonwork Disclosure with Work Disclosure, $r = .57^{***}$; Threat with Anticipated discrimination, $r = .39^{***}$; Threat with Strain, $r = .31^{***}$; Strain with Anticipated Discrimination, $r = .48^{***}$
Note.* $*p < .05$, two-tailed. $p < .01$, two-tailed. $***p < .001$, two-tailed; Values within parentheses indicate standard errors
**Note.* Bolded line indicate parameters of interest based on hypothesized relationships

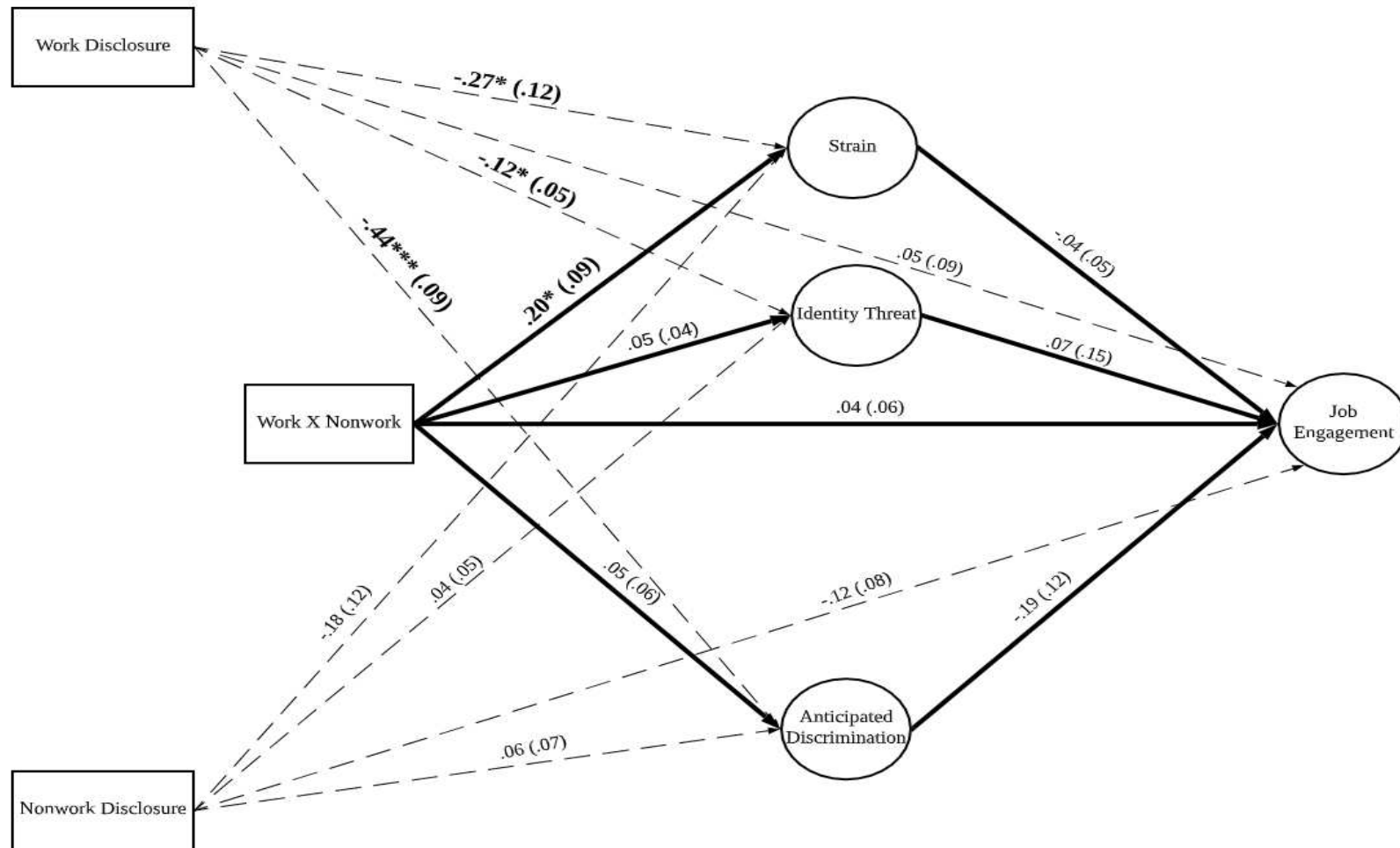


Figure 9. Mediation effects of work-nonwork strain, identity threat, and anticipated work discrimination in the relationship between cross-domain disclosure and job engagement; Model fit: $\chi^2 (673) = 1570.89$, $p < .0001$, CFI = .92, TLI = .91, RMSEA = .07, SRMR = .07; Work X Nonwork = Cross-domain disclosure of sexual orientation; Anticipated Discrimination = Anticipated work discrimination, Strain = Work-nonwork strain.

*Note. $*p < .05$, two-tailed. $**p < .01$, two-tailed. $***p < .001$, two-tailed; Values within parentheses indicate standard errors

*Note. Bolded line indicate parameters of interest based on hypothesized relationship

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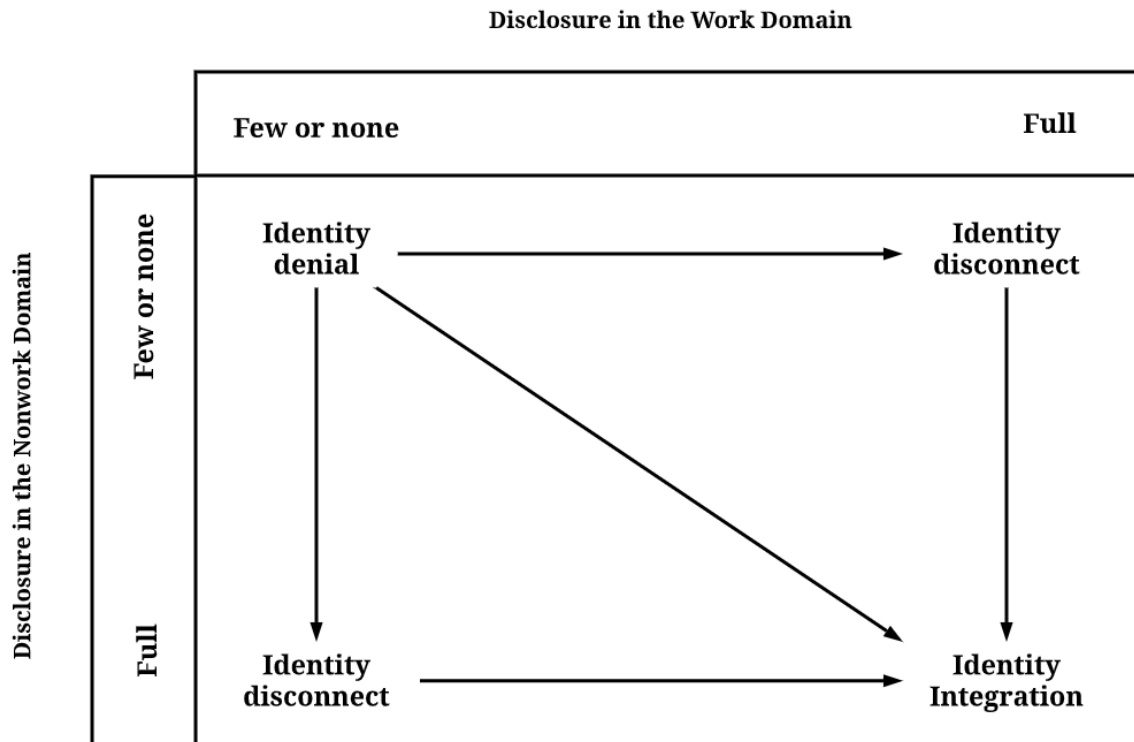
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Appendices

Appendix A: Ragins' (2008) Identity states



Appendix B: Self-Disclosure of Sexual Orientation at Work

Answer the questions about disclosure of your sexual orientation using:

- 1 = I try extremely hard to keep it a secret.
 - 2 = I actively try to keep it a secret from others.
 - 3 = I try somewhat hard to keep it a secret.
 - 4 = I do not try to keep it a secret.
 - 5 = I somewhat try to talk to others about it.
 - 6 = I actively talk to others about it.
 - 7 = I am extremely active in talking to others about it
-

How hard do you try to keep your orientation secret from these people at work?

- 1. Coworkers?
 - 2. Immediate supervisors?
 - 3. Other supervisors?
 - 4. Subordinates?
 - 5. Middle management?
 - 6. Top management?
 - 7. At work, how many people know your sexual orientation?
 - a. No one or some people
 - b. Most people or everyone
-

Appendix C: Self-Disclosure of Sexual Orientation in Personal Life

Answer the questions about disclosure of your sexual orientation using:

- 1 = I try extremely hard to keep it a secret.
 - 2 = I actively try to keep it a secret from others.
 - 3 = I try somewhat hard to keep it a secret.
 - 4 = I do not try to keep it a secret.
 - 5 = I somewhat try to talk to others about it.
 - 6 = I actively talk to others about it.
 - 7 = I am extremely active in talking to others about it
-

How hard do you try to keep your orientation secret from these people in your personal life?

- 1. Immediate family?
 - 2. Extended family?
 - 3. Friends?
 - 4. Community members (e.g. religious officials, activism groups, medical personnel?)
 - 5. At work have you disclosed your sexual orientation to:
 - a. None or some people
 - b. Most people or everyone
-

Appendix D: Anticipated Work Discrimination

Please indicate your level of agreement with the following statements, from (1) Strongly Disagree to (7) Strongly Agree. The following are perceptions that others may have about your sexual orientation. I want to know what you think other people think about your illness. In general, if you were to work at this organization, other people probably think:

-
- 1) You would eventually be fired.
 - 2) You would be one of the first to be laid off in a downsizing.
 - 3) You would be overlooked for a promotion.
 - 4) You would receive a negative performance evaluation.
 - 5) You would be moved to a less desirable job.
 - 6) Your behavior at work would be overly scrutinized.
 - 7) You would be given less satisfying work.
 - 8) Your boss would give a challenging assignment to someone else.
 - 9) You would be excluded from things you should have been a part of (e.g. meetings, phone calls, etc.)
-

Appendix E: Identity Threat

How often do you believe individuals at work have displayed the following behaviors towards you **because of your sexual orientation?**

Please report only those behaviors that have caused you to experience psychological or emotional discomfort.

-
- 1) Did something to make you look bad
 - 2) Swore at you
 - 3) Made insulting comments about your private life
 - 4) Looked at you in a negative way
 - 5) Judged your work in an unjust manner
 - 6) Criticized you unfairly
 - 7) Questioned your abilities or judgments
 - 8) Embarrassed you in front of your coworkers
 - 9) Unfairly blamed you for a negative outcome
-

Appendix F: Work-nonwork (Strain-Based) Conflict

Instructions: Using the following scale, please indicate the extent to which you agree with each of the following statements.

1 = Strongly disagree, 2 = Mostly disagree, 3 = Somewhat disagree, 4 = Neither agree nor disagree, 5 = Somewhat agree, 6 = Mostly agree, 7 = Strongly agree

Strain-Based Work Interference with Family (Nonwork)

- 1) When I get home from work I am often too frazzled to participate in family activities/responsibilities.
- 2) I am often so emotionally drained when I get home from work that it prevents me from contributing to nonwork activities.
- 3) Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy.

Strain-based Family(Nonwork) Interference with Work

- 4) Due to stress at home, I am often preoccupied with family or nonwork matters at work.
 - 5) Because I am often stressed from family responsibilities, I have a hard time concentrating on my work.
 - 6) Tension and anxiety from my family life often weakens my ability to do my job.
-

Appendix G: Job Satisfaction

Instructions: Using the following scale, please indicate the extent to which you agree with each of the following statements about you in your current job.

1 = Strongly disagree, 2 = Mostly disagree, 3 = Somewhat disagree, 4 = Neither agree nor disagree, 5 = Somewhat agree, 6 = Mostly agree, 7 = Strongly agree

-
- 1) I feel fairly well satisfied with my present job.
 - 2) Most days I am enthusiastic about my work.
 - 3) Each day of work seems like it will never end. (reverse scored)
 - 4) I find real enjoyment in my work.
 - 5) I consider my job rather unpleasant. (reverse scored)
-

Appendix H: Job Engagement Scale

Please indicate the extent to which you agree with the following statement using the scale below.

1 = Strongly disagree, 2 = Mostly disagree, 3 = Somewhat agree, 4 = Neither agree nor disagree, 5 = Somewhat agree, 6 = Mostly agree, 7 = Strongly agree

(1-6 Assess Physical; 7-12 Assess Affective; 13-18 Assess Cognitive)

- 1) I work with intensity on my job.
 - 2) I exert my full effort to my job.
 - 3) I devote a lot of energy to my job.
 - 4) I try my hardest to perform well on the job.
 - 5) I strive as hard as I can to complete my job.
 - 6) I exert a lot of energy on my job.
 - 7) I am enthusiastic about my job.
 - 8) I feel energetic about my job.
 - 9) I am interested in my job.
 - 10) I am proud of my job.
 - 11) I feel positive about my job.
 - 12) I am excited about my job.
 - 13) At work, my mind is focused on my job.
 - 14) At work, I pay a lot of attention to my job.
 - 15) At work, I concentrate on my job.
 - 16) At work, I focus a great deal of attention on my job.
 - 17) At work, I am absorbed in my job.
 - 18) At work, I devote a lot of attention to my job.
-

Appendix I: Turnover Intentions

Instructions: Using the following scale, please indicate the extent to which you agree with each of the following statements about you in your current job.

Scales:

1= Never to 7=Always (Q1, Q2, Q3, Q6)

1= Highly unlikely to 7 = Highly likely (Q4)

1 = To no extent to 7 = To a very large extent (Q5)

-
- 1) How often do you dream about another job that will better suit your personal needs?
 - 2) How often are you frustrated when not given the opportunity at work to achieve your personal work-related goals?
 - 3) How often have you considered leaving your job?
 - 4) How likely are you to accept another job at the same compensation level should it be offered to you?
 - 5) To what extent is your current job satisfying your personal needs? (reverse scored)
 - 6) How often do you look forward to another day at work? (reverse scored)
-

Appendix J: Drug Use Questionnaire (DAST-10)

The following questions concern information about your possible involvement with drugs including alcoholic beverages during the past 12 months. Carefully read each statement and decide respond “Yes” or “No.”

Please answer every question. If you have difficulty with a statement, choose the response that is mostly right.

The following questions refer to drug use within the past 12 months

- 1) Have you used drugs other than those required for medical reasons?
 - 2) Are you always able to stop using drugs when you want?
 - 3) Have you had “blackouts” or “flashbacks as a result of drug use?
 - 4) Do you feel bad or guilty about your drug use?
 - 5) Does/Do your spouse/partner (or parents) ever complain about your involvement with drugs?
 - 6) Have you neglected your family because of your use of drugs?
 - 7) Have you engaged in illegal activities in order to obtain drugs?
 - 8) Have you ever experienced withdrawal symptoms (felt sick) when you stopped taking drugs?
 - 9) Have you had medical problems as a result of your drug use? (e.g. memory loss, hepatitis, convulsions, bleeding, etc.?)
 - 10) How often have you used drugs in the past year?
-

11) How often have you used alcohol in the past year?

- a. Not at all
- b. Rarely
- c. Once in a while
- d. Often
- e. All of the time

12) How often have you used drugs (not including alcohol) in the past year?

- a. Not at all
- b. Rarely
- c. Once in a while
- d. Often
- e. All of the time

Appendix K: Physiological Well-being

The following items focus on how you have been feeling physically during the past month. Please respond by selecting the appropriate response.

1=Not at all, 2= Rarely, 3= Once in a while, 4= Some of the time, 5=Fairly often, 6=Often, 7=All of the time

During the past month, how often have you....

- 1) Had difficulty getting to sleep at night?
 - 2) Woken up during the night and had trouble falling back asleep?
 - 3) Had nightmares or disturbing dreams?
 - 4) Experienced a peaceful and undisturbed sleep?
 - 5) Experienced headaches?
 - 6) Got a headache when there was a lot of pressure on you to get things done?
 - 7) Got headaches when things are not going the way they should?
 - 8) Suffered from an upset stomach?
 - 9) Had little or no appetite?
 - 10) Felt nauseated?
 - 11) Felt your heart was racing?
 - 12) Experienced a stiff neck?
 - 13) Felt tired a lot?
 - 14) Had colds or the flu that last a long time?
 - 15) Experienced lower back pain?
 - 16) High blood pressure
-

Appendix L: Coworker Support

Please indicate your level of agreement with the following statements, from (1) Strongly disagree to (7) Strongly agree. The following are perceptions that others may have about your relationship with your coworkers.

- 1) If I want to talk to someone about a work-related problem, I can rely on one or more of my coworkers to listen.
 - 2) I would say that my coworkers get along with one another.
 - 3) I would say that my coworkers are supportive of me and my work.
-

Appendix M: Supervisor Support

Please indicate your level of agreement with the following statements, from (1) Strongly disagree to (7) Strongly agree. The following are perceptions that others may have about your relationship with your supervisor.

- 1) My supervisor understands my job problems and needs.
 - 2) My supervisor recognizes my potential.
 - 3) I have an effective working relationship with my supervisor.
 - 4) I know where I stand with my supervisor.
 - 5) Most days I am enthusiastic about my work.
 - 6) I feel fairly well satisfied with my present job.
-

Appendix N: Nonwork Support

The following questions pertain to your nonwork friends, significant other/romantic partner, and family. Please indicate how you feel about each statement.

(1) Strongly disagree to (7) Strongly agree.

- 1) There is a special person/significant other who is around when I am in need.
 - 2) There is a special person/significant other with whom I can share joys and sorrows.
 - 3) My family really tries to help me.
 - 4) I get the emotional help and support I need from my family.
 - 5) I have a special person/significant other who is a real source of comfort to me.
 - 6) My friends really try to help me.
 - 7) I have friends with whom I can share my joys and sorrows.
 - 8) There is a special person/significant other in my life who cares about my feelings.
 - 9) My family is willing to help me make decisions.
 - 10) I can talk about my problems with my friends.
 - 11) I can talk about my problems with my family.
 - 12) I can count on my friends when things go wrong.
-

Appendix O: Demographic Questions

Please answer the following demographic questions.

1. What is your sexual orientation?
 - a. Heterosexual
 - b. Lesbian
 - c. Gay
 - d. Bisexual
 - e. Asexual
 - f. Other _____
2. How do you identify?
 - a. Male
 - b. Female
 - c. Transgender Male
 - d. Transgender Female
 - e. Gender non-conforming/Gender queer
 - f. Option not included _____
3. What year were you born?
4. What is your race?
 - a. White/Caucasian
 - b. African American/Black
 - c. Hispanic/Latino
 - d. Asian/Pacific Islander
 - e. Native America
 - f. Multiracial _____
 - g. Option not included: _____
 - h. Prefer not to answer
5. Do you live (or spend the majority of your time) in the United States?
 - a. Yes
 - b. No
6. Which city and state do live in?
7. What is your employment status? Check all that apply.
 - a. Employed full-time
 - b. Employed part- time
 - c. Armed Forces
 - d. Out of work and looking for work
 - e. Out of work, but not currently looking for work
 - f. Homemaker
 - g. Student
 - h. Retired
 - i. Unable to work
8. Do you currently have more than one job? (if yes, display Q10 and Q11; if no, display only Q10)
9. What is the job title of your primary? (e.g. associate professor, financial intern, line-cook)

10. What is the job title of your second job? (e.g. associate professor, financial intern, line-cook)
11. Approximately how many hours do you work each week?
12. How long have you been at your current job or organization
- a. 0-12 months
 - b. 1-3 years
 - c. 4-6 years
 - d. 7-10 years
 - e. 11-15 years
 - f. 16-20 years
 - g. 21-30 years
 - h. 31-40 years
 - i. 41-50 years
13. What is your total household income?
- a. Less than \$25,000
 - b. \$25, 001 to \$49,999
 - c. \$50,000 to \$79, 999
 - d. \$80,000 to \$ \$99,999
 - e. \$100,000 to \$ \$119,999
 - f. \$120,000 to \$ \$149,999
 - g. \$150,000 to \$ \$179,999
 - h. \$180,000 to \$ \$199,999
 - i. Over \$200,000
14. What is your level of education?
- a. Less than a high school diploma
 - b. High school diploma or equivalent
 - c. Vocational or technical school
 - d. Associate's degree (2-year institution)
 - e. Bachelor's degree (4-year institution)
 - f. Master's degree
 - g. PhD, MD, or other professional degree
15. What is your current relationship status?
- a. Single
 - b. Married
 - c. Not married, but living with a partner
 - d. Divorced
 - e. Separated
 - f. Widowed

Attention Check Questions

1. Please respond with “might or might not” to this item.
 - a. Definitely will
 - b. Probably will
 - c. Might or might not
 - d. Probably will not
 - e. Definitely will not
2. Please respond with “somewhat agree” for this item.
 - a. Strongly disagree
 - b. Disagree
 - c. Somewhat disagree
 - d. Neither agree nor disagree
 - e. Somewhat agree
 - f. Agree
 - g. Somewhat agree
3. Please respond with “4-6 times a week” to this item.
 - a. Daily
 - b. Once a week
 - c. 2-3 times a week
 - d. 4-6 times a week
 - e. Never
4. Lastly, it is vital to our study that we only include responses from individuals who have devoted their full attention to this survey and have responded honestly and accurately.

Regardless of your response, you will receive credit for this survey.

With this in mind, in your honest opinion, should we use your data in the analyses for our study?

- a. Yes
- b. No