

## SUPPLEMENTARY MATERIALS

### Contents

Supplementary Methods .....	2
Figure S1: Algorithm used to code gender identity for respondents assigned male at birth .....	4
Table S1. Lifetime Prevalence of Workplace Violence, Transmasculine and Transfeminine Workers, National Transgender Discrimination Survey, 2008–2009 .....	5
Table S2. Lifetime Prevalence of Workplace Violence, Non-Binary Respondents, National Transgender Discrimination Survey, 2008–2009 .....	7

## Supplementary Methods

**Gender Identity.** The NTDS asked a series of questions about participants' gender identity. First, respondents were asked about sex assigned at birth and primary gender identity (male/man, female/woman, part time as one gender part time as another, and a gender not listed), with an option to write in additional responses for the primary gender identity. This question was followed by a list of 15 gender identity terms, which prompted respondents to answer the degree to which each term applied to them (not at all, somewhat, strongly). Respondents could also write in additional terms. Based on this series of questions about gender identity, we created an algorithm to classify respondents into four gender identities: transmasculine, transfeminine, non-binary assigned male at birth, and non-binary assigned female at birth. We excluded respondents who did not report their sex assigned at birth; those whose gender identity was most strongly crossdresser, drag performer, or intersex and did not identify as transgender; and those whose responses to the gender identity questions were contradictory. Figures S1 shows the algorithm used for people assigned male at birth. The algorithm for those assigned female at birth follows the same pattern.

**Race:** The survey provided a list of races and ethnicities and asked respondents to select all that applied. Options were White, Black or African American, American Indian or Alaskan Native (with write-in option for their enrolled or principal tribe), Hispanic or Latino, Asian or Pacific Islander, Arab or Middle Eastern, or Multiracial or Mixed race. We recoded these responses into four participant categories: 1) non-Hispanic Black, 2) Hispanic or Latinx, 3) non-Hispanic White, and 4) all other non-Hispanic groups. There were too few respondents who selected American Indian, Alaska Native, Asian, Pacific Islander, Middle Eastern, or Multiracial to reliably disaggregate results further.

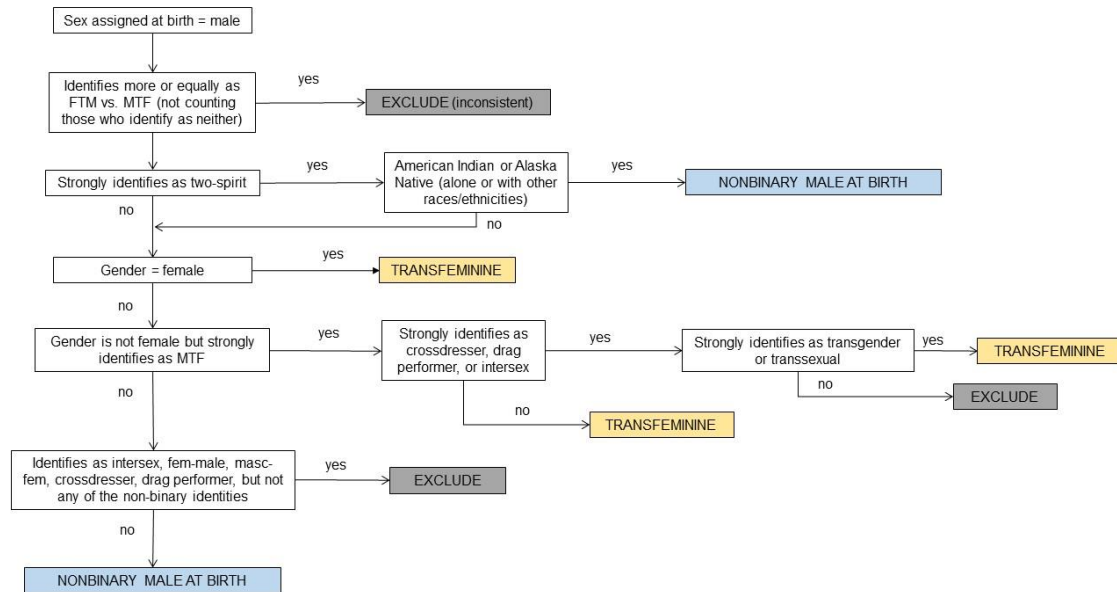
**Age:** We grouped age into five categories: 18–24, 25–34, 35–44, 45–54, and 55 years and older.

**Education:** The survey provided 11 options for educational attainment, ranging from “elementary and/or junior high” to “doctorate degree (for example: PhD, EdD)”. We collapsed these into five categories: less than high school, high school, some college, college degree, or graduate degree.

**Working in the street economy:** The survey asked if participants had ever worked for pay in the street economy, and asked respondents to indicate if this work was sex work/sex industry, drug sales, or another type of street work (with an option for respondents to enter a text description). We categorized respondents who indicated that they participated in any of these types of work as having worked in the street economy at some point.

**Awareness of transgender identity:** Respondents were asked “How many people know or believe you are transgender/gender non-conforming in each of the following settings... On the job?” with response options of none, a few, some, most, all, and not applicable. We collapsed these categories into none, some (a few/some), most (most/all), and not applicable. The not

applicable category was retained because these respondents could represent those who had a job in the past but were not currently working or those who were working in a job with little contact with coworkers or clients (*e.g.*, some forms of self-employment).

**Figure S1: Algorithm used to code gender identity for respondents assigned male at birth**

Abbreviations: Fem-male, feminine male; FTM, female to male; masc-fem, masculine female; MTF, male to female.

Table S1. Lifetime Prevalence of Workplace Violence, Transmasculine and Transfeminine Workers, National Transgender Discrimination Survey, 2008–2009

	Overall N	Harassment			Physical Violence			Sexual Assault		
		N <sup>a</sup>	Prev. (%)	PR (95% CI)	N <sup>a</sup>	Prev. (%)	PR (95% CI)	N <sup>a</sup>	Prev. (%)	PR (95% CI)
Full Population	3,411	3,383	51		3,285	7		3,283	6	
Gender Identity										
Transmasculine	1,258	1,251	49	1.0 (ref)	1,215	4	1.0 (ref)	1,220	3	1.0 (ref)
Transfeminine	2,153	2,132	52	1.1 (1.0–1.1)	2,070	9	2.3 (1.7–3.2)	2,063	7	2.0 (1.4–2.8)
Race/ethnicity										
Non-Hispanic Black	128	126	43	0.9 (0.7–1.0)	120	13	2.5 (1.6–4.1)	119	12	2.8 (1.7–4.7)
Non-Hispanic White	2,690	2,674	50	1.0 (ref)	2,599	5	1.0 (ref)	2,596	4	1.0 (ref)
Hispanic or Latinx	196	189	55	1.1 (1.0–1.3)	185	16	3.0 (2.1–4.3)	187	14	3.3 (2.2–4.9)
All Other Non-Hispanic	379	377	56	1.1 (1.0–1.2)	365	11	2.0 (1.5–2.9)	365	9	2.1 (1.4–3.0)
Missing	18	17			16			16		
Age										
18–24	493	486	51	1.0 (ref)	481	8	1.0 (ref)	482	7	1.0 (ref)
25–34	1,128	1,125	52	1.0 (0.9–1.1)	1,097	8	1.0 (0.7–1.4)	1,094	7	1.0 (0.7–1.5)
35–44	675	669	52	1.0 (0.9–1.2)	639	6	0.7 (0.5–1.1)	638	5	0.8 (0.5–1.2)
45–54	636	635	52	1.0 (0.9–1.2)	613	7	1.0 (0.6–1.4)	613	4	0.6 (0.4–1.1)
55 or Older	418	408	45	0.9 (0.8–1.0)	398	4	0.5 (0.3–0.9)	400	4	0.5 (0.3–1.0)
Missing	61	60			57			56		
Education										
Less Than High School	89	89	64	1.3 (1.1–1.6)	81	22	5.4 (3.2–9.0)	80	14	3.2 (1.7–6.1)
High School	274	268	54	1.1 (1.0–1.3)	261	10	2.3 (1.4–3.8)	261	8	1.9 (1.1–3.2)
Some College	1,433	1,423	55	1.1 (1.0–1.2)	1,370	8	1.9 (1.3–2.8)	1,369	7	1.5 (1.1–2.2)
College Degree	920	917	48	1.0 (ref)	891	4	1.0 (ref)	891	4	1.0 (ref)
Graduate Degree	690	681	43	0.9 (0.8–1.0)	677	5	1.1 (0.7–1.8)	677	3	0.7 (0.4–1.2)
Missing	5	5			5			5		
Ever Worked in Street Economy										
No	2,794	2,774	48	1.0 (ref)	2,694	4	1.0 (ref)	2,696	4	1.0 (ref)
Yes	574	566	67	1.4 (1.3–1.5)	552	18	3.9 (3.1–5.1)	547	14	3.7 (2.8–4.9)
Missing	43	43			39			40		
People at Current Job Aware of Gender Identity										
None	679	672	42	1.0 (ref)	651	5	1.0 (ref)	652	6	1.0 (ref)
Some	1,133	1,126	51	1.2 (1.1–1.4)	1,098	6	1.2 (0.8–1.7)	1,099	5	1.0 (0.6–1.4)
Most	1,218	1,208	51	1.2 (1.1–1.4)	1,183	6	1.2 (0.8–1.8)	1,178	5	0.8 (0.6–1.3)
Not Applicable <sup>b</sup>	356	352	64	1.5 (1.4–1.7)	330	12	2.3 (1.5–3.5)	331	9	1.6 (1.0–2.6)

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Missing	25	25	23	23
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Abbreviations: CI, confidence interval; N, number of participants in analysis; PR, prevalence ratio; Prev, prevalence.

<sup>a</sup> Number of respondents who answered the question on workplace harassment.

<sup>b</sup> Likely indicates respondents who were currently not working but who worked in the past.

Table S2. Lifetime Prevalence of Workplace Violence, Non-Binary Respondents, National Transgender Discrimination Survey, 2008–2009

	Overall N	Harassment			Physical Violence			Sexual Assault		
		N <sup>a</sup>	Prev. (%)	PR (95% CI)	N <sup>a</sup>	Prev. (%)	PR (95% CI)	N <sup>a</sup>	Prev. (%)	PR (95% CI)
Full Population	1,186	1,178	51		1,136	6		1,136	6	
Gender Identity										
Non-Binary AMAB	342	337	47	1.0 (0.8–1.1)	326	9	2.0 (1.2–3.1)	326	9	2.0 (1.3–3.2)
Non-Binary AFAB	844	841	49	1.0 (ref)	810	5	1.0 (ref)	810	5	1.0 (ref)
Race/ethnicity										
Non-Hispanic Black	32	32	31	0.7 (0.4–1.2)	29	--	--	30	--	--
Non-Hispanic White	845	842	44	1.0 (ref)	810	4	1.0 (ref)	811	4	1.0 (ref)
Hispanic or Latinx	74	72	50	1.1 (0.9–1.4)	74	14	3.3 (1.7–6.5)	73	11	2.5 (1.2–5.1)
All Other Non-Hispanic	227	224	67	1.5 (1.4–1.7)	215	11	2.7 (1.7–4.5)	214	9	2.0 (1.2–3.4)
Missing	8	8			8			8		
Age										
18–24	288	287	53	1.0 (ref)	281	7	1.0 (ref)	278	7	1.0 (ref)
25–34	449	445	49	0.9 (0.8–1.1)	427	5	--	430	6	--
35–44	134	132	60	1.1 (0.9–1.3)	125	6	--	127	6	--
45–54	69	69	49	0.9 (0.7–1.2)	66	8	--	66	--	--
55 or Older	36	36	44	0.8 (0.6–1.2)	36	--	--	36	--	--
Missing	210	209			201			199		
Education										
Less Than High School	30	29	55	1.3 (0.9–1.9)	29	21	6.2 (2.5–15.0)	29	24	7.1 (3.1–16.5)
High School	55	53	47	1.1 (0.8–1.5)	53	17	5.1 (2.3–11.3)	53	13	3.9 (1.6–9.4)
Some College	392	388	42	1.2 (1.1–1.4)	373	7	2.0 (1.0–3.9)	377	7	2.0 (1.0–3.8)
College Degree	402	401	42	1.0 (ref)	388	3	1.0 (ref)	385	4	1.0 (ref)
Graduate Degree	303	303	53	1.3 (1.1–1.5)	289	5	1.4 (0.7–3.0)	288	5	1.5 (0.7–3.2)
Missing	4	4			4			4		
Ever Worked in Street Economy										
No	958	954	46	1.0 (ref)	922	4	1.0 (ref)	921	4	1.0 (ref)
Yes	211	207	59	1.3 (1.1–1.5)	198	13	2.8 (1.8–4.6)	199	16	4.2 (2.7–6.7)
Missing	17	17			16			16		
People at Current Job Aware of Gender Identity										
None	241	239	31	1.0 (ref)	229	4	1.0 (ref)	230	5	1.0 (ref)
Some	416	412	50	1.6 (1.3–2.0)	394	6	1.3 (0.6–2.8)	393	5	1.0 (0.5–2.1)
Most	431	429	54	1.8 (1.4–2.2)	421	7	1.5 (0.8–3.1)	420	7	1.4 (0.7–2.8)
Not Applicable <sup>b</sup>	91	91	64	2.1 (1.6–2.7)	86	6	1.3 (0.5–3.8)	88	9	1.9 (0.8–4.6)
Missing	7	7								

Abbreviations: CI, confidence interval; N, number in analysis; PR, prevalence ratio; Prev, prevalence; --, N<5 or too few observations for the model to run.

<sup>a</sup> Number of respondents who answered the question on workplace harassment.

<sup>b</sup> Likely indicates respondents who were currently not working but who worked in the past.