APPENDIX

Analyses stratified by gender

Table A1 Results from Cox regression analyses on the association between different combinations of work-related sexual and gender harassment (GBVH) and psychotropics for women and men separately, presented as hazard ratios (HR) and 95% confidence intervals.

| GBVH                                                | Women |        |        | Men |        |        |
|-----------------------------------------------------|-------|--------|--------|-----|--------|--------|
|                                                    | Exposed | Psychotropics | HR (95% CI) | Exposed | Psychotropics | HR (95% CI) |
| Not in 12 months                                    | N (%)  | N      | HR (95% CI) | N (%)  | N      | HR (95% CI) |
| Gender harassment/no sexual harassment              | 9 511 (83.2) | 2 107 | 1 | 10 417 (94.4) | 1 430 | 1 |
| Sexual harassment/no gender harassment              | 982 (9.0) | 242 | 1.16 (1.01 to 1.33) | 370 (3.4) | 65 | 1.30 (1.01 to 1.67) |
| Sexual and gender harassment                        | 612 (5.4) | 164 | 1.17 (1.00 to 1.38) | 157 (1.4) | 29 | 1.25 (0.86 to 1.81) |

Adjusted for survey year, age, education, family situation, income, parental migration background, managerial responsibilities, and industry classification.

Table A2 Results from Cox regression analyses on the association between work-related sexual harassment (SH) and gender harassment and psychotropics for women and men separately, presented as hazard ratios (HR) and 95% confidence intervals.

| Workplace SH by any harasser | Women |        |        | Men |        |        |
|------------------------------|-------|--------|--------|-----|--------|--------|
|                              | Exposed | Psychotropics | HR (95% CI) | Exposed | Psychotropics | HR (95% CI) |
| Not in 12 months             | N (%)  | N      | HR (95% CI) | N (%)  | N      | HR (95% CI) |
| Once in 12 months            | 10 493 | 2 349 | 1 | 11 787 | 1 495 | 1 |
| Monthly to daily             | 658 | 172 | 1.13 (0.96 to 1.32) | 140 | 24 | 1.14 (0.76 to 1.71) |
| Gender harassment            | 224 | 68 | 1.33 (1.06 to 1.66) | 73 | 14 | 1.39 (0.90 to 2.14) |
| Not in 12 months             | N (%)  | N      | HR (95% CI) | N (%)  | N      | HR (95% CI) |
| Once in 12 months            | 10 123 | 2 271 | 1 | 10 574 | 1 459 | 1 |
| Monthly to daily             | 881 | 225 | 1.19 (1.04 to 1.37) | 324 | 59 | 1.31 (1.01 to 1.70) |
| Gender harassment            | 432 | 107 | 1.14 (0.93 to 1.38) | 133 | 22 | 1.23 (0.81 to 1.88) |

Adjusted for survey year, age, education, family situation, income, parental migration background, managerial responsibilities, and industry classification.
## Analyses stratified by age

Table A3 Results from Cox regression analyses on the association between different combinations of work-related sexual and gender harassment (GBVH) and psychotropics for age groups separately, presented as hazard ratios (HR) and 95% confidence intervals.

| N         | 16-25 (HR (95% CI)) | 26-35 (HR (95% CI)) | 36-45 (HR (95% CI)) | 46-55 (HR (95% CI)) | 56-64 (HR (95% CI)) |
|-----------|----------------------|----------------------|----------------------|----------------------|----------------------|
| GBVH      |                      |                      |                      |                      |                      |
| Not in 12 months | 1 858 | 4 032 | 5 868 | 5 969 | 4 740 |
| Gender harassment/no sexual harassment | 0.92 (0.55 to 1.55) | 1.35 (1.06 to 1.73) | 1.18 (0.94 to 1.47) | 1.16 (0.91 to 1.47) | 1.18 (0.88 to 1.58) |
| Sexual harassment/no gender harassment | 1.31 (0.91 to 1.87) | 1.12 (0.83 to 1.52) | 1.08 (0.77 to 1.50) | 1.23 (0.92 to 1.65) | 1.26 (0.80 to 2.00) |
| Sexual and gender harassment | 0.80 (0.43 to 1.48) | 1.37 (0.97 to 1.93) | 1.39 (0.95 to 2.05) | 1.17 (0.73 to 1.87) | 1.72 (1.00 to 3.00) |

Adjusted for survey year, gender, education, family situation, income, parental migration background, managerial responsibilities, and industry classification.

Table A4 Results from Cox regression analyses on the association between work-related sexual harassment (SH) and gender harassment and psychotropics for age groups, presented as hazard ratios (HR) and 95% confidence intervals.

| N         | 16-25 (HR (95% CI)) | 26-35 (HR (95% CI)) | 36-45 (HR (95% CI)) | 46-55 (HR (95% CI)) | 56-64 (HR (95% CI)) |
|-----------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Workplace SH by any harasser |                      |                      |                      |                      |                      |
| Not in 12 months | 1 858 | 4 032 | 5 868 | 5 969 | 4 740 |
| Once in 12 months | 1.01 (0.67 to 1.52) | 1.07 (0.81 to 1.42) | 1.06 (0.78 to 1.46) | 1.20 (0.90 to 1.61) | 1.47 (0.97 to 2.21) |
| Monthly to daily | 1.31 (0.83 to 2.07) | 1.34 (0.93 to 1.92) | 1.42 (0.95 to 2.14) | 1.18 (0.74 to 1.89) | 1.32 (0.68 to 2.57) |

Gender harassment

| N         | 16-25 (HR (95% CI)) | 26-35 (HR (95% CI)) | 36-45 (HR (95% CI)) | 46-55 (HR (95% CI)) | 56-64 (HR (95% CI)) |
|-----------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Not in 12 months | 1 858 | 4 032 | 5 868 | 5 969 | 4 740 |
| Once in 12 months | 0.70 (0.42 to 1.17) | 1.39 (1.09 to 1.77) | 1.28 (1.02 to 1.60) | 1.19 (0.92 to 1.53) | 1.23 (0.90 to 1.67) |
| Monthly to daily | 1.15 (0.63 to 2.12) | 1.22 (0.87 to 1.72) | 1.08 (0.75 to 1.54) | 1.12 (0.78 to 1.62) | 1.27 (0.81 to 1.99) |

Adjusted for survey year, gender, education, family situation, income, parental migration background, managerial responsibilities, and industry classification.
Sensitivity analyses with 2-year follow-up

Table A5 Sensitivity analysis: Results from Cox regression analyses on the association between different combinations of work-related sexual and gender harassment (GBVH) and psychotropics, follow-up censored to 2 years, presented as hazard ratios (HR) and 95% confidence intervals.

| GBVH                                | Exposed | Psychotropics |
|-------------------------------------|---------|---------------|
|                                     | N       | N             |
| Not in 12 months                    | 20 428  | 2 193         |
| Gender harassment/no sexual harassment | 1 381   | 190           | 1.20 (0.98 to 1.45) |
| Sexual harassment/no gender harassment | 789     | 130           | 1.08 (0.83 to 1.40) |
| Sexual and gender harassment        | 426     | 61            | 1.45 (1.08 to 1.96) |

Adjusted for survey year, gender, age, education, family situation, income, parental migration background, managerial responsibilities, and industry classification.

Table A6 Sensitivity analysis: Results from Cox regression analyses on the association between work-related sexual harassment (SH) and gender harassment and psychotropics, follow-up censored to 2 years, presented as hazard ratios (HR) and 95% confidence intervals.

| Workplace SH by any harasser | Exposed | Psychotropics |
|------------------------------|---------|---------------|
|                              | N       | N             |
| Not in 12 months             | 21 280  | 2 383         |
| Once in 12 months            | 798     | 131           | 1.04 (0.81 to 1.34) |
| Monthly to daily             | 389     | 60            | 1.51 (1.11 to 2.04) |
| SH by superiors or colleagues|         |               |
| Not in 12 months             | 22 125  | 2 522         |
| Once in 12 months            | 207     | 34            | 1.10 (0.35 to 3.43) |
| Monthly to daily             | 135     | 18            | 1.66 (0.62 to 4.45) |
| SH by others (e.g., clients) |         |               |
| Not in 12 months             | 21 512  | 2 419         |
| Once in 12 months            | 658     | 107           | 1.43 (0.71 to 2.88) |
| Monthly to daily             | 297     | 48            | 1.29 (0.54 to 3.13) |
| Gender harassment            |         |               |
| Not in 12 months             | 20 697  | 2 323         |
| Once in 12 months            | 1 205   | 170           | 1.47 (0.99 to 2.20) |
| Monthly to daily             | 565     | 81            | 1.58 (0.87 to 2.87) |

Adjusted for survey year, gender, age, education, family situation, income, parental migration background, managerial responsibilities, and industry classification.
Sensitivity analyses with full study sample (no exclusion due to psychotropics use),
adjusted for previous medication

### Table A7 Sensitivity analysis: Analyses with the full study sample, not excluding individuals who had purchased medication in the survey year. Analyses adjusted for previous psychotropics use.

| GBVH                              | Exposed | Psychotropics | HR (95% CI) |
|-----------------------------------|---------|---------------|-------------|
| Not in 12 months                  | 22280   | 3537          | 1           |
| Gender harassment/no sexual harass | 1579    | 307           | 1.14 (1.02 to 1.29) |
| Sexual harassment/no gender harass | 868     | 193           | 1.22 (1.05 to 1.42) |
| Sexual and gender harassment      | 485     | 106           | 1.27 (1.05 to 1.55) |

Adjusted for survey year, gender, age, education, family situation, income, parental migration background, managerial responsibilities, industry classification, previous psychotropics.

### Table A8 Sensitivity analysis: Analyses with the full study sample, not excluding individuals who had purchased medication in the survey year. Analyses adjusted for previous psychotropics use.

| Workplace SH by any harasser   | Exposed | Psychotropics | HR (95% CI) |
|-------------------------------|---------|---------------|-------------|
| Not in 12 months              | 23859   | 3844          | 1           |
| Once in 12 months             | 909     | 196           | 1.16 (1.00 to 1.34) |
| Monthly to daily              | 444     | 103           | 1.34 (1.10 to 1.63) |
| SH by superiors or colleagues | Not in 12 months | 24810 | 4061 | 1 |
| Once in 12 months             | 256     | 48            | 1.02 (0.76 to 1.35) |
| Monthly to daily              | 146     | 34            | 1.45 (1.03 to 2.03) |
| SH by others (e.g., clients)  | Not in 12 months | 24131 | 3898 | 1 |
| Once in 12 months             | 739     | 163           | 1.18 (1.00 to 1.38) |
| Monthly to daily              | 342     | 82            | 1.35 (1.09 to 1.68) |
| Gender harassment             | Not in 12 months | 23148 | 3730 | 1 |
| Once in 12 months             | 1393    | 284           | 1.19 (1.06 to 1.35) |
| Monthly to daily              | 671     | 129           | 1.09 (0.92 to 1.30) |

Adjusted for survey year, gender, age, education, family situation, income, parental migration background, managerial responsibilities, industry classification, and previous psychotropics.