```
***
*Syntax protocol.
***
*Article: Exploring Gender Aspects of Self-Reported Bullying and Sexual
Discrimination.
***
*For this analysis, the file „20191218_MPG Work Culture_FhG Version.sav“ is
used:
*This dataset is already cleaned for cases with contradictional answer
beahviour and is filtered according to the rule „(groupatmo1 > 0) |
(groupatmo2 > 0)  |  (leadstyle1 > 0)  |  (mentor > 0)  | (bully1 > 0)“.
*The filter rule means that this data set only contains cases in which at
least 3 items of the listed construct variables are answered.

GET
  FILE='C:\Users\striebin\OneDrive - Fraunhofer\Desktop\2021 Edt
Collection\20191218_MPG Work Culture_FhG Version.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.

*In this step, the dependent construct variables that opertionalize
bullying are created.

*Self-ascription to bullying, occassionally ore more often (yes/no) in the
last 12 months.
IF (Code9_SQ001 EQ 1) bullied_occas = 0.
IF (Code9_SQ001 GT 1) bullied_occas = 1.
VARIABLE LABELS bullied_occas 'Self-ascription to occasionally ore more
frequent bullying, binary'.
VALUE LABELS bullied_occas
1 "yes"
0 "no".
MISSING VALUES bullied_occas ('  ').
VARIABLE LEVEL bullied_occas (SCALE).

*Self-ascription to sexual discrimination, occassionally ore more often
(yes/no) in the last 12 months.
IF (Code21_SQ001 EQ 1) sexdis_occas = 0.
IF (Code21_SQ001 GT 1) sexdis_occas = 1.
VARIABLE LABELS sexdis_occas 'Self-ascription to occasionally ore more
frequent sexual discrimination, binary'.
VALUE LABELS sexdis_occas
1 "yes"
0 "no".
MISSING VALUES sexdis_occas ('  ').
VARIABLE LEVEL sexdis_occas (SCALE).

*In this step, the independent variables are created and recoded to receive
the desired reference categories in the regression.

*Computing a variable section.
IF (Code45_SQ001 EQ 1) section = 1.
IF (Code45_SQ002 EQ 1) section = 2.
IF (Code45_SQ003 EQ 1) section = 3.
IF (Code45_SQ004 EQ 1) section = 4.
IF (SUM(Code45_SQ001, Code45_SQ002, Code45_SQ003, Code45_SQ004) EQ 2)
section = 5.
IF (SUM(Code45_SQ001, Code45_SQ002, Code45_SQ003, Code45_SQ004) GE 3)
section = 6.
IF (SUM(Code45_SQ001, Code45_SQ002, Code45_SQ003, Code45_SQ004) EQ 0)
section = 9.
VARIABLE LABELS section 'Section'.
EXECUTE.
```

```
* Computing a variable scientific/nonscientific.
IF (Code47_SQ001 EQ 1) scientific = 0.
IF (Code47_SQ002 EQ 1) scientific = 1.
IF (SUM(Code47_SQ001, Code47_SQ002) EQ 2) scientific = 3.
IF (SUM(Code47_SQ001, Code47_SQ002) EQ 0) scientific = 9.
VARIABLE LABELS scientific 'Scientific or non-scientific staff with
employment contract'.
VALUE LABELS scientific
0 "Non-scientific staff"
1 "Scientific staff"
3 "Scientific and non-scientific"
9 "No status determined (missing)".
MISSING VALUES scientific ('  ', 3, 9).
VARIABLE LEVEL scientific (NOMINAL).

*Adjusting variable codings for linear regressions.

*Setting value 3 „No answer / Other gender“ to missing.
MISSING VALUES Code42 ('  ', 3).

*Recoding variable gender.
RECODE Code42 (1=1) (2=0).
VALUE LABELS Code42
0 "Male"
1 "Female".
EXECUTE.

*Transforming ordinal bullying and sexual discrimination variables into
binary variables.
IF (bully1_1 EQ 1) bully1_1x = 0.
IF (bully1_1 GE 2) bully1_1x = 1.
IF (bully1_2 EQ 1) bully1_2x = 0.
IF (bully1_2 GE 2) bully1_2x = 1.
IF (bully1_3 EQ 1) bully1_3x = 0.
IF (bully1_3 GE 2) bully1_3x = 1.
IF (bully1_4 EQ 1) bully1_4x = 0.
IF (bully1_4 GE 2) bully1_4x = 1.
IF (bully1_5 EQ 1) bully1_5x = 0.
IF (bully1_5 GE 2) bully1_5x = 1.
IF (bully1_6 EQ 1) bully1_6x = 0.
IF (bully1_6 GE 2) bully1_6x = 1.
IF (bully1_7 EQ 1) bully1_7x = 0.
IF (bully1_7 GE 2) bully1_7x = 1.
IF (bully2_1 EQ 1) bully2_1x = 0.
IF (bully2_1 GE 2) bully2_1x = 1.
IF (bully2_2 EQ 1) bully2_2x = 0.
IF (bully2_2 GE 2) bully2_2x = 1.
IF (bully2_3 EQ 1) bully2_3x = 0.
IF (bully2_3 GE 2) bully2_3x = 1.
IF (bully2_4 EQ 1) bully2_4x = 0.
IF (bully2_4 GE 2) bully2_4x = 1.
IF (bully2_5 EQ 1) bully2_5x = 0.
IF (bully2_5 GE 2) bully2_5x = 1.
IF (bully2_6 EQ 1) bully2_6x = 0.
IF (bully2_6 GE 2) bully2_6x = 1.
IF (bully2_7 EQ 1) bully2_7x = 0.
IF (bully2_7 GE 2) bully2_7x = 1.
IF (bully2_8 EQ 1) bully2_8x = 0.
IF (bully2_8 GE 2) bully2_8x = 1.
IF (bully2_9 EQ 1) bully2_9x = 0.
IF (bully2_9 GE 2) bully2_9x = 1.
IF (bully2_10 EQ 1) bully2_10x = 0.
IF (bully2_10 GE 2) bully2_10x = 1.
```

```
IF (bully2_11 EQ 1) bully2_11x = 0.
IF (bully2_11 GE 2) bully2_11x = 1.
IF (bully2_12 EQ 1) bully2_12x = 0.
IF (bully2_12 GE 2) bully2_12x = 1.
IF (bully3_1 EQ 1) bully3_1x = 0.
IF (bully3_1 GE 2) bully3_1x = 1.
IF (bully3_2 EQ 1) bully3_2x = 0.
IF (bully3_2 GE 2) bully3_2x = 1.
IF (bully3_3 EQ 1) bully3_3x = 0.
IF (bully3_3 GE 2) bully3_3x = 1.

IF (harass1_1 EQ 1) harass1_1x = 0.
IF (harass1_1 GE 2) harass1_1x = 1.
IF (harass1_2 EQ 1) harass1_2x = 0.
IF (harass1_2 GE 2) harass1_2x = 1.
IF (harass1_3 EQ 1) harass1_3x = 0.
IF (harass1_3 GE 2) harass1_3x = 1.
IF (harass1_4 EQ 1) harass1_4x = 0.
IF (harass1_4 GE 2) harass1_4x = 1.
IF (harass2_1 EQ 1) harass2_1x = 0.
IF (harass2_1 GE 2) harass2_1x = 1.
IF (harass2_2 EQ 1) harass2_2x = 0.
IF (harass2_2 GE 2) harass2_2x = 1.
IF (harass2_3 EQ 1) harass2_3x = 0.
IF (harass2_3 GE 2) harass2_3x = 1.
IF (harass2_4 EQ 1) harass2_4x = 0.
IF (harass2_4 GE 2) harass2_4x = 1.
IF (harass3_1 EQ 1) harass3_1x = 0.
IF (harass3_1 GE 2) harass3_1x = 1.
IF (harass3_2 EQ 1) harass3_2x = 0.
IF (harass3_2 GE 2) harass3_2x = 1.
IF (harass3_3 EQ 1) harass3_3x = 0.
IF (harass3_3 GE 2) harass3_3x = 1.
IF (harass3_4 EQ 1) harass3_4x = 0.
IF (harass3_4 GE 2) harass3_4x = 1.
IF (harass4_1 EQ 1) harass4_1x = 0.
IF (harass4_1 GE 2) harass4_1x = 1.
IF (harass4_2 EQ 1) harass4_2x = 0.
IF (harass4_2 GE 2) harass4_2x = 1.
IF (harass4_3 EQ 1) harass4_3x = 0.
IF (harass4_3 GE 2) harass4_3x = 1.
```

***Reliability checks.**

```
RELIABILITY
  /VARIABLES=bully1_1x bully1_2x bully1_3x bully1_4x bully1_5x bully1_6x
bully1_7x bully2_1x
    bully2_2x bully2_3x bully2_4x bully2_5x bully2_6x bully2_7x bully2_8x
bully2_9x bully2_10x
    bully2_11x bully2_12x bully3_1x bully3_2x bully3_3x
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=SCALE.

RELIABILITY
  /VARIABLES=harass1_1x harass1_2x harass1_3x harass1_4x harass2_1x
harass2_2x harass2_3x
    harass2_4x harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x
harass4_2x harass4_3x
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /STATISTICS=SCALE.
```

```
*Variable labels for bullying.
VARIABLE LABELS bully1_1x "[Someone withholding information, which affects
your performance.]"
bully1_2x "[Being ordered to do work below your level of competence.]"
bully1_3x "[Having your opinions ignored.]"
bully1_4x "[Being given tasks with unreasonable deadlines.]"
bully1_5x "[Excessive monitoring of your work.]"
bully1_6x "[Pressure not to claim something to which you are rightfully
entitled (e.g. sick leave, parental leave, holiday).]"
bully1_7x "[Being given an unmanageable workload.]"
bully2_1x  "[Being humiliated or ridiculed in connection with your work.]"
bully2_2x  "[Having key areas of responsibility removed or replaced with
more trivial or unpleasant tasks.]"
bully2_3x  "[Others spreading gossip or rumors about you.]"
bully2_4x  "[Being ignored or excluded.]"
bully2_5x  "[Having insulting or offensive remarks made about your person,
your views, or your private life.]"
bully2_6x  "[Hints or signals from others that you should quit your job.]"
bully2_7x  "[Unfair repeated reminders of your errors or mistakes.]"
bully2_8x "[Being ignored or facing a hostile reaction when you approach a
coworker or group of coworkers.]"
bully2_9x  "[Unjustified persistent criticism of your errors or mistakes.]"
bully2_10x "[Being the target of practical jokes by people with whom you
don't get along.]"
bully2_11x "[Having unjustified allegations made against you.]"
bully2_12x "[Being the subject of excessive teasing and sarcasm.]"
bully3_1x  "[Being shouted at or being the target of spontaneous anger.]"
bully3_2x  "[Intimidating behaviour such as fingerpointing, invasion of
personal space, shoving or having your way blocked.]"
bully3_3x  "[Threats of violence or physical abuse, or actual abuse.]".

*Variable labels for sexual discrimination.
VARIABLE LABELS harass1_1x "[... treated you differently because of your
gender?]"
harass1_2x "[... displayed, used, or distributed sexist or sexually
suggestive materials?]"
harass1_3x "[... made personally offensive sexist remarks?]"
harass1_4x "[... put you down or was/were condescending to you because of
your gender?]"
harass2_1x "[... repeatedly told sexual stories or jokes that were
offensive to you?]"
harass2_2x "[... made unwelcome attempts to draw you into a discussion of
sexual matters?]"
harass2_3x "[... made offensive remarks about your appearance, body, or
sexual activities?]"
harass2_4x "[... made gestures or used body language of a sexual nature
which embarrassed or offended you?]"
harass3_1x "[... made unwanted attempts to establish a romantic or sexual
relationship with you?]"
harass3_2x "[... continued to ask you out on dates (drinks, dinner, etc.),
even though you said "No"?]"
harass3_3x "[... touched you in a way that made you feel uncomfortable?]"
harass3_4x "[... made unwanted attempts to stroke, fondle, or kiss you?]"
harass4_1x "[... made you feel threatened with some sort of retaliation for
not being sexually cooperative?]"
harass4_2x "[... treated you badly for refusing to have sex?]"
harass4_3x "[... implied that you would be promoted faster or given better
treatment or be otherwise rewarded if you engage in sexual behavior?]".


**********
*Analysis of bullying.
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*Creation of interaction terms bullying.
COMPUTE Gen_bully1_1 = Code42 * bully1_1x.
COMPUTE Gen_bully1_2 = Code42 * bully1_2x.
COMPUTE Gen_bully1_3 = Code42 * bully1_3x.
COMPUTE Gen_bully1_4 = Code42 * bully1_4x.
COMPUTE Gen_bully1_5 = Code42 * bully1_5x.
COMPUTE Gen_bully1_6 = Code42 * bully1_6x.
COMPUTE Gen_bully1_7 = Code42 * bully1_7x.
COMPUTE Gen_bully2_1 = Code42 * bully2_1x.
COMPUTE Gen_bully2_2 = Code42 * bully2_2x.
COMPUTE Gen_bully2_3 = Code42 * bully2_3x.
COMPUTE Gen_bully2_4 = Code42 * bully2_4x.
COMPUTE Gen_bully2_5 = Code42 * bully2_5x.
COMPUTE Gen_bully2_6 = Code42 * bully2_6x.
COMPUTE Gen_bully2_7 = Code42 * bully2_7x.
COMPUTE Gen_bully2_8 = Code42 * bully2_8x.
COMPUTE Gen_bully2_9 = Code42 * bully2_9x.
COMPUTE Gen_bully2_10 = Code42 * bully2_10x.
COMPUTE Gen_bully2_11 = Code42 * bully2_11x.
COMPUTE Gen_bully2_12 = Code42 * bully2_12x.
COMPUTE Gen_bully3_1 = Code42 * bully3_1x.
COMPUTE Gen_bully3_2 = Code42 * bully3_2x.
COMPUTE Gen_bully3_3 = Code42 * bully3_3x.

COMPUTE Sci_bully1_1 = Scientific * bully1_1x.
COMPUTE Sci_bully1_2 = Scientific * bully1_2x.
COMPUTE Sci_bully1_3 = Scientific * bully1_3x.
COMPUTE Sci_bully1_4 = Scientific * bully1_4x.
COMPUTE Sci_bully1_5 = Scientific * bully1_5x.
COMPUTE Sci_bully1_6 = Scientific * bully1_6x.
COMPUTE Sci_bully1_7 = Scientific * bully1_7x.
COMPUTE Sci_bully2_1 = Scientific * bully2_1x.
COMPUTE Sci_bully2_2 = Scientific * bully2_2x.
COMPUTE Sci_bully2_3 = Scientific * bully2_3x.
COMPUTE Sci_bully2_4 = Scientific * bully2_4x.
COMPUTE Sci_bully2_5 = Scientific * bully2_5x.
COMPUTE Sci_bully2_6 = Scientific * bully2_6x.
COMPUTE Sci_bully2_7 = Scientific * bully2_7x.
COMPUTE Sci_bully2_8 = Scientific * bully2_8x.
COMPUTE Sci_bully2_9 = Scientific * bully2_9x.
COMPUTE Sci_bully2_10 = Scientific * bully2_10x.
COMPUTE Sci_bully2_11 = Scientific * bully2_11x.
COMPUTE Sci_bully2_12 = Scientific * bully2_12x.
COMPUTE Sci_bully3_1 = Scientific * bully3_1x.
COMPUTE Sci_bully3_2 = Scientific * bully3_2x.
COMPUTE Sci_bully3_3 = Scientific * bully3_3x.

*Variable labels for interaction terms of bullying.
VARIABLE LABELS Gen_bully1_1 "Female*[Someone withholding information,
which affects your performance.]"
Gen_bully1_2 "Female*[Being ordered to do work below your level of
competence.]"
Gen_bully1_3 "Female*[Having your opinions ignored.]"
Gen_bully1_4 "Female*[Being given tasks with unreasonable deadlines.]"
Gen_bully1_5 "Female*[Excessive monitoring of your work.]"
Gen_bully1_6 "Female*[Pressure not to claim something to which you are
rightfully entitled (e.g. sick leave, parental leave, holiday).]"
Gen_bully1_7 "Female*[Being given an unmanageable workload.]"
Gen_bully2_1  "Female*[Being humiliated or ridiculed in connection with
your work.]"
Gen_bully2_2  "Female*[Having key areas of responsibility removed or
replaced with more trivial or unpleasant tasks.]"
Gen_bully2_3  "Female*[Others spreading gossip or rumors about you.]"
```

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Gen_bully2_4  "Female*[Being ignored or excluded.]"
Gen_bully2_5  "Female*[Having insulting or offensive remarks made about
your person, your views, or your private life.]"
Gen_bully2_6  "Female*[Hints or signals from others that you should quit
your job.]"
Gen_bully2_7  "Female*[Unfair repeated reminders of your errors or
mistakes.]"
Gen_bully2_8 "Female*[Being ignored or facing a hostile reaction when you
approach a coworker or group of coworkers.]"
Gen_bully2_9  "Female*[Unjustified persistent criticism of your errors or
mistakes.]"
Gen_bully2_10 "Female*[Being the target of practical jokes by people with
whom you don't get along.]"
Gen_bully2_11 "Female*[Having unjustified allegations made against you.]"
Gen_bully2_12 "Female*[Being the subject of excessive teasing and
sarcasm.]"
Gen_bully3_1  "Female*[Being shouted at or being the target of spontaneous
anger.]"
Gen_bully3_2  "Female*[Intimidating behaviour such as fingerpointing,
invasion of personal space, shoving or having your way blocked.]"
Gen_bully3_3  "Female*[Threats of violence or physical abuse, or actual
abuse.]".

VARIABLE LABELS Sci_bully1_1 "Scientist*[Someone withholding information,
which affects your performance.]"
Sci_bully1_2 "Scientist*[Being ordered to do work below your level of
competence.]"
Sci_bully1_3 "Scientist*[Having your opinions ignored.]"
Sci_bully1_4 "Scientist*[Being given tasks with unreasonable deadlines.]"
Sci_bully1_5 "Scientist*[Excessive monitoring of your work.]"
Sci_bully1_6 "Scientist*[Pressure not to claim something to which you are
rightfully entitled (e.g. sick leave, parental leave, holiday).]"
Sci_bully1_7 "Scientist*[Being given an unmanageable workload.]"
Sci_bully2_1  "Scientist*[Being humiliated or ridiculed in connection with
your work.]"
Sci_bully2_2  "Scientist*[Having key areas of responsibility removed or
replaced with more trivial or unpleasant tasks.]"
Sci_bully2_3  "Scientist*[Others spreading gossip or rumors about you.]"
Sci_bully2_4  "Scientist*[Being ignored or excluded.]"
Sci_bully2_5  "Scientist*[Having insulting or offensive remarks made about
your person, your views, or your private life.]"
Sci_bully2_6  "Scientist*[Hints or signals from others that you should quit
your job.]"
Sci_bully2_7  "Scientist*[Unfair repeated reminders of your errors or
mistakes.]"
Sci_bully2_8 "Scientist*[Being ignored or facing a hostile reaction when
you approach a coworker or group of coworkers.]"
Sci_bully2_9  "Scientist*[Unjustified persistent criticism of your errors
or mistakes.]"
Sci_bully2_10 "Scientist*[Being the target of practical jokes by people
with whom you don't get along.]"
Sci_bully2_11 "Scientist*[Having unjustified allegations made against
you.]"
Sci_bully2_12 "Scientist*[Being the subject of excessive teasing and
sarcasm.]"
Sci_bully3_1  "Scientist*[Being shouted at or being the target of
spontaneous anger.]"
Sci_bully3_2  "Scientist*[Intimidating behaviour such as fingerpointing,
invasion of personal space, shoving or having your way blocked.]"
Sci_bully3_3  "Scientist*[Threats of violence or physical abuse, or actual
abuse.]".
```

***Linear regression for bullying.**

```
*Calculation of frequencies.
GENLIN bullied_occas BY Code42 scientific bully1_1x bully2_1x bully1_2x
bully2_2x bully2_3x bully2_4x bully2_5x bully3_1x bully3_2x
    bully2_6x bully2_7x bully2_8x bully2_9x bully1_3x bully2_10x bully1_4x
bully2_11x bully1_5x bully1_6x
    bully2_12x bully1_7x bully3_3x Gen_bully1_1 Gen_bully1_2 Gen_bully1_3
Gen_bully1_4 Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3 Sci_bully1_1 Sci_bully1_2 Sci_bully1_3
Sci_bully1_4 Sci_bully1_5 Sci_bully1_6
    Sci_bully1_7 Sci_bully2_1 Sci_bully2_2 Sci_bully2_3 Sci_bully2_4
Sci_bully2_5 Sci_bully2_6
    Sci_bully2_7 Sci_bully2_8 Sci_bully2_9 Sci_bully2_10 Sci_bully2_11
Sci_bully2_12 Sci_bully3_1
    Sci_bully3_2 Sci_bully3_3 (ORDER=ASCENDING)
  /MODEL Code42 scientific bully1_1x bully2_1x bully1_2x bully2_2x
bully2_3x bully2_4x bully2_5x bully3_1x bully3_2x
    bully2_6x bully2_7x bully2_8x bully2_9x bully1_3x bully2_10x bully1_4x
bully2_11x bully1_5x bully1_6x
    bully2_12x bully1_7x bully3_3x Gen_bully1_1 Gen_bully1_2 Gen_bully1_3
Gen_bully1_4 Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3 Sci_bully1_1 Sci_bully1_2 Sci_bully1_3
Sci_bully1_4 Sci_bully1_5 Sci_bully1_6
    Sci_bully1_7 Sci_bully2_1 Sci_bully2_2 Sci_bully2_3 Sci_bully2_4
Sci_bully2_5 Sci_bully2_6
    Sci_bully2_7 Sci_bully2_8 Sci_bully2_9 Sci_bully2_10 Sci_bully2_11
Sci_bully2_12 Sci_bully3_1
    Sci_bully3_2 Sci_bully3_3 INTERCEPT=YES
 DISTRIBUTION=NORMAL LINK=IDENTITY
  /CRITERIA SCALE=MLE COVB=MODEL PCONVERGE=1E-006(ABSOLUTE) SINGULAR=1E-012
ANALYSISTYPE=3(WALD)
    CILEVEL=95 CITYPE=WALD LIKELIHOOD=FULL
  /MISSING CLASSMISSING=EXCLUDE
  /PRINT CPS DESCRIPTIVES.

REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT bullied_occas
  /METHOD=ENTER Code42 scientific
  /METHOD=ENTER bully1_1x bully2_1x bully1_2x bully2_2x bully2_3x bully2_4x
bully2_5x bully3_1x bully3_2x
    bully2_6x bully2_7x bully2_8x bully2_9x bully1_3x bully2_10x bully1_4x
bully2_11x bully1_5x bully1_6x
    bully2_12x bully1_7x bully3_3x
  /METHOD=ENTER Gen_bully1_1 Gen_bully1_2 Gen_bully1_3 Gen_bully1_4
Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3
```

```
  /METHOD=ENTER Sci_bully1_1 Sci_bully1_2 Sci_bully1_3 Sci_bully1_4
Sci_bully1_5 Sci_bully1_6
    Sci_bully1_7 Sci_bully2_1 Sci_bully2_2 Sci_bully2_3 Sci_bully2_4
Sci_bully2_5 Sci_bully2_6
    Sci_bully2_7 Sci_bully2_8 Sci_bully2_9 Sci_bully2_10 Sci_bully2_11
Sci_bully2_12 Sci_bully3_1
    Sci_bully3_2 Sci_bully3_3
  /RESIDUALS NORMPROB(ZRESID).
```

***Analysis of relationship to bully by gender.**

```
IF (Code13_SQ001 EQ 1) relationship1 = 1.
IF (Code13_SQ002 EQ 1) relationship1 = 2.
IF (Code13_SQ003 EQ 1) relationship1 = 3.
IF (Code13_SQ004 EQ 1) relationship1 = 4.
IF ((Code13_SQ001 + Code13_SQ002 + Code13_SQ003 + Code13_SQ004) GT 1)
relationship1 = 5.
VARIABLE LABELS relationship1 'Bullying: relationship towards other party'.
VALUE LABELS relationship1
1 "Immediate superior"
2 "Other superior"
3 "Fellow group member"
4 "Other colleague"
5 "Multiple parties".
MISSING VALUES relationship1 ('  ').

CROSSTABS
  /TABLES=relationship1 BY Code42
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT COLUMN
  /COUNT ROUND CELL.

FILTER OFF.
USE ALL.
EXECUTE.
```

****
***Analysis of sexual discrimination.**

***Creation of interaction terms sexual discrimination.**

```
COMPUTE Gen_sexdis1_1 = Code42 * harass1_1x.
COMPUTE Gen_sexdis1_2 = Code42 * harass1_2x.
COMPUTE Gen_sexdis1_3 = Code42 * harass1_3x.
COMPUTE Gen_sexdis1_4 = Code42 * harass1_4x.
COMPUTE Gen_sexdis2_1 = Code42 * harass2_1x.
COMPUTE Gen_sexdis2_2 = Code42 * harass2_2x.
COMPUTE Gen_sexdis2_3 = Code42 * harass2_3x.
COMPUTE Gen_sexdis2_4 = Code42 * harass2_4x.
COMPUTE Gen_sexdis3_1 = Code42 * harass3_1x.
COMPUTE Gen_sexdis3_2 = Code42 * harass3_2x.
COMPUTE Gen_sexdis3_3 = Code42 * harass3_3x.
COMPUTE Gen_sexdis3_4 = Code42 * harass3_4x.
COMPUTE Gen_sexdis4_1 = Code42 * harass4_1x.
COMPUTE Gen_sexdis4_2 = Code42 * harass4_2x.
COMPUTE Gen_sexdis4_3 = Code42 * harass4_3x.

COMPUTE Sci_sexdis1_1 = Scientific * harass1_1x.
COMPUTE Sci_sexdis1_2 = Scientific * harass1_2x.
COMPUTE Sci_sexdis1_3 = Scientific * harass1_3x.
COMPUTE Sci_sexdis1_4 = Scientific * harass1_4x.
COMPUTE Sci_sexdis2_1 = Scientific * harass2_1x.
COMPUTE Sci_sexdis2_2 = Scientific * harass2_2x.
COMPUTE Sci_sexdis2_3 = Scientific * harass2_3x.
```

```
COMPUTE Sci_sexdis2_4 = Scientific * harass2_4x.
COMPUTE Sci_sexdis3_1 = Scientific * harass3_1x.
COMPUTE Sci_sexdis3_2 = Scientific * harass3_2x.
COMPUTE Sci_sexdis3_3 = Scientific * harass3_3x.
COMPUTE Sci_sexdis3_4 = Scientific * harass3_4x.
COMPUTE Sci_sexdis4_1 = Scientific * harass4_1x.
COMPUTE Sci_sexdis4_2 = Scientific * harass4_2x.
COMPUTE Sci_sexdis4_3 = Scientific * harass4_3x.
```

***Variable labels for interaction terms of sexual discrimination.**

```
VARIABLE LABELS Gen_sexdis1_1 "Female*[... treated you differently because
of your gender?]"
Gen_sexdis1_2 "Female*[... displayed, used, or distributed sexist or
sexually suggestive materials?]"
Gen_sexdis1_3 "Female*[... made personally offensive sexist remarks?]"
Gen_sexdis1_4 "Female*[... put you down or was/were condescending to you
because of your gender?]"
Gen_sexdis2_1 "Female*[... repeatedly told sexual stories or jokes that
were offensive to you?]"
Gen_sexdis2_2 "Female*[... made unwelcome attempts to draw you into a
discussion of sexual matters?]"
Gen_sexdis2_3 "Female*[... made offensive remarks about your appearance,
body, or sexual activities?]"
Gen_sexdis2_4 "Female*[... made gestures or used body language of a sexual
nature which embarrassed or offended you?]"
Gen_sexdis3_1 "Female*[... made unwanted attempts to establish a romantic
or sexual relationship with you?]"
Gen_sexdis3_2 "Female*[... continued to ask you out on dates (drinks,
dinner, etc.), even though you said "No"?]"
Gen_sexdis3_3 "Female*[... touched you in a way that made you feel
uncomfortable?]"
Gen_sexdis3_4 "Female*[... made unwanted attempts to stroke, fondle, or
kiss you?]"
Gen_sexdis4_1 "Female*[... made you feel threatened with some sort of
retaliation for not being sexually cooperative?]"
Gen_sexdis4_2 "Female*[... treated you badly for refusing to have sex?]"
Gen_sexdis4_3 "Female*[... implied that you would be promoted faster or
given better treatment or be otherwise rewarded if you engage in sexual
behavior?]".

VARIABLE LABELS Sci_sexdis1_1 "Scientist*[... treated you differently
because of your gender?]"
Sci_sexdis1_2 "Scientist*[... displayed, used, or distributed sexist or
sexually suggestive materials?]"
Sci_sexdis1_3 "Scientist*[... made personally offensive sexist remarks?]"
Sci_sexdis1_4 "Scientist*[... put you down or was/were condescending to you
because of your gender?]"
Sci_sexdis2_1 "Scientist*[... repeatedly told sexual stories or jokes that
were offensive to you?]"
Sci_sexdis2_2 "Scientist*[... made unwelcome attempts to draw you into a
discussion of sexual matters?]"
Sci_sexdis2_3 "Scientist*[... made offensive remarks about your appearance,
body, or sexual activities?]"
Sci_sexdis2_4 "Scientist*[... made gestures or used body language of a
sexual nature which embarrassed or offended you?]"
Sci_sexdis3_1 "Scientist*[... made unwanted attempts to establish a
romantic or sexual relationship with you?]"
Sci_sexdis3_2 "Scientist*[... continued to ask you out on dates (drinks,
dinner, etc.), even though you said "No"?]"
Sci_sexdis3_3 "Scientist*[... touched you in a way that made you feel
uncomfortable?]"
Sci_sexdis3_4 "Scientist*[... made unwanted attempts to stroke, fondle, or
kiss you?]"
```

```
Sci_sexdis4_1 "Scientist*[... made you feel threatened with some sort of
retaliation for not being sexually cooperative?]"
Sci_sexdis4_2 "Scientist*[... treated you badly for refusing to have sex?]"
Sci_sexdis4_3 "Scientist*[... implied that you would be promoted faster or
given better treatment or be otherwise rewarded if you engage in sexual
behavior?]".

*Linear regression for sexual discriminiation.

*Calculation of frequencies.
GENLIN sexdis_occas BY Code42 scientific harass1_1x harass1_2x harass1_3x
harass1_4x harass2_1x harass2_2x harass2_3x harass2_4x
    harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x harass4_2x
harass4_3x Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4
Gen_sexdis2_1
    Gen_sexdis2_2 Gen_sexdis2_3 Gen_sexdis2_4 Gen_sexdis3_1 Gen_sexdis3_2
Gen_sexdis3_3 Gen_sexdis3_4 Gen_sexdis4_1 Gen_sexdis4_2 Gen_sexdis4_3
    Sci_sexdis1_1 Sci_sexdis1_2 Sci_sexdis1_3 Sci_sexdis1_4 Sci_sexdis2_1
Sci_sexdis2_2 Sci_sexdis2_3 Sci_sexdis2_4 Sci_sexdis3_1 Sci_sexdis3_2
Sci_sexdis3_3 Sci_sexdis3_4 Sci_sexdis4_1 Sci_sexdis4_2 Sci_sexdis4_3
(ORDER=ASCENDING)
  /MODEL Code42 scientific harass1_1x harass1_2x harass1_3x harass1_4x
harass2_1x harass2_2x harass2_3x harass2_4x
    harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x harass4_2x
harass4_3x Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4
Gen_sexdis2_1
    Gen_sexdis2_2 Gen_sexdis2_3 Gen_sexdis2_4 Gen_sexdis3_1 Gen_sexdis3_2
Gen_sexdis3_3 Gen_sexdis3_4 Gen_sexdis4_1 Gen_sexdis4_2 Gen_sexdis4_3
    Sci_sexdis1_1 Sci_sexdis1_2 Sci_sexdis1_3 Sci_sexdis1_4 Sci_sexdis2_1
Sci_sexdis2_2 Sci_sexdis2_3 Sci_sexdis2_4 Sci_sexdis3_1 Sci_sexdis3_2
Sci_sexdis3_3 Sci_sexdis3_4 Sci_sexdis4_1 Sci_sexdis4_2 Sci_sexdis4_3
INTERCEPT=YES
 DISTRIBUTION=NORMAL LINK=IDENTITY
  /CRITERIA SCALE=MLE COVB=MODEL PCONVERGE=1E-006(ABSOLUTE) SINGULAR=1E-012
ANALYSISTYPE=3(WALD)
    CILEVEL=95 CITYPE=WALD LIKELIHOOD=FULL
  /MISSING CLASSMISSING=EXCLUDE
  /PRINT CPS DESCRIPTIVES.

REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT sexdis_occas
  /METHOD=ENTER Code42 scientific
  /METHOD=ENTER harass1_1x harass1_2x harass1_3x harass1_4x harass2_1x
harass2_2x harass2_3x harass2_4x
    harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x harass4_2x
harass4_3x
  /METHOD=ENTER Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4
Gen_sexdis2_1 Gen_sexdis2_2 Gen_sexdis2_3 Gen_sexdis2_4 Gen_sexdis3_1
Gen_sexdis3_2 Gen_sexdis3_3 Gen_sexdis3_4 Gen_sexdis4_1 Gen_sexdis4_2
Gen_sexdis4_3
  /METHOD=ENTER
Sci_sexdis1_1 Sci_sexdis1_2 Sci_sexdis1_3 Sci_sexdis1_4 Sci_sexdis2_1
Sci_sexdis2_2 Sci_sexdis2_3 Sci_sexdis2_4 Sci_sexdis3_1 Sci_sexdis3_2
Sci_sexdis3_3 Sci_sexdis3_4 Sci_sexdis4_1 Sci_sexdis4_2 Sci_sexdis4_3
  /RESIDUALS NORMPROB(ZRESID).


*Analysis of relationship to source of gender-based misconduct by gender.
```

```
IF (Code25_SQ001 EQ 1) relationship2 = 1.
IF (Code25_SQ002 EQ 1) relationship2 = 2.
IF (Code25_SQ003 EQ 1) relationship2 = 3.
IF (Code25_SQ004 EQ 1) relationship2 = 4.
IF ((Code25_SQ001 + Code25_SQ002 + Code25_SQ003 + Code25_SQ004) GT 1)
relationship2 = 5.
VARIABLE LABELS relationship2 'Sexual discrimination: relationship towards
other party'.
VALUE LABELS relationship2
1 "Immediate superior"
2 "Other superior"
3 "Fellow group member"
4 "Other colleague"
5 "Multiple parties".
MISSING VALUES relationship2 ('  ').

CROSSTABS
  /TABLES=relationship2 BY Code42
  /FORMAT=AVALUE TABLES
  /CELLS=COUNT COLUMN
  /COUNT ROUND CELL.

FILTER OFF.
USE ALL.
EXECUTE.

**************************************************
*Bullying: Robustness test for logarithmic model.

LOGISTIC REGRESSION VARIABLES bullied_occas
  /METHOD=ENTER Code42 scientific
  /METHOD=ENTER bully1_1x bully1_2x bully1_3x bully1_4x bully1_5x bully1_6x
bully1_7x bully2_1x
    bully2_2x bully2_3x bully2_4x bully2_5x bully2_6x bully2_7x bully2_8x
bully2_9x bully2_10x
    bully2_11x bully2_12x bully3_1x bully3_2x bully3_3x
  /METHOD=ENTER Gen_bully1_1 Gen_bully1_2 Gen_bully1_3 Gen_bully1_4
Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3
  /METHOD=ENTER Sci_bully1_1 Sci_bully1_2 Sci_bully1_3 Sci_bully1_4
Sci_bully1_5 Sci_bully1_6
    Sci_bully1_7 Sci_bully2_1 Sci_bully2_2 Sci_bully2_3 Sci_bully2_4
Sci_bully2_5 Sci_bully2_6
    Sci_bully2_7 Sci_bully2_8 Sci_bully2_9 Sci_bully2_10 Sci_bully2_11
Sci_bully2_12 Sci_bully3_1
    Sci_bully3_2 Sci_bully3_3
  /CONTRAST (Code42)=Indicator(1)
  /CONTRAST (scientific)=Indicator(1)
  /PRINT=CORR CI(95)
  /CRITERIA=PIN(0.05) POUT(0.10) ITERATE(20) CUT(0.5).

*Sexual discrimination: Robustness test for logarithmic model.

LOGISTIC REGRESSION VARIABLES sexdis_occas
  /METHOD=ENTER Code42 scientific
  /METHOD=ENTER harass1_1x harass1_2x harass1_3x harass1_4x harass2_1x
harass2_2x harass2_3x
```

```
    harass2_4x harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x
harass4_2x harass4_3x
  /METHOD=ENTER Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4
Gen_sexdis2_1 Gen_sexdis2_2
    Gen_sexdis2_3 Gen_sexdis2_4 Gen_sexdis3_1 Gen_sexdis3_2 Gen_sexdis3_3
Gen_sexdis3_4 Gen_sexdis4_1
    Gen_sexdis4_2 Gen_sexdis4_3
  /METHOD=ENTER Sci_sexdis1_1 Sci_sexdis1_2 Sci_sexdis1_3 Sci_sexdis1_4
Sci_sexdis2_1 Sci_sexdis2_2
    Sci_sexdis2_3 Sci_sexdis2_4 Sci_sexdis3_1 Sci_sexdis3_2 Sci_sexdis3_3
Sci_sexdis3_4 Sci_sexdis4_1
    Sci_sexdis4_2 Sci_sexdis4_3
  /CONTRAST (Code42)=Indicator(1)
  /CONTRAST (scientific)=Indicator(1)
  /PRINT=CORR CI(95)
  /CRITERIA=PIN(0.05) POUT(0.10) ITERATE(20) CUT(0.5).

**************************************************
*Bullying: Robustness test for sum index variable.

COMPUTE sumindex1 =
bully2_1 + bully2_2 + bully2_3 + bully2_8 + bully2_9 + bully2_10 + bully1_6
+ bully2_12 + bully3_3 + bully1_1 + bully1_2 + bully2_4 + bully2_5 +
bully3_1 + bully3_2 +
bully2_6 + bully2_7 + bully1_3 + bully1_4 + bully2_11 + bully1_5 +
bully1_7.

LOGISTIC REGRESSION VARIABLES bullied_occas
  /METHOD=ENTER Code42 scientific
  /METHOD=ENTER sumindex1_1
  /METHOD=ENTER Code42*sumindex1_1
  /METHOD=ENTER scientific*sumindex1_1
  /CONTRAST (Code42)=Indicator(1)
  /CONTRAST (scientific)=Indicator(1)
  /PRINT=CORR CI(95)
  /CRITERIA=PIN(0.05) POUT(0.10) ITERATE(20) CUT(0.5).

*Sexual discrimination: Robustness test for sum index variable.

COMPUTE sumindex2 =
harass1_1 + harass1_2 + harass1_3 + harass1_4 + harass2_1 + harass2_2 +
harass2_3 + harass2_4 + harass3_1 + harass3_2 + harass3_3 +  harass3_4 +
harass4_1 + harass4_2 + harass4_3.

COMPUTE sumindex2_1 =
harass1_1x + harass1_2x + harass1_3x + harass1_4x + harass2_1x + harass2_2x
+ harass2_3x + harass2_4x + harass3_1x + harass3_2x + harass3_3x +
harass3_4x + harass4_1x + harass4_2x + harass4_3x.

LOGISTIC REGRESSION VARIABLES sexdis_occas
  /METHOD=ENTER Code42 scientific
  /METHOD=ENTER sumindex2
  /METHOD=ENTER Code42*sumindex2
  /METHOD=ENTER scientific*sumindex2
  /CONTRAST (Code42)=Indicator(1)
  /CONTRAST (scientific)=Indicator(1)
  /PRINT=CORR CI(95)
  /CRITERIA=PIN(0.05) POUT(0.10) ITERATE(20) CUT(0.5).

LOGISTIC REGRESSION VARIABLES sexdis_occas
  /METHOD=ENTER Code42 scientific
  /METHOD=ENTER sumindex2_1
  /METHOD=ENTER Code42*sumindex2_1
```

```
  /METHOD=ENTER scientific*sumindex2_1
  /CONTRAST (Code42)=Indicator(1)
  /CONTRAST (scientific)=Indicator(1)
  /PRINT=CORR CI(95)
  /CRITERIA=PIN(0.05) POUT(0.10) ITERATE(20) CUT(0.5).

**************************************************
*Bullying: Robustness test for other scaling of dependendent variable.

*Self-ascription to bullying, monthly ore more often (yes/no) in the last
12 months.
IF (Code9_SQ001 LE 2) bullied_occas2 = 0.
IF (Code9_SQ001 GT 2) bullied_occas2 = 1.
VARIABLE LABELS bullied_occas2 'Self-ascription to monthly ore more
frequent bullying, binary'.
VALUE LABELS bullied_occas2
1 "yes"
0 "no".
MISSING VALUES bullied_occas2 ('  ').
VARIABLE LEVEL bullied_occas2 (SCALE).

*Calculation of frequencies.
GENLIN bullied_occas2 BY Code42 scientific bully1_1x bully2_1x bully1_2x
bully2_2x bully2_3x bully2_4x bully2_5x bully3_1x bully3_2x
    bully2_6x bully2_7x bully2_8x bully2_9x bully1_3x bully2_10x bully1_4x
bully2_11x bully1_5x bully1_6x
    bully2_12x bully1_7x bully3_3x Gen_bully1_1 Gen_bully1_2 Gen_bully1_3
Gen_bully1_4 Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3 Sci_bully1_1 Sci_bully1_2 Sci_bully1_3
Sci_bully1_4 Sci_bully1_5 Sci_bully1_6
    Sci_bully1_7 Sci_bully2_1 Sci_bully2_2 Sci_bully2_3 Sci_bully2_4
Sci_bully2_5 Sci_bully2_6
    Sci_bully2_7 Sci_bully2_8 Sci_bully2_9 Sci_bully2_10 Sci_bully2_11
Sci_bully2_12 Sci_bully3_1
    Sci_bully3_2 Sci_bully3_3 (ORDER=ASCENDING)
  /MODEL Code42 scientific bully1_1x bully2_1x bully1_2x bully2_2x
bully2_3x bully2_4x bully2_5x bully3_1x bully3_2x
    bully2_6x bully2_7x bully2_8x bully2_9x bully1_3x bully2_10x bully1_4x
bully2_11x bully1_5x bully1_6x
    bully2_12x bully1_7x bully3_3x Gen_bully1_1 Gen_bully1_2 Gen_bully1_3
Gen_bully1_4 Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3 Sci_bully1_1 Sci_bully1_2 Sci_bully1_3
Sci_bully1_4 Sci_bully1_5 Sci_bully1_6
    Sci_bully1_7 Sci_bully2_1 Sci_bully2_2 Sci_bully2_3 Sci_bully2_4
Sci_bully2_5 Sci_bully2_6
    Sci_bully2_7 Sci_bully2_8 Sci_bully2_9 Sci_bully2_10 Sci_bully2_11
Sci_bully2_12 Sci_bully3_1
    Sci_bully3_2 Sci_bully3_3 INTERCEPT=YES
 DISTRIBUTION=NORMAL LINK=IDENTITY
  /CRITERIA SCALE=MLE COVB=MODEL PCONVERGE=1E-006(ABSOLUTE) SINGULAR=1E-012
ANALYSISTYPE=3(WALD)
    CILEVEL=95 CITYPE=WALD LIKELIHOOD=FULL
  /MISSING CLASSMISSING=EXCLUDE
  /PRINT CPS DESCRIPTIVES.
```

```
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT bullied_occas2
  /METHOD=ENTER Code42 scientific
  /METHOD=ENTER bully1_1x bully2_1x bully1_2x bully2_2x bully2_3x bully2_4x
bully2_5x bully3_1x bully3_2x
    bully2_6x bully2_7x bully2_8x bully2_9x bully1_3x bully2_10x bully1_4x
bully2_11x bully1_5x bully1_6x
    bully2_12x bully1_7x bully3_3x
  /METHOD=ENTER Gen_bully1_1 Gen_bully1_2 Gen_bully1_3 Gen_bully1_4
Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3
  /METHOD=ENTER Sci_bully1_1 Sci_bully1_2 Sci_bully1_3 Sci_bully1_4
Sci_bully1_5 Sci_bully1_6
    Sci_bully1_7 Sci_bully2_1 Sci_bully2_2 Sci_bully2_3 Sci_bully2_4
Sci_bully2_5 Sci_bully2_6
    Sci_bully2_7 Sci_bully2_8 Sci_bully2_9 Sci_bully2_10 Sci_bully2_11
Sci_bully2_12 Sci_bully3_1
    Sci_bully3_2 Sci_bully3_3
  /RESIDUALS NORMPROB(ZRESID).
```

***Sexual discrimination: Robustness test for other scaling of dependendent variable.**

***Self-ascription to sexual discrimination, monthly ore more often (yes/no) in the last 12 months.**

```
IF (Code21_SQ001 LE 2) sexdis_occas2 = 0.
IF (Code21_SQ001 GT 2) sexdis_occas2 = 1.
VARIABLE LABELS sexdis_occas2 'Self-ascription to monthly or more frequent
sexual discrimination, binary'.
VALUE LABELS sexdis_occas2
1 "yes"
0 "no".
MISSING VALUES sexdis_occas2 ('  ').
VARIABLE LEVEL sexdis_occas2 (SCALE).
```

***Calculation of frequencies.**

```
GENLIN sexdis_occas2 BY Code42 scientific harass1_1x harass1_2x harass1_3x
harass1_4x harass2_1x harass2_2x harass2_3x harass2_4x
    harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x harass4_2x
harass4_3x Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4
Gen_sexdis2_1
    Gen_sexdis2_2 Gen_sexdis2_3 Gen_sexdis2_4 Gen_sexdis3_1 Gen_sexdis3_2
Gen_sexdis3_3 Gen_sexdis3_4 Gen_sexdis4_1 Gen_sexdis4_2 Gen_sexdis4_3
    Sci_sexdis1_1 Sci_sexdis1_2 Sci_sexdis1_3 Sci_sexdis1_4 Sci_sexdis2_1
Sci_sexdis2_2 Sci_sexdis2_3 Sci_sexdis2_4 Sci_sexdis3_1 Sci_sexdis3_2
Sci_sexdis3_3 Sci_sexdis3_4 Sci_sexdis4_1 Sci_sexdis4_2 Sci_sexdis4_3
(ORDER=ASCENDING)
  /MODEL Code42 scientific harass1_1x harass1_2x harass1_3x harass1_4x
harass2_1x harass2_2x harass2_3x harass2_4x
    harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x harass4_2x
harass4_3x Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4
Gen_sexdis2_1
    Gen_sexdis2_2 Gen_sexdis2_3 Gen_sexdis2_4 Gen_sexdis3_1 Gen_sexdis3_2
Gen_sexdis3_3 Gen_sexdis3_4 Gen_sexdis4_1 Gen_sexdis4_2 Gen_sexdis4_3
```

```
    Sci_sexdis1_1 Sci_sexdis1_2 Sci_sexdis1_3 Sci_sexdis1_4 Sci_sexdis2_1
Sci_sexdis2_2 Sci_sexdis2_3 Sci_sexdis2_4 Sci_sexdis3_1 Sci_sexdis3_2
Sci_sexdis3_3 Sci_sexdis3_4 Sci_sexdis4_1 Sci_sexdis4_2 Sci_sexdis4_3
INTERCEPT=YES
 DISTRIBUTION=NORMAL LINK=IDENTITY
  /CRITERIA SCALE=MLE COVB=MODEL PCONVERGE=1E-006(ABSOLUTE) SINGULAR=1E-012
ANALYSISTYPE=3(WALD)
    CILEVEL=95 CITYPE=WALD LIKELIHOOD=FULL
  /MISSING CLASSMISSING=EXCLUDE
  /PRINT CPS DESCRIPTIVES.

REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT sexdis_occas2
  /METHOD=ENTER Code42 scientific
  /METHOD=ENTER harass1_1x harass1_2x harass1_3x harass1_4x harass2_1x
harass2_2x harass2_3x harass2_4x
    harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x harass4_2x
harass4_3x
  /METHOD=ENTER Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4
Gen_sexdis2_1 Gen_sexdis2_2 Gen_sexdis2_3 Gen_sexdis2_4
  Gen_sexdis3_1 Gen_sexdis3_2 GSci_sexdis1_1 Sci_sexdis1_2 Sci_sexdis1_3
Sci_sexdis1_4
  Sci_sexdis2_1 Sci_sexdis2_2 Sci_sexdis2_3 Sci_sexdis2_4 Sci_sexdis3_1
Sci_sexdis3_2 Sci_sexdis3_3 Sci_sexdis3_4 Sci_sexdis4_1 Sci_sexdis4_2
Sci_sexdis4_3en_sexdis3_3 Gen_sexdis3_4 Gen_sexdis4_1 Gen_sexdis4_2
Gen_sexdis4_3
  /METHOD=ENTER
  /RESIDUALS NORMPROB(ZRESID).

**********************************************
*Bullying: Robustness test for a model including work length and section.

*Creating binary variables for work length.
IF (Code53_SQ001 EQ 1) worklength1 = 1.
IF (Code53_SQ001 NE 1) worklength1 = 0.
IF (Code53_SQ001 EQ 2) worklength2 = 1.
IF (Code53_SQ001 NE 2) worklength2 = 0.
IF (Code53_SQ001 EQ 3) worklength3 = 1.
IF (Code53_SQ001 NE 3) worklength3 = 0.
VARIABLE LABELS worklength1 'Work length: 1 year and less'
worklength2 'Work length: 1 year and more, less than 4 years'
worklength3 'Work length: more than 4 years'.
VALUE LABELS worklength1 worklength2 worklength3
1 "yes"
0 "no".
MISSING VALUES worklength1 worklength2 worklength3 ('  ').
VARIABLE LEVEL worklength1 worklength2 worklength3 (SCALE).

*Creating binary variables for section.
IF (section EQ 1) section1 = 1.
IF (section NE 1) section1 = 0.
IF (section EQ 2) section2 = 1.
IF (section NE 2) section2 = 0.
IF (section EQ 3) section3 = 1.
IF (section NE 3) section3 = 0.
IF (section EQ 4) section4 = 1.
IF (section NE 4) section4 = 0.
```

```
VARIABLE LABELS section1 'Biology and Medicine'
section2 'Humanities and social sciences'
section3 'Other'
section4 'Chemistry, physics and technology'.
VALUE LABELS section1 section2 section3 section4
1 "yes"
0 "no".
MISSING VALUES section1 section2 section3 section4 ('  ').
VARIABLE LEVEL section1 section2 section3 section4 (SCALE).
```

***Calculation of frequencies.**

```
GENLIN bullied_occas BY Code42 scientific bully1_1x bully2_1x bully1_2x
bully2_2x bully2_3x bully2_4x bully2_5x bully3_1x bully3_2x
    bully2_6x bully2_7x bully2_8x bully2_9x bully1_3x bully2_10x bully1_4x
bully2_11x bully1_5x bully1_6x
    bully2_12x bully1_7x bully3_3x Gen_bully1_1 Gen_bully1_2 Gen_bully1_3
Gen_bully1_4 Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3 Sci_bully1_1 Sci_bully1_2 Sci_bully1_3
Sci_bully1_4 Sci_bully1_5 Sci_bully1_6
    Sci_bully1_7 Sci_bully2_1 Sci_bully2_2 Sci_bully2_3 Sci_bully2_4
Sci_bully2_5 Sci_bully2_6
    Sci_bully2_7 Sci_bully2_8 Sci_bully2_9 Sci_bully2_10 Sci_bully2_11
Sci_bully2_12 Sci_bully3_1
    Sci_bully3_2 Sci_bully3_3 worklength1 worklength2 worklength3 section1
section2 section3 section4(ORDER=ASCENDING)
  /MODEL Code42 scientific bully1_1x bully2_1x bully1_2x bully2_2x
bully2_3x bully2_4x bully2_5x bully3_1x bully3_2x
    bully2_6x bully2_7x bully2_8x bully2_9x bully1_3x bully2_10x bully1_4x
bully2_11x bully1_5x bully1_6x
    bully2_12x bully1_7x bully3_3x Gen_bully1_1 Gen_bully1_2 Gen_bully1_3
Gen_bully1_4 Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3 Sci_bully1_1 Sci_bully1_2 Sci_bully1_3
Sci_bully1_4 Sci_bully1_5 Sci_bully1_6
    Sci_bully1_7 Sci_bully2_1 Sci_bully2_2 Sci_bully2_3 Sci_bully2_4
Sci_bully2_5 Sci_bully2_6
    Sci_bully2_7 Sci_bully2_8 Sci_bully2_9 Sci_bully2_10 Sci_bully2_11
Sci_bully2_12 Sci_bully3_1
    Sci_bully3_2 Sci_bully3_3 worklength1 worklength2 worklength3 section1
section2 section3 section4 INTERCEPT=YES
 DISTRIBUTION=NORMAL LINK=IDENTITY
  /CRITERIA SCALE=MLE COVB=MODEL PCONVERGE=1E-006(ABSOLUTE) SINGULAR=1E-012
ANALYSISTYPE=3(WALD)
    CILEVEL=95 CITYPE=WALD LIKELIHOOD=FULL
  /MISSING CLASSMISSING=EXCLUDE
  /PRINT CPS DESCRIPTIVES.
```

***Linear regression for bullying.**

```
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT bullied_occas
  /METHOD=ENTER Code42 scientific
```

```
  /METHOD=ENTER bully1_1x bully2_1x bully1_2x bully2_2x bully2_3x bully2_4x
bully2_5x bully3_1x bully3_2x
    bully2_6x bully2_7x bully2_8x bully2_9x bully1_3x bully2_10x bully1_4x
bully2_11x bully1_5x bully1_6x
    bully2_12x bully1_7x bully3_3x
  /METHOD=ENTER Gen_bully1_1 Gen_bully1_2 Gen_bully1_3 Gen_bully1_4
Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3
  /METHOD=ENTER Sci_bully1_1 Sci_bully1_2 Sci_bully1_3 Sci_bully1_4
Sci_bully1_5 Sci_bully1_6
    Sci_bully1_7 Sci_bully2_1 Sci_bully2_2 Sci_bully2_3 Sci_bully2_4
Sci_bully2_5 Sci_bully2_6
    Sci_bully2_7 Sci_bully2_8 Sci_bully2_9 Sci_bully2_10 Sci_bully2_11
Sci_bully2_12 Sci_bully3_1
    Sci_bully3_2 Sci_bully3_3
/METHOD=ENTER worklength1 worklength2 worklength3 section1 section2
section3 section4
  /RESIDUALS NORMPROB(ZRESID).
```

*** Sexual discrimination: Robustness test for a model including work length and section.**

***Calculation of frequencies.**

```
GENLIN sexdis_occas BY Code42 scientific harass1_1x harass1_2x harass1_3x
harass1_4x harass2_1x harass2_2x harass2_3x harass2_4x
    harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x harass4_2x
harass4_3x
    Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4 Gen_sexdis2_1
Gen_sexdis2_2 Gen_sexdis2_3 Gen_sexdis2_4
    Gen_sexdis3_1 Gen_sexdis3_2 Gen_sexdis3_3 Gen_sexdis3_4 Gen_sexdis4_1
Gen_sexdis4_2 Gen_sexdis4_3 Sci_sexdis1_1
    Sci_sexdis1_2 Sci_sexdis1_3 Sci_sexdis1_4 Sci_sexdis2_1 Sci_sexdis2_2
Sci_sexdis2_3 Sci_sexdis2_4 Sci_sexdis3_1
    Sci_sexdis3_2 Sci_sexdis3_3 Sci_sexdis3_4 Sci_sexdis4_1 Sci_sexdis4_2
Sci_sexdis4_3 worklength1 worklength2 worklength3 section1 section2
section3 section4 (ORDER=ASCENDING)
  /MODEL Code42 scientific harass1_1x harass1_2x harass1_3x harass1_4x
harass2_1x harass2_2x harass2_3x harass2_4x
    harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x harass4_2x
harass4_3x Gen_sexdis1_1
    Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4 Gen_sexdis2_1 Gen_sexdis2_2
Gen_sexdis2_3 Gen_sexdis2_4
    Gen_sexdis3_1 Gen_sexdis3_2 Gen_sexdis3_3 Gen_sexdis3_4 Gen_sexdis4_1
Gen_sexdis4_2 Gen_sexdis4_3
    Sci_sexdis1_1 Sci_sexdis1_2 Sci_sexdis1_3 Sci_sexdis1_4 Sci_sexdis2_1
Sci_sexdis2_2 Sci_sexdis2_3
    Sci_sexdis2_4 Sci_sexdis3_1 Sci_sexdis3_2 Sci_sexdis3_3 Sci_sexdis3_4
Sci_sexdis4_1 Sci_sexdis4_2 Sci_sexdis4_3 worklength1 worklength2
worklength3 section1 section2 section3 section4 INTERCEPT=YES
 DISTRIBUTION=NORMAL LINK=IDENTITY
  /CRITERIA SCALE=MLE COVB=MODEL PCONVERGE=1E-006(ABSOLUTE) SINGULAR=1E-012
ANALYSISTYPE=3(WALD)
    CILEVEL=95 CITYPE=WALD LIKELIHOOD=FULL
  /MISSING CLASSMISSING=EXCLUDE
  /PRINT CPS DESCRIPTIVES.
```

***Linear regression for sexual discriminiation.**

```
REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
```

```
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT sexdis_occas
  /METHOD=ENTER Code42 scientific
  /METHOD=ENTER harass1_1x harass1_2x harass1_3x harass1_4x harass2_1x
harass2_2x harass2_3x harass2_4x
    harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x harass4_2x
harass4_3x
  /METHOD=ENTER Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4
Gen_sexdis2_1 Gen_sexdis2_2 Gen_sexdis2_3 Gen_sexdis2_4 Gen_sexdis3_1
Gen_sexdis3_2 Gen_sexdis3_3 Gen_sexdis3_4 Gen_sexdis4_1 Gen_sexdis4_2
Gen_sexdis4_3
  /METHOD=ENTER
Sci_sexdis1_1 Sci_sexdis1_2 Sci_sexdis1_3 Sci_sexdis1_4 Sci_sexdis2_1
Sci_sexdis2_2 Sci_sexdis2_3 Sci_sexdis2_4 Sci_sexdis3_1 Sci_sexdis3_2
Sci_sexdis3_3 Sci_sexdis3_4 Sci_sexdis4_1 Sci_sexdis4_2 Sci_sexdis4_3
  /METHOD=ENTER
worklength1 worklength2 worklength3 section1 section2 section3 section4
  /RESIDUALS NORMPROB(ZRESID).
```

****

***Bullying: Robustness test for confounding moderation. Building a model for researchers only, including section and hierarchy.**

```
SPSSINC CREATE DUMMIES VARIABLE=sciencestaff_short
ROOTNAME1=position
/OPTIONS ORDER=A USEVALUELABELS=YES USEML=YES OMITFIRST=NO
MACRONAME1="pos".

COMPUTE Pos1_bully1_1 = Position_1 * bully1_1x.
COMPUTE Pos1_bully1_2 = Position_1 * bully1_2x.
COMPUTE Pos1_bully1_3 = Position_1 * bully1_3x.
COMPUTE Pos1_bully1_4 = Position_1 * bully1_4x.
COMPUTE Pos1_bully1_5 = Position_1 * bully1_5x.
COMPUTE Pos1_bully1_6 = Position_1 * bully1_6x.
COMPUTE Pos1_bully1_7 = Position_1 * bully1_7x.
COMPUTE Pos1_bully2_1 = Position_1 * bully2_1x.
COMPUTE Pos1_bully2_2 = Position_1 * bully2_2x.
COMPUTE Pos1_bully2_3 = Position_1 * bully2_3x.
COMPUTE Pos1_bully2_4 = Position_1 * bully2_4x.
COMPUTE Pos1_bully2_5 = Position_1 * bully2_5x.
COMPUTE Pos1_bully2_6 = Position_1 * bully2_6x.
COMPUTE Pos1_bully2_7 = Position_1 * bully2_7x.
COMPUTE Pos1_bully2_8 = Position_1 * bully2_8x.
COMPUTE Pos1_bully2_9 = Position_1 * bully2_9x.
COMPUTE Pos1_bully2_10 = Position_1 * bully2_10x.
COMPUTE Pos1_bully2_11 = Position_1 * bully2_11x.
COMPUTE Pos1_bully2_12 = Position_1 * bully2_12x.
COMPUTE Pos1_bully3_1 = Position_1 * bully3_1x.
COMPUTE Pos1_bully3_2 = Position_1 * bully3_2x.
COMPUTE Pos1_bully3_3 = Position_1 * bully3_3x.

COMPUTE Pos2_bully1_1 = Position_2 * bully1_1x.
COMPUTE Pos2_bully1_2 = Position_2 * bully1_2x.
COMPUTE Pos2_bully1_3 = Position_2 * bully1_3x.
COMPUTE Pos2_bully1_4 = Position_2 * bully1_4x.
COMPUTE Pos2_bully1_5 = Position_2 * bully1_5x.
COMPUTE Pos2_bully1_6 = Position_2 * bully1_6x.
COMPUTE Pos2_bully1_7 = Position_2 * bully1_7x.
COMPUTE Pos2_bully2_1 = Position_2 * bully2_1x.
COMPUTE Pos2_bully2_2 = Position_2 * bully2_2x.
```

```
COMPUTE Pos2_bully2_3 = Position_2 * bully2_3x.
COMPUTE Pos2_bully2_4 = Position_2 * bully2_4x.
COMPUTE Pos2_bully2_5 = Position_2 * bully2_5x.
COMPUTE Pos2_bully2_6 = Position_2 * bully2_6x.
COMPUTE Pos2_bully2_7 = Position_2 * bully2_7x.
COMPUTE Pos2_bully2_8 = Position_2 * bully2_8x.
COMPUTE Pos2_bully2_9 = Position_2 * bully2_9x.
COMPUTE Pos2_bully2_10 = Position_2 * bully2_10x.
COMPUTE Pos2_bully2_11 = Position_2 * bully2_11x.
COMPUTE Pos2_bully2_12 = Position_2 * bully2_12x.
COMPUTE Pos2_bully3_1 = Position_2 * bully3_1x.
COMPUTE Pos2_bully3_2 = Position_2 * bully3_2x.
COMPUTE Pos2_bully3_3 = Position_2 * bully3_3x.

COMPUTE Pos3_bully1_1 = Position_3 * bully1_1x.
COMPUTE Pos3_bully1_2 = Position_3 * bully1_2x.
COMPUTE Pos3_bully1_3 = Position_3 * bully1_3x.
COMPUTE Pos3_bully1_4 = Position_3 * bully1_4x.
COMPUTE Pos3_bully1_5 = Position_3 * bully1_5x.
COMPUTE Pos3_bully1_6 = Position_3 * bully1_6x.
COMPUTE Pos3_bully1_7 = Position_3 * bully1_7x.
COMPUTE Pos3_bully2_1 = Position_3 * bully2_1x.
COMPUTE Pos3_bully2_2 = Position_3 * bully2_2x.
COMPUTE Pos3_bully2_3 = Position_3 * bully2_3x.
COMPUTE Pos3_bully2_4 = Position_3 * bully2_4x.
COMPUTE Pos3_bully2_5 = Position_3 * bully2_5x.
COMPUTE Pos3_bully2_6 = Position_3 * bully2_6x.
COMPUTE Pos3_bully2_7 = Position_3 * bully2_7x.
COMPUTE Pos3_bully2_8 = Position_3 * bully2_8x.
COMPUTE Pos3_bully2_9 = Position_3 * bully2_9x.
COMPUTE Pos3_bully2_10 = Position_3 * bully2_10x.
COMPUTE Pos3_bully2_11 = Position_3 * bully2_11x.
COMPUTE Pos3_bully2_12 = Position_3 * bully2_12x.
COMPUTE Pos3_bully3_1 = Position_3 * bully3_1x.
COMPUTE Pos3_bully3_2 = Position_3 * bully3_2x.
COMPUTE Pos3_bully3_3 = Position_3 * bully3_3x.

COMPUTE Pos4_bully1_1 = Position_4 * bully1_1x.
COMPUTE Pos4_bully1_2 = Position_4 * bully1_2x.
COMPUTE Pos4_bully1_3 = Position_4 * bully1_3x.
COMPUTE Pos4_bully1_4 = Position_4 * bully1_4x.
COMPUTE Pos4_bully1_5 = Position_4 * bully1_5x.
COMPUTE Pos4_bully1_6 = Position_4 * bully1_6x.
COMPUTE Pos4_bully1_7 = Position_4 * bully1_7x.
COMPUTE Pos4_bully2_1 = Position_4 * bully2_1x.
COMPUTE Pos4_bully2_2 = Position_4 * bully2_2x.
COMPUTE Pos4_bully2_3 = Position_4 * bully2_3x.
COMPUTE Pos4_bully2_4 = Position_4 * bully2_4x.
COMPUTE Pos4_bully2_5 = Position_4 * bully2_5x.
COMPUTE Pos4_bully2_6 = Position_4 * bully2_6x.
COMPUTE Pos4_bully2_7 = Position_4 * bully2_7x.
COMPUTE Pos4_bully2_8 = Position_4 * bully2_8x.
COMPUTE Pos4_bully2_9 = Position_4 * bully2_9x.
COMPUTE Pos4_bully2_10 = Position_4 * bully2_10x.
COMPUTE Pos4_bully2_11 = Position_4 * bully2_11x.
COMPUTE Pos4_bully2_12 = Position_4 * bully2_12x.
COMPUTE Pos4_bully3_1 = Position_4 * bully3_1x.
COMPUTE Pos4_bully3_2 = Position_4 * bully3_2x.
COMPUTE Pos4_bully3_3 = Position_4 * bully3_3x.
```

***Calculation of frequencies.**

```
GENLIN bullied_occas BY Code42 position_1 position_2 position_3 position_4
bully1_1x bully1_2x bully1_3x bully1_4x bully1_5x bully1_6x bully1_7x
bully2_1x
    bully2_2x bully2_3x bully2_4x bully2_5x bully2_6x bully2_7x bully2_8x
bully2_9x bully2_10x
    bully2_11x bully2_12x bully3_1x bully3_2x bully3_3x Gen_bully1_1
Gen_bully1_2 Gen_bully1_3 Gen_bully1_4 Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3 Pos1_bully1_1 Pos1_bully1_2 Pos1_bully1_3
Pos1_bully1_4 Pos1_bully1_5 Pos1_bully1_6
    Pos1_bully1_7 Pos1_bully2_1 Pos1_bully2_2 Pos1_bully2_3 Pos1_bully2_4
Pos1_bully2_5 Pos1_bully2_6
    Pos1_bully2_7 Pos1_bully2_8 Pos1_bully2_9 Pos1_bully2_10 Pos1_bully2_11
Pos1_bully2_12
    Pos1_bully3_1 Pos1_bully3_2 Pos1_bully3_3 Pos2_bully1_1 Pos2_bully1_2
Pos2_bully1_3 Pos2_bully1_4
    Pos2_bully1_5 Pos2_bully1_6 Pos2_bully1_7 Pos2_bully2_1 Pos2_bully2_2
Pos2_bully2_3 Pos2_bully2_4
    Pos2_bully2_5 Pos2_bully2_6 Pos2_bully2_7 Pos2_bully2_8 Pos2_bully2_9
Pos2_bully2_10 Pos2_bully2_11
    Pos2_bully2_12 Pos2_bully3_1 Pos2_bully3_2 Pos2_bully3_3 Pos3_bully1_1
Pos3_bully1_2 Pos3_bully1_3
    Pos3_bully1_4 Pos3_bully1_5 Pos3_bully1_6 Pos3_bully1_7 Pos3_bully2_1
Pos3_bully2_2 Pos3_bully2_3
    Pos3_bully2_4 Pos3_bully2_5 Pos3_bully2_6 Pos3_bully2_7 Pos3_bully2_8
Pos3_bully2_9 Pos3_bully2_10
    Pos3_bully2_11 Pos3_bully2_12 Pos3_bully3_1 Pos3_bully3_2 Pos3_bully3_3
Pos4_bully1_1 Pos4_bully1_2
    Pos4_bully1_3 Pos4_bully1_4 Pos4_bully1_5 Pos4_bully1_6 Pos4_bully1_7
Pos4_bully2_1 Pos4_bully2_2
    Pos4_bully2_3 Pos4_bully2_4 Pos4_bully2_5 Pos4_bully2_6 Pos4_bully2_7
Pos4_bully2_8 Pos4_bully2_9
    Pos4_bully2_10 Pos4_bully2_11 Pos4_bully2_12 Pos4_bully3_1
Pos4_bully3_2 Pos4_bully3_3 (ORDER=ASCENDING)
  /MODEL Code42 position_1 position_2 position_3 position_4 bully1_1x
bully1_2x bully1_3x bully1_4x bully1_5x bully1_6x bully1_7x bully2_1x
    bully2_2x bully2_3x bully2_4x bully2_5x bully2_6x bully2_7x bully2_8x
bully2_9x bully2_10x
    bully2_11x bully2_12x bully3_1x bully3_2x bully3_3x Gen_bully1_1
Gen_bully1_2 Gen_bully1_3 Gen_bully1_4 Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3 Pos1_bully1_1 Pos1_bully1_2 Pos1_bully1_3
Pos1_bully1_4 Pos1_bully1_5 Pos1_bully1_6
    Pos1_bully1_7 Pos1_bully2_1 Pos1_bully2_2 Pos1_bully2_3 Pos1_bully2_4
Pos1_bully2_5 Pos1_bully2_6
    Pos1_bully2_7 Pos1_bully2_8 Pos1_bully2_9 Pos1_bully2_10 Pos1_bully2_11
Pos1_bully2_12
    Pos1_bully3_1 Pos1_bully3_2 Pos1_bully3_3 Pos2_bully1_1 Pos2_bully1_2
Pos2_bully1_3 Pos2_bully1_4
    Pos2_bully1_5 Pos2_bully1_6 Pos2_bully1_7 Pos2_bully2_1 Pos2_bully2_2
Pos2_bully2_3 Pos2_bully2_4
    Pos2_bully2_5 Pos2_bully2_6 Pos2_bully2_7 Pos2_bully2_8 Pos2_bully2_9
Pos2_bully2_10 Pos2_bully2_11
    Pos2_bully2_12 Pos2_bully3_1 Pos2_bully3_2 Pos2_bully3_3 Pos3_bully1_1
Pos3_bully1_2 Pos3_bully1_3
    Pos3_bully1_4 Pos3_bully1_5 Pos3_bully1_6 Pos3_bully1_7 Pos3_bully2_1
Pos3_bully2_2 Pos3_bully2_3
```

```
    Pos3_bully2_4 Pos3_bully2_5 Pos3_bully2_6 Pos3_bully2_7 Pos3_bully2_8
Pos3_bully2_9 Pos3_bully2_10
    Pos3_bully2_11 Pos3_bully2_12 Pos3_bully3_1 Pos3_bully3_2 Pos3_bully3_3
Pos4_bully1_1 Pos4_bully1_2
    Pos4_bully1_3 Pos4_bully1_4 Pos4_bully1_5 Pos4_bully1_6 Pos4_bully1_7
Pos4_bully2_1 Pos4_bully2_2
    Pos4_bully2_3 Pos4_bully2_4 Pos4_bully2_5 Pos4_bully2_6 Pos4_bully2_7
Pos4_bully2_8 Pos4_bully2_9
    Pos4_bully2_10 Pos4_bully2_11 Pos4_bully2_12 Pos4_bully3_1
Pos4_bully3_2 Pos4_bully3_3 INTERCEPT=YES
 DISTRIBUTION=NORMAL LINK=IDENTITY
  /CRITERIA SCALE=MLE COVB=MODEL PCONVERGE=1E-006(ABSOLUTE) SINGULAR=1E-012
ANALYSISTYPE=3(WALD)
    CILEVEL=95 CITYPE=WALD LIKELIHOOD=FULL
  /MISSING CLASSMISSING=EXCLUDE
  /PRINT CPS DESCRIPTIVES.

REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT bullied_occas
  /METHOD=ENTER Code42 position_1 position_2 position_3 position_4
  /METHOD=ENTER bully1_1x bully1_2x bully1_3x bully1_4x bully1_5x bully1_6x
bully1_7x bully2_1x
    bully2_2x bully2_3x bully2_4x bully2_5x bully2_6x bully2_7x bully2_8x
bully2_9x bully2_10x
    bully2_11x bully2_12x bully3_1x bully3_2x bully3_3x
  /METHOD=ENTER Gen_bully1_1 Gen_bully1_2 Gen_bully1_3 Gen_bully1_4
Gen_bully1_5 Gen_bully1_6
    Gen_bully1_7 Gen_bully2_1 Gen_bully2_2 Gen_bully2_3 Gen_bully2_4
Gen_bully2_5 Gen_bully2_6
    Gen_bully2_7 Gen_bully2_8 Gen_bully2_9 Gen_bully2_10 Gen_bully2_11
Gen_bully2_12 Gen_bully3_1
    Gen_bully3_2 Gen_bully3_3
  /METHOD=ENTER Pos1_bully1_1 Pos1_bully1_2 Pos1_bully1_3 Pos1_bully1_4
Pos1_bully1_5 Pos1_bully1_6
    Pos1_bully1_7 Pos1_bully2_1 Pos1_bully2_2 Pos1_bully2_3 Pos1_bully2_4
Pos1_bully2_5 Pos1_bully2_6
    Pos1_bully2_7 Pos1_bully2_8 Pos1_bully2_9 Pos1_bully2_10 Pos1_bully2_11
Pos1_bully2_12
    Pos1_bully3_1 Pos1_bully3_2 Pos1_bully3_3 Pos2_bully1_1 Pos2_bully1_2
Pos2_bully1_3 Pos2_bully1_4
    Pos2_bully1_5 Pos2_bully1_6 Pos2_bully1_7 Pos2_bully2_1 Pos2_bully2_2
Pos2_bully2_3 Pos2_bully2_4
    Pos2_bully2_5 Pos2_bully2_6 Pos2_bully2_7 Pos2_bully2_8 Pos2_bully2_9
Pos2_bully2_10 Pos2_bully2_11
    Pos2_bully2_12 Pos2_bully3_1 Pos2_bully3_2 Pos2_bully3_3 Pos3_bully1_1
Pos3_bully1_2 Pos3_bully1_3
    Pos3_bully1_4 Pos3_bully1_5 Pos3_bully1_6 Pos3_bully1_7 Pos3_bully2_1
Pos3_bully2_2 Pos3_bully2_3
    Pos3_bully2_4 Pos3_bully2_5 Pos3_bully2_6 Pos3_bully2_7 Pos3_bully2_8
Pos3_bully2_9 Pos3_bully2_10
    Pos3_bully2_11 Pos3_bully2_12 Pos3_bully3_1 Pos3_bully3_2 Pos3_bully3_3
Pos4_bully1_1 Pos4_bully1_2
    Pos4_bully1_3 Pos4_bully1_4 Pos4_bully1_5 Pos4_bully1_6 Pos4_bully1_7
Pos4_bully2_1 Pos4_bully2_2
    Pos4_bully2_3 Pos4_bully2_4 Pos4_bully2_5 Pos4_bully2_6 Pos4_bully2_7
Pos4_bully2_8 Pos4_bully2_9
    Pos4_bully2_10 Pos4_bully2_11 Pos4_bully2_12 Pos4_bully3_1
Pos4_bully3_2 Pos4_bully3_3.
```

***Sexual Discrimination: Robustness test for confounding moderation.**
Building a model for researchers only, including section and hierarchy.

```
COMPUTE Pos1_sexdis1_1 = Position_1 * harass1_1x.
COMPUTE Pos1_sexdis1_2 = Position_1 * harass1_2x.
COMPUTE Pos1_sexdis1_3 = Position_1 * harass1_3x.
COMPUTE Pos1_sexdis1_4 = Position_1 * harass1_4x.
COMPUTE Pos1_sexdis2_1 = Position_1 * harass2_1x.
COMPUTE Pos1_sexdis2_2 = Position_1 * harass2_2x.
COMPUTE Pos1_sexdis2_3 = Position_1 * harass2_3x.
COMPUTE Pos1_sexdis2_4 = Position_1 * harass2_4x.
COMPUTE Pos1_sexdis3_1 = Position_1 * harass3_1x.
COMPUTE Pos1_sexdis3_2 = Position_1 * harass3_2x.
COMPUTE Pos1_sexdis3_3 = Position_1 * harass3_3x.
COMPUTE Pos1_sexdis3_4 = Position_1 * harass3_4x.
COMPUTE Pos1_sexdis4_1 = Position_1 * harass4_1x.
COMPUTE Pos1_sexdis4_2 = Position_1 * harass4_2x.
COMPUTE Pos1_sexdis4_3 = Position_1 * harass4_3x.

COMPUTE Pos2_sexdis1_1 = Position_2 * harass1_1x.
COMPUTE Pos2_sexdis1_2 = Position_2 * harass1_2x.
COMPUTE Pos2_sexdis1_3 = Position_2 * harass1_3x.
COMPUTE Pos2_sexdis1_4 = Position_2 * harass1_4x.
COMPUTE Pos2_sexdis2_1 = Position_2 * harass2_1x.
COMPUTE Pos2_sexdis2_2 = Position_2 * harass2_2x.
COMPUTE Pos2_sexdis2_3 = Position_2 * harass2_3x.
COMPUTE Pos2_sexdis2_4 = Position_2 * harass2_4x.
COMPUTE Pos2_sexdis3_1 = Position_2 * harass3_1x.
COMPUTE Pos2_sexdis3_2 = Position_2 * harass3_2x.
COMPUTE Pos2_sexdis3_3 = Position_2 * harass3_3x.
COMPUTE Pos2_sexdis3_4 = Position_2 * harass3_4x.
COMPUTE Pos2_sexdis4_1 = Position_2 * harass4_1x.
COMPUTE Pos2_sexdis4_2 = Position_2 * harass4_2x.
COMPUTE Pos2_sexdis4_3 = Position_2 * harass4_3x.

COMPUTE Pos3_sexdis1_1 = Position_3 * harass1_1x.
COMPUTE Pos3_sexdis1_2 = Position_3 * harass1_2x.
COMPUTE Pos3_sexdis1_3 = Position_3 * harass1_3x.
COMPUTE Pos3_sexdis1_4 = Position_3 * harass1_4x.
COMPUTE Pos3_sexdis2_1 = Position_3 * harass2_1x.
COMPUTE Pos3_sexdis2_2 = Position_3 * harass2_2x.
COMPUTE Pos3_sexdis2_3 = Position_3 * harass2_3x.
COMPUTE Pos3_sexdis2_4 = Position_3 * harass2_4x.
COMPUTE Pos3_sexdis3_1 = Position_3 * harass3_1x.
COMPUTE Pos3_sexdis3_2 = Position_3 * harass3_2x.
COMPUTE Pos3_sexdis3_3 = Position_3 * harass3_3x.
COMPUTE Pos3_sexdis3_4 = Position_3 * harass3_4x.
COMPUTE Pos3_sexdis4_1 = Position_3 * harass4_1x.
COMPUTE Pos3_sexdis4_2 = Position_3 * harass4_2x.
COMPUTE Pos3_sexdis4_3 = Position_3 * harass4_3x.

COMPUTE Pos4_sexdis1_1 = Position_4 * harass1_1x.
COMPUTE Pos4_sexdis1_2 = Position_4 * harass1_2x.
COMPUTE Pos4_sexdis1_3 = Position_4 * harass1_3x.
COMPUTE Pos4_sexdis1_4 = Position_4 * harass1_4x.
COMPUTE Pos4_sexdis2_1 = Position_4 * harass2_1x.
COMPUTE Pos4_sexdis2_2 = Position_4 * harass2_2x.
COMPUTE Pos4_sexdis2_3 = Position_4 * harass2_3x.
COMPUTE Pos4_sexdis2_4 = Position_4 * harass2_4x.
COMPUTE Pos4_sexdis3_1 = Position_4 * harass3_1x.
COMPUTE Pos4_sexdis3_2 = Position_4 * harass3_2x.
COMPUTE Pos4_sexdis3_3 = Position_4 * harass3_3x.
```

```
COMPUTE Pos4_sexdis3_4 = Position_4 * harass3_4x.
COMPUTE Pos4_sexdis4_1 = Position_4 * harass4_1x.
COMPUTE Pos4_sexdis4_2 = Position_4 * harass4_2x.
COMPUTE Pos4_sexdis4_3 = Position_4 * harass4_3x.

*Calculation of frequencies.
GENLIN sexdis_occas BY Code42 position_1 position_2 position_3 position_4
harass1_1x harass1_2x harass1_3x harass1_4x harass2_1x harass2_2x
harass2_3x
    harass2_4x harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x
harass4_2x harass4_3x Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3
Gen_sexdis1_4 Gen_sexdis2_1 Gen_sexdis2_2
    Gen_sexdis2_3 Gen_sexdis2_4 Gen_sexdis3_1 Gen_sexdis3_2 Gen_sexdis3_3
Gen_sexdis3_4 Gen_sexdis4_1
    Gen_sexdis4_2 Gen_sexdis4_3 Pos1_sexdis1_1 Pos1_sexdis1_2
Pos1_sexdis1_3 Pos1_sexdis1_4 Pos1_sexdis2_1
    Pos1_sexdis2_2 Pos1_sexdis2_3 Pos1_sexdis2_4 Pos1_sexdis3_1
Pos1_sexdis3_2 Pos1_sexdis3_3
    Pos1_sexdis3_4 Pos1_sexdis4_1 Pos1_sexdis4_2 Pos1_sexdis4_3
Pos2_sexdis1_1 Pos2_sexdis1_2
    Pos2_sexdis1_3 Pos2_sexdis1_4 Pos2_sexdis2_1 Pos2_sexdis2_2
Pos2_sexdis2_3 Pos2_sexdis2_4
    Pos2_sexdis3_1 Pos2_sexdis3_2 Pos2_sexdis3_3 Pos2_sexdis3_4
Pos2_sexdis4_1 Pos2_sexdis4_2
    Pos2_sexdis4_3 Pos3_sexdis1_1 Pos3_sexdis1_2 Pos3_sexdis1_3
Pos3_sexdis1_4 Pos3_sexdis2_1
    Pos3_sexdis2_2 Pos3_sexdis2_3 Pos3_sexdis2_4 Pos3_sexdis3_1
Pos3_sexdis3_2 Pos3_sexdis3_3
    Pos3_sexdis3_4 Pos3_sexdis4_1 Pos3_sexdis4_2 Pos3_sexdis4_3
Pos4_sexdis1_1 Pos4_sexdis1_2
    Pos4_sexdis1_3 Pos4_sexdis1_4 Pos4_sexdis2_1 Pos4_sexdis2_2
Pos4_sexdis2_3 Pos4_sexdis2_4
    Pos4_sexdis3_1 Pos4_sexdis3_2 Pos4_sexdis3_3 Pos4_sexdis3_4
Pos4_sexdis4_1 Pos4_sexdis4_2
    Pos4_sexdis4_3 (ORDER=ASCENDING)
  /MODEL Code42 position_1 position_2 position_3 position_4 harass1_1x
harass1_2x harass1_3x harass1_4x harass2_1x harass2_2x harass2_3x
    harass2_4x harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x
harass4_2x harass4_3x Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3
Gen_sexdis1_4 Gen_sexdis2_1 Gen_sexdis2_2
    Gen_sexdis2_3 Gen_sexdis2_4 Gen_sexdis3_1 Gen_sexdis3_2 Gen_sexdis3_3
Gen_sexdis3_4 Gen_sexdis4_1
    Gen_sexdis4_2 Gen_sexdis4_3 Pos1_sexdis1_1 Pos1_sexdis1_2
Pos1_sexdis1_3 Pos1_sexdis1_4 Pos1_sexdis2_1
    Pos1_sexdis2_2 Pos1_sexdis2_3 Pos1_sexdis2_4 Pos1_sexdis3_1
Pos1_sexdis3_2 Pos1_sexdis3_3
    Pos1_sexdis3_4 Pos1_sexdis4_1 Pos1_sexdis4_2 Pos1_sexdis4_3
Pos2_sexdis1_1 Pos2_sexdis1_2
    Pos2_sexdis1_3 Pos2_sexdis1_4 Pos2_sexdis2_1 Pos2_sexdis2_2
Pos2_sexdis2_3 Pos2_sexdis2_4
    Pos2_sexdis3_1 Pos2_sexdis3_2 Pos2_sexdis3_3 Pos2_sexdis3_4
Pos2_sexdis4_1 Pos2_sexdis4_2
    Pos2_sexdis4_3 Pos3_sexdis1_1 Pos3_sexdis1_2 Pos3_sexdis1_3
Pos3_sexdis1_4 Pos3_sexdis2_1
    Pos3_sexdis2_2 Pos3_sexdis2_3 Pos3_sexdis2_4 Pos3_sexdis3_1
Pos3_sexdis3_2 Pos3_sexdis3_3
    Pos3_sexdis3_4 Pos3_sexdis4_1 Pos3_sexdis4_2 Pos3_sexdis4_3
Pos4_sexdis1_1 Pos4_sexdis1_2
    Pos4_sexdis1_3 Pos4_sexdis1_4 Pos4_sexdis2_1 Pos4_sexdis2_2
Pos4_sexdis2_3 Pos4_sexdis2_4
    Pos4_sexdis3_1 Pos4_sexdis3_2 Pos4_sexdis3_3 Pos4_sexdis3_4
Pos4_sexdis4_1 Pos4_sexdis4_2
    Pos4_sexdis4_3 INTERCEPT=YES
```

```
 DISTRIBUTION=NORMAL LINK=IDENTITY
  /CRITERIA SCALE=MLE COVB=MODEL PCONVERGE=1E-006(ABSOLUTE) SINGULAR=1E-012
ANALYSISTYPE=3(WALD)
    CILEVEL=95 CITYPE=WALD LIKELIHOOD=FULL
  /MISSING CLASSMISSING=EXCLUDE
  /PRINT CPS DESCRIPTIVES.

REGRESSION
  /DESCRIPTIVES MEAN STDDEV CORR SIG N
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT sexdis_occas
  /METHOD=ENTER Code42 position_1 position_2 position_3 position_4
  /METHOD=ENTER harass1_1x harass1_2x harass1_3x harass1_4x harass2_1x
harass2_2x harass2_3x
    harass2_4x harass3_1x harass3_2x harass3_3x harass3_4x harass4_1x
harass4_2x harass4_3x
  /METHOD=ENTER Gen_sexdis1_1 Gen_sexdis1_2 Gen_sexdis1_3 Gen_sexdis1_4
Gen_sexdis2_1 Gen_sexdis2_2
    Gen_sexdis2_3 Gen_sexdis2_4 Gen_sexdis3_1 Gen_sexdis3_2 Gen_sexdis3_3
Gen_sexdis3_4 Gen_sexdis4_1
    Gen_sexdis4_2 Gen_sexdis4_3
  /METHOD=ENTER Pos1_sexdis1_1 Pos1_sexdis1_2 Pos1_sexdis1_3 Pos1_sexdis1_4
Pos1_sexdis2_1
    Pos1_sexdis2_2 Pos1_sexdis2_3 Pos1_sexdis2_4 Pos1_sexdis3_1
Pos1_sexdis3_2 Pos1_sexdis3_3
    Pos1_sexdis3_4 Pos1_sexdis4_1 Pos1_sexdis4_2 Pos1_sexdis4_3
Pos2_sexdis1_1 Pos2_sexdis1_2
    Pos2_sexdis1_3 Pos2_sexdis1_4 Pos2_sexdis2_1 Pos2_sexdis2_2
Pos2_sexdis2_3 Pos2_sexdis2_4
    Pos2_sexdis3_1 Pos2_sexdis3_2 Pos2_sexdis3_3 Pos2_sexdis3_4
Pos2_sexdis4_1 Pos2_sexdis4_2
    Pos2_sexdis4_3 Pos3_sexdis1_1 Pos3_sexdis1_2 Pos3_sexdis1_3
Pos3_sexdis1_4 Pos3_sexdis2_1
    Pos3_sexdis2_2 Pos3_sexdis2_3 Pos3_sexdis2_4 Pos3_sexdis3_1
Pos3_sexdis3_2 Pos3_sexdis3_3
    Pos3_sexdis3_4 Pos3_sexdis4_1 Pos3_sexdis4_2 Pos3_sexdis4_3
Pos4_sexdis1_1 Pos4_sexdis1_2
    Pos4_sexdis1_3 Pos4_sexdis1_4 Pos4_sexdis2_1 Pos4_sexdis2_2
Pos4_sexdis2_3 Pos4_sexdis2_4
    Pos4_sexdis3_1 Pos4_sexdis3_2 Pos4_sexdis3_3 Pos4_sexdis3_4
Pos4_sexdis4_1 Pos4_sexdis4_2
    Pos4_sexdis4_3.
```