

Supplemental Appendix for “You Reached Out to Me to Help”: Female Attorneys, Anti-Feminist Causes, and Their Effects on Symbolic Representation’

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## **Supplemental Appendix**

<b>A Participant Demographics</b>	<b>3</b>
<b>B Balance Tests</b>	<b>4</b>
<b>C Treatments</b>	<b>5</b>
<b>D Correlation Matrices</b>	<b>10</b>
<b>E Alternative Measure of Procedural Legitimacy</b>	<b>12</b>
<b>F Manipulation Check</b>	<b>14</b>
<b>G Full Models with Control Variables</b>	<b>17</b>
<b>H Models Divided by Partisanship</b>	<b>19</b>

## A Participant Demographics

We used the standard two-part question to identify a participant’s partisanship on a seven-point scale that runs from Strong Democrat to Strong Republican and then collapsed that scale to create our three-part measure of partisanship. We treated participants who identified as “Independent-leaning Democrat” or “Independent-leaning Republican” as partisan.

Table A1: Participant Demographics

Variable	Number of Participants
Democrat	666 (48%)
Republican	503 (36%)
Independent	222 (16%)
No Response	4 (0%)
Male	670 (48%)
Female	721 (52%)
White	1029 (74%)
Black	169 (12%)
Asian or Pacific American	77 (6%)
Native American	28 (2%)
Some other race	83 (6%)
Prefer not to answer	5 (0%)
Some high school or less education	74 (5%)
High school graduate	371 (27%)
Other post high school vocational training	47 (3%)
Completed some college, but no degree	257 (18%)
Associate’s degree	146 (11%)
Bachelor’s degree	314 (23%)
Master’s or professional degree	133 (10%)
Doctorate degree	39 (3%)
None of the above	10 (1%)
Not of Hispanic, Latino, or Spanish origin	1213 (87%)
Mexican	87 (6%)
Cuban	8 (1%)
Puerto Rican	21 (2%)
Another Hispanic, Latino, or Spanish origin	52 (4%)
Prefer not to answer	10 (1%)
Less than \$14,999	243 (17%)
\$15,000 to \$19,999	81 (6%)
\$20,000 to \$24,999	108 (8%)
\$25,000 to \$29,999	90 (6%)
\$30,000 to \$34,999	61 (4%)
\$35,000 to \$39,999	78 (6%)
\$40,000 to \$44,999	45 (3%)
\$45,000 to \$49,999	52 (4%)
\$50,000 to \$54,999	78 (6%)
\$55,000 to \$59,999	37 (3%)
\$60,000 to \$64,999	41 (3%)
\$65,000 to \$69,999	26 (2%)
\$70,000 to \$74,999	52 (4%)
\$75,000 to \$79,999	41 (3%)
\$80,000 to \$84,999	18 (1%)
\$85,000 to \$89,999	25 (2%)
\$90,000 to \$94,999	17 (1%)
\$95,000 to \$99,999	25 (2%)
\$100,000 to \$124,999	76 (5%)
\$125,000 to \$149,999	61 (4%)
\$150,000 to \$174,999	56 (4%)
\$175,000 to \$199,999	20 (1%)
\$200,000 to \$249,999	20 (1%)
\$250,000 and above	22 (2%)
Prefer not to answer	18 (1%)

## B Balance Tests

Table A2: Results of Multinomial Regression Balance Tests

	6	1	5	3	7	4	8
Female	-0.130 (0.221)	-0.168 (0.222)	-0.001 (0.222)	-0.072 (0.219)	0.298 (0.221)	0.182 (0.220)	0.136 (0.221)
Democrat	-0.269 (0.324)	-0.260 (0.325)	-0.619* (0.307)	0.131 (0.327)	0.064 (0.322)	-0.281 (0.321)	-0.212 (0.317)
Republican	0.262 (0.337)	0.342 (0.334)	-0.293 (0.322)	0.291 (0.346)	0.224 (0.342)	0.236 (0.332)	0.052 (0.333)
White	-0.370 (0.323)	0.101 (0.349)	0.253 (0.348)	-0.066 (0.333)	-0.360 (0.315)	0.127 (0.340)	0.444 (0.367)
Black	0.487 (0.435)	0.443 (0.468)	0.593 (0.472)	0.530 (0.443)	0.090 (0.439)	0.490 (0.462)	0.875* (0.475)
Hispanic	0.060 (0.349)	-0.019 (0.359)	0.161 (0.352)	-0.061 (0.354)	0.449 (0.327)	0.138 (0.347)	-0.001 (0.363)
Income	0.041* (0.018)	-0.015 (0.019)	0.046* (0.018)	0.029 (0.018)	0.025 (0.018)	0.024 (0.018)	0.021 (0.018)
Education	0.0001 (0.064)	0.094 (0.065)	-0.055 (0.064)	-0.048 (0.063)	-0.036 (0.063)	0.075 (0.064)	-0.019 (0.064)
Age	0.011 (0.007)	0.013 (0.007)	0.007 (0.007)	0.012 (0.007)	0.015* (0.007)	0.009 (0.007)	0.010 (0.007)
Constant	-0.620 (0.533)	-0.945 (0.549)	-0.438 (0.538)	-0.731 (0.540)	-0.864 (0.535)	-1.158* (0.546)	-1.015 (0.558)

Note: \*p<0.05

## C Treatments

### Newspaper Vignette:

This week, a federal circuit court ruled that federal law [requires/does not require] companies to immediately suspend or terminate employees found guilty of sexually harassing other employees in the workplace.

Using the federal government's definition of sexual harassment, which includes unwanted sexual advances, requests for sexual favors, and verbal and physical harassment of a sexual nature, the circuit court ruled that employees engaging in this type of behavior violate federal law by creating a hostile work environment. The court then concluded [the only legally-permissible response a company can have to such behavior is immediate termination or suspension/federal law offers companies discretion over how to respond to such behavior, including rehabilitation programs and job reassignment].

Attorney [Katherine/Kevin] Bailey, representing [a company that offered a known sexual harasser rehabilitation and job reassignment in place of termination/representing a woman who sued her employer after her male supervisor sexually harassed her and kept his job], [disparaged/praised] the decision, [condemning/lauding] it as a major [loss for corporate discretion/victory for women's protection in the workplace]. [Ms./Mr.] Bailey pointed out that nationwide, over 80% of sexual harassment suits are filed by women.

The [employer/women who initially brought the suit] has promised to appeal the case to the United States Supreme Court.

Figure A1: Female Attorney, Representing Employer, Loses Case

**THE CHRONICLE**

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**POLITICS**



Attorney Katherine Bailey

## CIRCUIT COURT RULES IN SEXUAL HARRASSMENT CASE

This week, a federal circuit court ruled that federal law requires companies to immediately suspend or terminate employees found guilty of sexually harassing other employees in the workplace.

Using the federal government's definition of sexual harassment, which includes unwanted sexual advances, requests for sexual favors, and verbal and physical harassment of a sexual nature, the circuit court ruled that employees engaging in this type of behavior violate federal law by creating a hostile work environment. The court then concluded the only legally-permissible response a company can have to such behavior is immediate termination or suspension.

Attorney Katherine Bailey, representing a company that offered a known sexual harasser rehabilitation and job reassignment in place of termination, disparaged the decision, condemning it as a major loss for corporate discretion. Ms. Bailey pointed out that nationwide, over 80% of sexual harassment suits are filed by women.

The employer has promised to appeal the case to the United States Supreme Court.

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Figure A2: Female Attorney, Representing Employer, Wins Case

**THE CHRONICLE**

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**POLITICS**



Attorney Katherine Bailey

## CIRCUIT COURT RULES IN SEXUAL HARRASSMENT CASE

This week, a federal circuit court ruled that federal law does not require companies to immediately suspend or terminate employees found guilty of sexually harassing other employees in the workplace.

Using the federal government's definition of sexual harassment, which includes unwanted sexual advances, requests for sexual favors, and verbal and physical harassment of a sexual nature, the circuit court ruled that employees engaging in this type of behavior violate federal law by creating a hostile work environment. The court then concluded federal law offers companies discretion over how to respond to such behavior, including rehabilitation programs and job reassignment.

Attorney Katherine Bailey, representing a company that offered a known sexual harasser rehabilitation and job reassignment in place of termination, praised the decision, lauding it as a major victory for corporate discretion. Ms. Bailey pointed out that nationwide, over 80% of sexual harassment suits are filed by women.

The woman who initially brought the suit has promised to appeal the case to the United States Supreme Court.

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Figure A3: Female Attorney, Representing Woman, Loses Case

**THE CHRONICLE**

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**POLITICS**



Attorney Katherine Bailey

## CIRCUIT COURT RULES IN SEXUAL HARRASSMENT CASE

This week, a federal circuit court ruled that federal law does not require companies to immediately suspend or terminate employees found guilty of sexually harassing other employees in the workplace.

Using the federal government's definition of sexual harassment, which includes unwanted sexual advances, requests for sexual favors, and verbal and physical harassment of a sexual nature, the circuit court ruled that employees engaging in this type of behavior violate federal law by creating a hostile work environment. The court then concluded federal law offers companies discretion over how to respond to such behavior, including rehabilitation programs and job reassignment.

Attorney Katherine Bailey, representing a woman who sued her employer after her male supervisor sexually harassed her and kept his job, disparaged the decision, condemning it as a major loss for women's protection in the workplace. Ms. Bailey pointed out that nationwide, over 80% of sexual harassment suits are filed by women.

The woman who initially brought the suit has promised to appeal the case to the United States Supreme Court.

Figure A4: Female Attorney, Representing Woman, Wins Case

**THE CHRONICLE**

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**POLITICS**



Attorney Katherine Bailey

## CIRCUIT COURT RULES IN SEXUAL HARRASSMENT CASE

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Using the federal government's definition of sexual harassment, which includes unwanted sexual advances, requests for sexual favors, and verbal and physical harassment of a sexual nature, the circuit court ruled that employees engaging in this type of behavior violate federal law by creating a hostile work environment. The court then concluded the only legally-permissible response a company can have to such behavior is immediate termination or suspension.

Attorney Katherine Bailey, representing a woman who sued her employer after her male supervisor sexually harassed her and kept his job, praised the decision, lauding it as a major victory for women's protection in the workplace. Ms. Bailey pointed out that nationwide, over 80% of sexual harassment suits are filed by women.

The employer has promised to appeal the case to the United States Supreme Court.

Figure A5: Male Attorney, Representing Employer, Loses Case

**THE CHRONICLE**

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**POLITICS**



Attorney Kevin Bailey

## CIRCUIT COURT RULES IN SEXUAL HARRASSMENT CASE

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Using the federal government's definition of sexual harassment, which includes unwanted sexual advances, requests for sexual favors, and verbal and physical harassment of a sexual nature, the circuit court ruled that employees engaging in this type of behavior violate federal law by creating a hostile work environment. The court then concluded the only legally-permissible response a company can have to such behavior is immediate termination or suspension.

Attorney Kevin Bailey, representing a company that offered a known sexual harasser rehabilitation and job reassignment in place of termination, disparaged the decision, condemning it as a major loss for corporate discretion. Mr. Bailey pointed out that nationwide, over 80% of sexual harassment suits are filed by women.

The employer has promised to appeal the case to the United States Supreme Court.

Figure A6: Male Attorney, Representing Employer, Wins Case

**THE CHRONICLE**

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**POLITICS**



Attorney Kevin Bailey

## CIRCUIT COURT RULES IN SEXUAL HARRASSMENT CASE

This week, a federal circuit court ruled that federal law does not require companies to immediately suspend or terminate employees found guilty of sexually harassing other employees in the workplace.

Using the federal government's definition of sexual harassment, which includes unwanted sexual advances, requests for sexual favors, and verbal and physical harassment of a sexual nature, the circuit court ruled that employees engaging in this type of behavior violate federal law by creating a hostile work environment. The court then concluded federal law offers companies discretion over how to respond to such behavior, including rehabilitation programs and job reassignment.

Attorney Kevin Bailey, representing a company that offered a known sexual harasser rehabilitation and job reassignment in place of termination, praised the decision, lauding it as a major victory for corporate discretion. Mr. Bailey pointed out that nationwide, over 80% of sexual harassment suits are filed by women.

The woman who initially brought the suit has promised to appeal the case to the United States Supreme Court.

Figure A7: Male Attorney, Representing Woman, Loses Case

**THE CHRONICLE**

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**POLITICS**

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Attorney Kevin Bailey

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## CIRCUIT COURT RULES IN SEXUAL HARRASSMENT CASE

This week, a federal circuit court ruled that federal law does not require companies to immediately suspend or terminate employees found guilty of sexually harassing other employees in the workplace.

Using the federal government's definition of sexual harassment, which includes unwanted sexual advances, requests for sexual favors, and verbal and physical harassment of a sexual nature, the circuit court ruled that employees engaging in this type of behavior violate federal law by creating a hostile work environment. The court then concluded federal law offers companies discretion over how to respond to such behavior, including rehabilitation programs and job reassignment.

Attorney Kevin Bailey, representing a woman who sued her employer after her male supervisor sexually harassed her and kept his job, disparaged the decision, condemning it as a major loss for women's protection in the workplace. Mr. Bailey pointed out that nationwide, over 80% of sexual harassment suits are filed by women.

The woman who initially brought the suit has promised to appeal the case to the United States Supreme Court.

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Figure A8: Male Attorney, Representing Woman, Wins Case

**THE CHRONICLE**

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**POLITICS**

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Attorney Kevin Bailey

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## CIRCUIT COURT RULES IN SEXUAL HARRASSMENT CASE

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The employer has promised to appeal the case to the United States Supreme Court.

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## D Correlation Matrices

We used participant reactions to two statements and answers to one question to create our composite measure of substantive legitimacy. These statements and questions were:

1. The court made the right decision for Americans. *[subLegRightAmericans]*
  - (a) Strongly disagree
  - (b) Disagree
  - (c) Agree
  - (d) Strongly agree
2. The court made the right decision for women. *[subLegRightWomen]*
  - (a) Strongly disagree
  - (b) Disagree
  - (c) Agree
  - (d) Strongly agree
3. How fair was this decision to women? *[subLegFairWomen]*
  - (a) Very unfair
  - (b) Unfair
  - (c) Fair
  - (d) Very fair

Table A3: Correlation Matrix for Substantive Legitimacy Questions

	<b>subLegRightAmericans</b>	<b>subLegRightWomen</b>	<b>subLegFairWomen</b>
<b>subLegRightAmericans</b>	1.000	0.790	0.665
<b>subLegRightWomen</b>	0.790	1.000	0.757
<b>subLegFairWomen</b>	0.665	0.757	1.000

We used participant reactions to two statements and answers to one question to create our composite measure of procedural legitimacy. These statements and question were:

1. Thinking about the gender of the attorney, how fair was the decision-making process? *[procLegFair]*
  - (a) Very unfair
  - (b) Unfair
  - (c) Fair
  - (d) Very fair
2. Thinking about the gender of the attorney, the court can be trusted to make decisions that are right for Americans. *[procLegTrust]*
  - (a) Strongly disagree
  - (b) Disagree
  - (c) Agree
  - (d) Strongly agree
3. The court can be trusted to make decisions that are right for the country. *[procLegCourtTrust]*
  - (a) Strongly disagree
  - (b) Disagree
  - (c) Agree
  - (d) Strongly agree

Table A4: Correlation Matrix for Procedural Legitimacy Questions

	<b>procLegFair</b>	<b>procLegTrust</b>	<b>procLegCourtTrust</b>
<b>procLegFair</b>	1.000	0.688	0.586
<b>procLegTrust</b>	0.688	1.000	0.691
<b>procLegCourtTrust</b>	0.586	0.691	1.000

## E Alternative Measure of Procedural Legitimacy

As we discuss in the manuscript, Clayton, O'Brien and Piscopo (2019) use four different statements and questions to develop their composite score of procedural legitimacy. We prompted participants to respond to modified versions of the same four statements and questions:

1. Thinking about the gender of the attorney, how fair was the decision-making process?
  - (a) Very unfair
  - (b) Unfair
  - (c) Fair
  - (d) Very fair
2. Thinking about the gender of the attorney, the court's decision could be overturned.
  - (a) Strongly agree
  - (b) Agree
  - (c) Disagree
  - (d) Strongly disagree
3. Thinking about the gender of the attorney, the court can be trusted to make decisions that are right for Americans.
  - (a) Strongly disagree
  - (b) Disagree
  - (c) Agree
  - (d) Strongly agree
4. The court can be trusted to make decisions that are right for the country.
  - (a) Strongly disagree
  - (b) Disagree
  - (c) Agree
  - (d) Strongly agree

Our factor analysis suggested participant responses broke down into two factors: questions 1, 3, and 4 grouped together and question 2 sat separately, and we consequently only used questions 1, 3, and 4 in our analysis. As we show in Figures A9 and A10, the results remain substantively similar if we follow Clayton, O'Brien and Piscopo (2019) and use responses to all four questions and statements for our composite score.

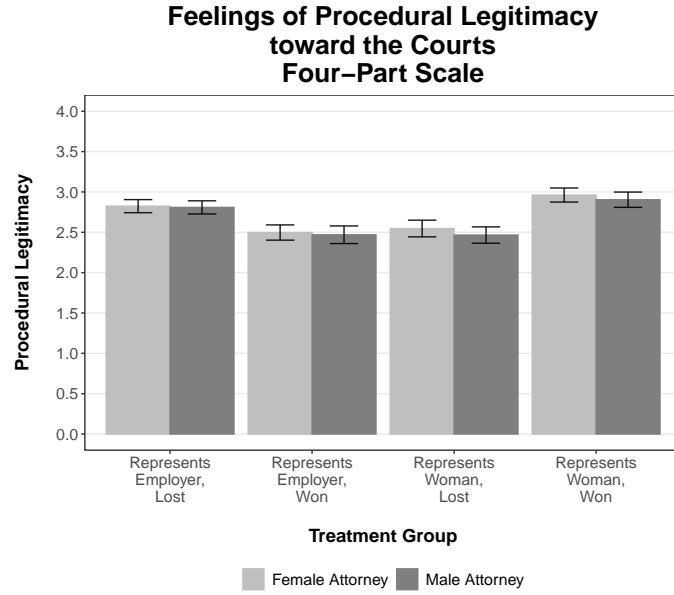


Figure A9: Mean differences in participant feelings of procedural legitimacy toward the courts after reading about a sexual harassment decision. Participants passed manipulation check.

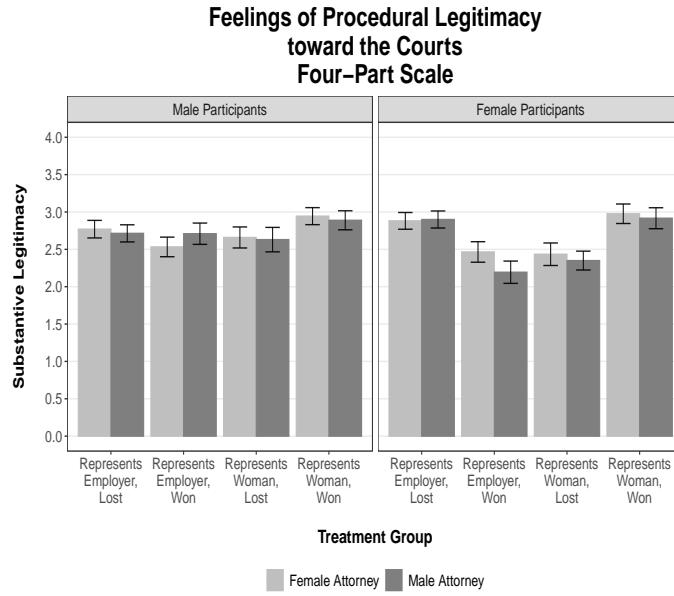


Figure A10: Mean differences in participant feelings of procedural legitimacy toward the courts after reading about a sexual harassment decision. Male participants are on the left and female participants are on the right.

## F Manipulation Check

As a manipulation check, we asked participants “What was the gender of the attorney mentioned in the article?” As Table A5 shows, most participants answered the question correctly. Figures A11, A12, A13, and A14 show the results remain substantively similar if we remove the participants who failed the manipulation check from the analysis.

Table A5: Manipulation Check

	Female Attorney, Employer, Lost	Female Attorney, Employer, Won	Female Attorney, Woman, Lost	Female Attorney, Woman, Won	Male Attorney, Employer, Lost	Male Attorney, Employer, Won	Male Attorney, Woman, Lost	Male Attorney, Woman, Won
Incorrect	23	24	29	14	38	31	35	35
Correct	146	154	147	162	132	141	141	139

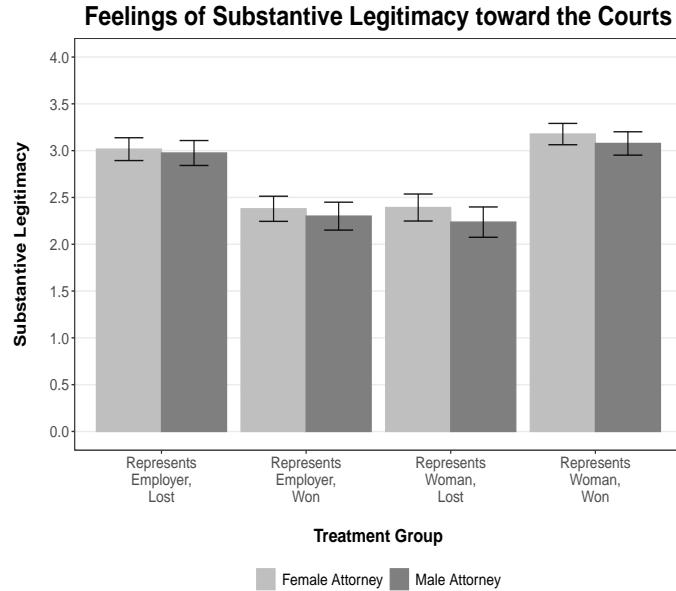


Figure A11: Mean differences in participant feelings of substantive legitimacy toward the courts after reading about a sexual harassment ruling. Participants passed manipulation check.

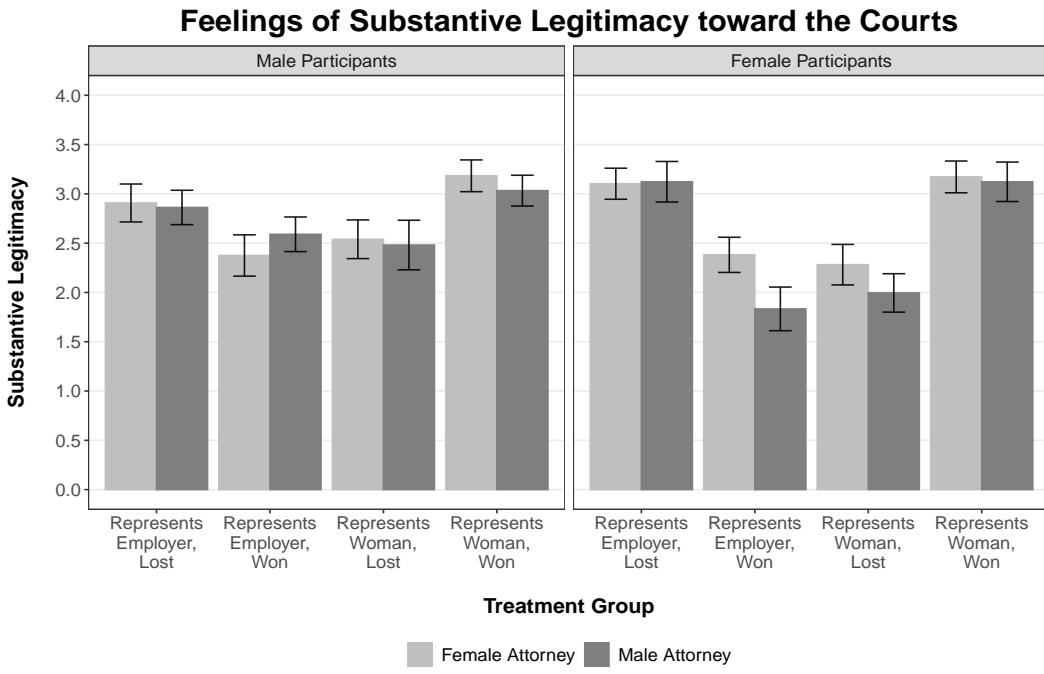


Figure A12: Mean differences in participant feelings of substantive legitimacy toward the courts after reading about a sexual harassment decision. Male participants are on the left and female participants are on the right. Participants passed manipulation check.

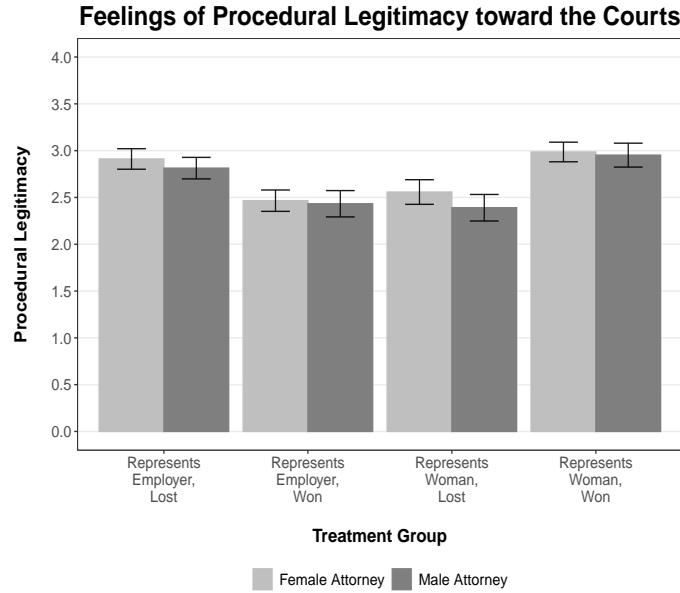


Figure A13: Mean differences in participant feelings of procedural legitimacy toward the courts after reading about a sexual harassment decision. Participants passed manipulation check.

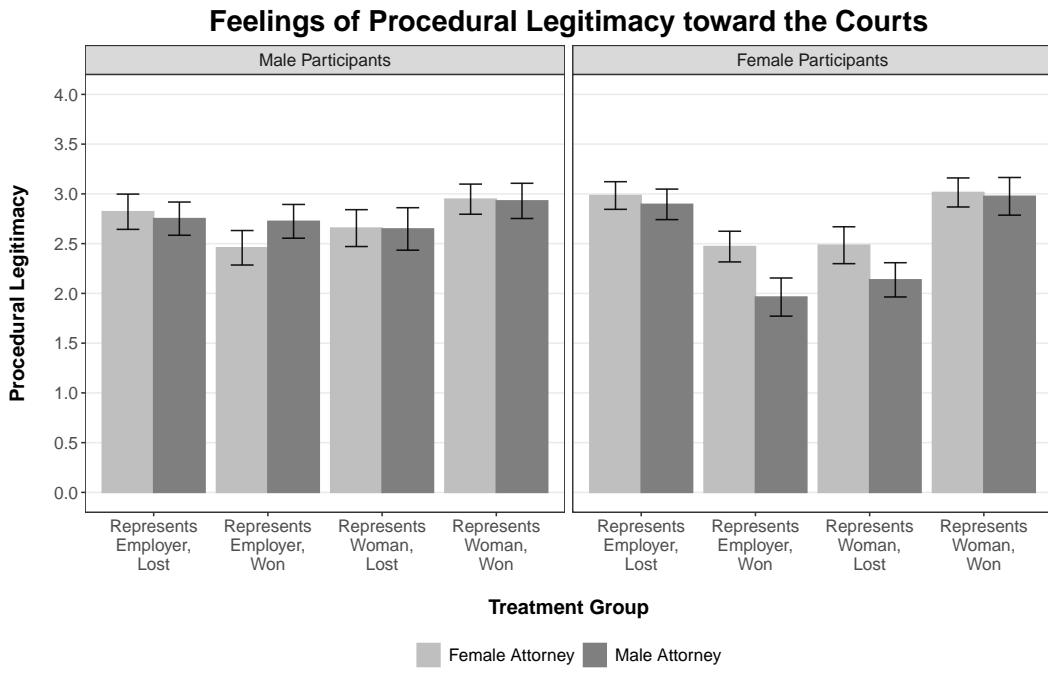


Figure A14: Mean differences in participant feelings of procedural legitimacy toward the courts after reading about a sexual harassment decision. Male participants are on the left and female participants are on the right. Participants passed manipulation check.

## G Full Models with Control Variables

Table A6: Substantive Legitimacy Models with Control Variables

	Baseline	Baseline, Controls	Conditional	Conditional, Controls
Treatment: Kevin, Employer, Wins	-0.043 (0.089)	-0.069 (0.089)	0.120 (0.124)	0.111 (0.125)
Treatment: Katherine, Employer, Loses	0.596*** (0.089)	0.584*** (0.089)	0.476*** (0.126)	0.465*** (0.126)
Treatment: Kevin, Employer, Loses	0.526*** (0.089)	0.517*** (0.090)	0.413*** (0.127)	0.378*** (0.128)
Treatment: Katherine, Woman, Loses	0.043 (0.088)	0.021 (0.088)	0.151 (0.125)	0.126 (0.125)
Treatment: Kevin, Woman, Loses	-0.088 (0.088)	-0.076 (0.088)	0.027 (0.131)	0.055 (0.132)
Treatment: Katherine, Woman, Wins	0.753*** (0.088)	0.729*** (0.088)	0.706*** (0.128)	0.676*** (0.129)
Treatment: Kevin, Woman, Wins	0.605*** (0.088)	0.584*** (0.089)	0.562*** (0.128)	0.525*** (0.130)
Female		-0.083* (0.046)	-0.094 (0.124)	-0.074 (0.124)
Democrat		0.122* (0.067)		0.125* (0.066)
Republican		0.130* (0.069)		0.117* (0.068)
White		0.088 (0.070)		0.092 (0.070)
Black		0.147 (0.093)		0.135 (0.092)
Hispanic		0.080 (0.072)		0.094 (0.072)
Income		0.011*** (0.004)		0.011*** (0.004)
Education		0.010 (0.013)		0.011 (0.013)
Age		0.001 (0.001)		0.001 (0.001)
Treatment: Kevin, Employer, Wins×Female			-0.363** (0.176)	-0.375** (0.178)
Treatment: Katherine, Employer, Loses×Female			0.241 (0.177)	0.256 (0.178)
Treatment: Kevin, Employer, Loses×Female			0.218 (0.177)	0.279 (0.178)
Treatment: Katherine, Woman, Loses×Female			-0.220 (0.175)	-0.206 (0.175)
Treatment: Kevin, Woman, Loses×Female			-0.187 (0.176)	-0.220 (0.177)
Treatment: Katherine, Woman, Wins×Female			0.089 (0.175)	0.101 (0.176)
Treatment: Kevin, Woman, Wins×Female			0.083 (0.176)	0.112 (0.178)
Constant	2.421*** (0.062)	2.086*** (0.124)	2.471*** (0.089)	2.088*** (0.136)
Observations	1,391	1,363	1,391	1,363
R <sup>2</sup>	0.137	0.154	0.153	0.169

Note:

\*p<0.1; \*\*p<0.05; \*\*\*p<0.01

Table A7: Procedural Legitimacy Models with Control Variables

	Baseline	Baseline, Controls	Conditional	Conditional, Controls
Treatment: Kevin, Employer, Wins	-0.020 (0.081)	-0.060 (0.081)	0.195* (0.113)	0.151 (0.113)
Treatment: Katherine, Employer, Loses	0.446*** (0.081)	0.414*** (0.081)	0.363*** (0.114)	0.323*** (0.114)
Treatment: Kevin, Employer, Loses	0.333*** (0.081)	0.295*** (0.081)	0.218* (0.115)	0.155 (0.116)
Treatment, Katherine, Woman, Loses	0.098 (0.080)	0.066 (0.080)	0.168 (0.114)	0.119 (0.113)
Treatment, Kevin, Woman, Loses	-0.017 (0.080)	-0.023 (0.080)	0.137 (0.119)	0.131 (0.120)
Treatment, Katherine, Woman, Wins	0.519*** (0.080)	0.479*** (0.080)	0.475*** (0.116)	0.433*** (0.117)
Treatment, Kevin, Woman, Wins	0.444*** (0.081)	0.422*** (0.081)	0.446*** (0.116)	0.420*** (0.117)
Female		-0.091** (0.041)	-0.074 (0.112)	-0.062 (0.112)
Democrat		0.116* (0.060)		0.120** (0.060)
Republican		0.168*** (0.062)		0.154** (0.062)
White		0.040 (0.064)		0.044 (0.063)
Black		0.107 (0.084)		0.094 (0.083)
Hispanic		0.052 (0.066)		0.065 (0.065)
Income		0.010*** (0.003)		0.010*** (0.003)
Education		0.030** (0.012)		0.031*** (0.012)
Age		0.002 (0.001)		0.002 (0.001)
Treatment: Kevin, Employer, Wins×Female			-0.471*** (0.160)	-0.438*** (0.161)
Treatment: Katherine, Employer, Loses×Female			0.165 (0.161)	0.201 (0.161)
Treatment: Kevin, Employer, Loses ×Female			0.224 (0.161)	0.281* (0.161)
Treatment: Katherine, Woman, Loses×Female			-0.142 (0.159)	-0.100 (0.159)
Treatment: Kevin, Woman, Loses×Female			-0.256 (0.160)	-0.262 (0.160)
Treatment: Katherine, Woman, Wins×Female			0.084 (0.159)	0.087 (0.160)
Treatment: Kevin, Woman, Wins×Female			-0.001 (0.160)	0.007 (0.161)
Constant	2.491*** (0.057)	2.092*** (0.113)	2.529*** (0.081)	2.081*** (0.123)
Observations	1,391	1,363	1,391	1,363
R <sup>2</sup>	0.077	0.112	0.102	0.131

Note:

\*p<0.1; \*\*p<0.05; \*\*\*p<0.01

## H Models Divided by Partisanship

Table A8: Baseline Substantive Legitimacy Models, Divided by Partisanship

	Baseline	Democrats Only	Republicans Only
Treatment: Kevin, Employer, Wins	-0.043 (0.089)	-0.100 (0.134)	0.130 (0.140)
Treatment: Katherine, Employer, Loses	0.596*** (0.089)	0.706*** (0.140)	0.515*** (0.137)
Treatment: Kevin, Employer, Loses	0.526*** (0.089)	0.670*** (0.137)	0.505*** (0.144)
Treatment: Katherine, Woman, Loses	0.043 (0.088)	0.025 (0.129)	0.135 (0.143)
Treatment: Kevin, Woman, Loses	-0.088 (0.088)	-0.154 (0.130)	-0.004 (0.143)
Treatment: Katherine, Woman, Wins	0.753*** (0.088)	0.811*** (0.135)	0.659*** (0.138)
Treatment: Kevin, Woman, Wins	0.605*** (0.088)	0.685*** (0.132)	0.585*** (0.143)
Constant	2.421*** (0.062)	2.429*** (0.091)	2.426*** (0.104)
Observations	1,391	666	503
R <sup>2</sup>	0.137	0.166	0.104

Note:

\*p<0.1; \*\*p<0.05; \*\*\*p<0.01

Table A9: Baseline Procedural Legitimacy Models, Divided by Partisanship

	Baseline	Democrats Only	Republicans Only
Treatment: Kevin, Employer, Wins	-0.020 (0.081)	-0.153 (0.121)	0.112 (0.130)
Treatment: Katherine, Employer, Loses	0.446*** (0.081)	0.510*** (0.126)	0.391*** (0.127)
Treatment: Kevin, Employer, Loses	0.333*** (0.081)	0.391*** (0.124)	0.249* (0.134)
Treatment: Katherine, Woman, Loses	0.098 (0.080)	0.025 (0.116)	0.140 (0.133)
Treatment: Kevin, Woman, Loses	-0.017 (0.080)	-0.074 (0.117)	-0.010 (0.133)
Treatment: Katherine, Woman, Wins	0.519*** (0.080)	0.493*** (0.122)	0.474*** (0.128)
Treatment: Kevin, Woman, Wins	0.444*** (0.081)	0.456*** (0.119)	0.380*** (0.133)
Constant	2.491*** (0.057)	2.528*** (0.082)	2.549*** (0.097)
Observations	1,391	666	503
R <sup>2</sup>	0.077	0.097	0.058

Note:

\*p<0.1; \*\*p<0.05; \*\*\*p<0.01

Table A10: Conditional Substantive Legitimacy Models, Divided by Partisanship

	Conditional	Democrats Only	Republicans Only
Treatment: Kevin, Employer, Wins	0.120 (0.124)	-0.134 (0.188)	0.456** (0.217)
Treatment: Katherine, Employer, Loses	0.476*** (0.126)	0.447** (0.186)	0.594*** (0.223)
Treatment: Kevin, Employer, Loses	0.413*** (0.127)	0.350* (0.184)	0.645*** (0.240)
Treatment: Katherine, Woman, Loses	0.151 (0.125)	0.036 (0.181)	0.373* (0.225)
Treatment: Kevin, Woman, Loses	0.027 (0.131)	-0.181 (0.191)	0.267 (0.234)
Treatment: Katherine, Woman, Wins	0.706*** (0.128)	0.716*** (0.197)	0.659*** (0.222)
Treatment: Kevin, Woman, Wins	0.562*** (0.128)	0.624*** (0.189)	0.642*** (0.230)
Female	-0.094 (0.124)	-0.337* (0.182)	0.164 (0.222)
Treatment: Kevin, Employer, Wins	-0.363** (0.176)	0.095 (0.268)	-0.753** (0.294)
×Female			
Treatment: Katherine, Employer, Loses	0.241 (0.177)	0.579** (0.281)	-0.098 (0.284)
×Female			
Treatment: Kevin, Employer, Loses	0.218 (0.177)	0.713*** (0.275)	-0.210 (0.300)
×Female			
Treatment: Katherine, Woman, Loses	-0.220 (0.175)	0.014 (0.257)	-0.453 (0.297)
×Female			
Treatment: Kevin, Woman, Loses	-0.187 (0.176)	0.116 (0.261)	-0.451 (0.296)
×Female			
Treatment: Katherine, Woman, Wins	0.089 (0.175)	0.229 (0.270)	0.069 (0.285)
×Female			
Treatment: Kevin, Woman, Wins	0.083 (0.176)	0.162 (0.264)	-0.055 (0.294)
×Female			
Constant	2.471*** (0.089)	2.587*** (0.124)	2.314*** (0.183)
Observations	1,391	666	503
R <sup>2</sup>	0.153	0.185	0.133

Note:

\*p<0.1; \*\*p<0.05; \*\*\*p<0.01

Table A11: Conditional Procedural Legitimacy Models, Divided by Partisanship

	Conditional	Democrats Only	Republicans Only
Treatment: Kevin, Employer, Wins	0.195* (0.113)	-0.127 (0.169)	0.525*** (0.199)
Treatment: Katherine, Employer, Loses	0.363*** (0.114)	0.317* (0.168)	0.477** (0.204)
Treatment: Kevin, Employer, Loses	0.218* (0.115)	0.094 (0.166)	0.297 (0.220)
Treatment: Katherine, Woman, Loses	0.168 (0.114)	-0.041 (0.163)	0.392* (0.206)
Treatment: Kevin, Woman, Loses	0.137 (0.119)	-0.123 (0.172)	0.440** (0.214)
Treatment: Katherine, Woman, Wins	0.475*** (0.116)	0.340* (0.178)	0.552*** (0.203)
Treatment: Kevin, Woman, Wins	0.446*** (0.116)	0.423** (0.170)	0.455** (0.210)
Female	-0.074 (0.112)	-0.367** (0.164)	0.201 (0.203)
Treatment: Kevin, Employer, Wins	-0.471*** (0.160)	-0.019 (0.241)	-0.957*** (0.269)
Treatment: Katherine, Employer, Loses	0.165 (0.161)	0.419* (0.253)	-0.099 (0.260)
Treatment: Kevin, Employer, Loses	0.224 (0.161)	0.656*** (0.248)	-0.046 (0.274)
Treatment: Katherine, Woman, Loses	-0.142 (0.159)	0.163 (0.231)	-0.466* (0.272)
Treatment: Kevin, Woman, Loses	-0.256 (0.160)	0.160 (0.235)	-0.770*** (0.271)
Treatment: Katherine, Woman, Wins	0.084 (0.159)	0.334 (0.244)	-0.077 (0.261)
Treatment: Kevin, Woman, Wins	-0.001 (0.160)	0.116 (0.238)	-0.078 (0.269)
Constant	2.529*** (0.081)	2.700*** (0.112)	2.412*** (0.168)
Observations	1,391	666	503
R <sup>2</sup>	0.102	0.121	0.118

Note:

\*p<0.1; \*\*p<0.05; \*\*\*p<0.01

Table A12: Procedural Legitimacy Comparisons, Male and Female Participants

Treatment	Male Participants				Female Participants			
	Female Attorney	Male Attorney	Difference	p-value	Female Attorney	Male Attorney	Difference	p-value
Reps Employer, Lost	2.893	2.747	0.146	0.193	2.984	2.897	0.087	0.381
Reps Employer, Wins	2.529	2.725	-0.196	0.099	2.455	2.179	0.276	0.019
Reps Woman, Loses	2.697	2.667	0.030	0.816	2.481	2.337	0.144	0.217
Reps Woman, Wins	3.004	2.975	0.029	0.788	3.014	2.900	0.114	0.300

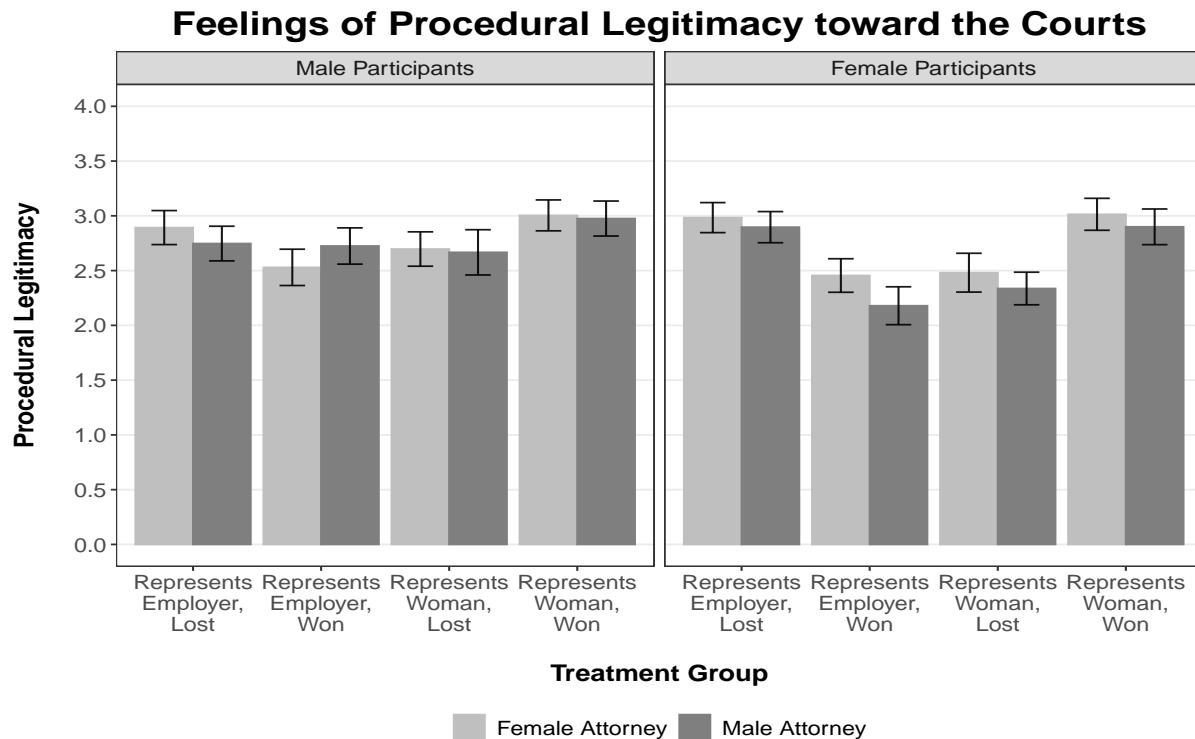


Figure A15: Mean differences in participant feelings of procedural legitimacy toward the courts after reading about a sexual harassment decision. Male participants are on the left and female participants are on the right.

## References

- Clayton, Amanda, Diana Z. O'Brien and Jennifer M. Piscopo. 2019. "All Male Panels? Representation and Democratic Legitimacy." *American Journal of Political Science* 63(1):113–129.