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Yim Yam, Whywhy CHAN

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A Study of Occupational Health: Disclosing Homosexuality in the Workplace

Chan Yim Yam, Whywhy (4098081)

Lingnan University

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Supervisor: Dr. Cheung Yue Lok, Francis

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Abstract

In this study, the associations among disclosing homosexuality, discrimination and occupational health was examined, as well as the associations among disclosing homosexuality, workplace sexual identity management strategies and occupational health. It is aimed to investigating whether discrimination serves as a moderator between disclosing homosexuality and occupational health, plus whether workplace sexual identity management strategies serves as a mediator between disclosing homosexuality and occupational health. In total, 225 gays and lesbians full-time workers in Hong Kong were participated in this study through completing an online questionnaire. Results showed that discrimination serves as a moderator between disclosure and job satisfaction, and workplace sexual identity management strategies serves as a mediator between disclosure and emotional exhaustion as well as depressive symptoms. Implications and limitations of this study were discussed.

Introduction

To the majority of population, homosexual identity is not a visible and immediately distinguishable status (Paul, 1982). Homosexual people consciously engage in daily decision making regarding whether to disclose or conceal their homosexuality (Chrobot-Mason, Button & DiClementi, 2001; Day & Schoenrade, 1997; Driscoll, Kelley & Fassinger, 1996). Current study aims to investigate whether disclosing homosexuality in the workplace would have positive influences on employees' occupational health in response to the inconsistent results generated from previous studies, as some suggested that disclosing should be the best to homosexual employees' health while some suggested having positive health outcomes are not always the result from the decision of disclosing homosexuality. In such case, discrimination is suspected to be an important factor that need further investigation, concerning that homosexual people have long been differentiated and stigmatized in the workplace by numerous barriers and various ways of discrimination (Embrick, Walther & Wickens, 2007). It is worth considering whether discrimination appears as a moderator of the relationship between disclosing homosexual identity and psychological well-being.

In addition, it is also noted that homosexual workers may choose to adopt different strategies to manage information concerning their sexual orientation, which was being conceptualized as workplace sexual identity management strategies. Different strategies were suggested to have different impacts on one's occupational health. It is suspected that whether it serves as a mediator in explaining the relationship between disclosure and occupational health. Therefore, another aim of the present study is to explore the rationale behind that can explain the concerned relationship.

Taken into account that workplace is an important aspect in one's life. The significance of current study is to provide insights in promoting occupational health among homosexual workers.

Literature Review

Disclosure and Occupational Health

Previous researches have provided evidences that concealing homosexuality at work would do harm to one's psychological well-being (e.g., Button, 2001; Fassinger, 1996; Griffith & Hebl, 2002; Lane & Wegner, 1995; Levine & Leonard, 1984; Pachankis, 2007). Fassinger (1996) has integrated lesbians' experience in workplace and noted that maintaining secrecy would cause debilitating strain, which would in turn leave negative impact on job satisfaction and general mental health. This is suggesting that hiding one's homosexuality in the workplace, as a form of maintaining secrecy, would result in lower job satisfaction (e.g., Button, 2001; Griffith & Hebl, 2002). Besides, it can also result in cognitive and emotional depletion (Lane & Wegner, 1995; Madera, 2010). The preoccupation model of secrecy proposed by Lane and Wegner (1995) suggested that secrecy causes suppression and intrusion of secret thoughts, which can use up one's cognitive resources and make oneself emotionally drained. In other words, in the process of concealing one's homosexuality, the attempt to suppress the fact of being a homosexual would instead intensify the secret thought, which subsequently becomes an intrusive thought that requires additional suppression. This cyclic repetition of maintaining secrecy is cognitively and emotionally exhausting. A recent discussion by Madera (2010) has reached an agreement on the same result that hiding one's homosexuality in the workplace would impair employees' cognitive ability. As engaging in self-regulating behaviors that minimize clues related to their sexual orientation requires excessive energy, therefore it would deplete the limited cognitive resources. Such personal demands of self-regulatory tasks could possibly put homosexual employees under continuous stress that can give rise to emotional exhaustion. In addition, it has been found that there is association between maintaining secrecy and depression (Maas et al., 2012), suggesting there is a high possibility that homosexual people who consciously fake a heterosexual identity

would develop depressive symptoms, concerning the failure to present an integrating self could induce a sense of self-betrayal (Levine & Leonard, 1984), as well as constant preoccupation with anxiety about the concealed stigma being discovered (Pachankis, 2007).

Not only did past researches demonstrate that concealing homosexuality in workplace has negative impacts on occupational health, but they also exhibited that disclosing homosexuality in workplace is associated with better psychological well-being (e.g., Cain, 1991; Croteau, Anderson & VanderWal, 2008; Day & Schoenrade, 1997; Griffith & Hebl, 2002; Jordan & Deluty, 1998; Lane & Wegner, 1995; Morris, Waldo & Rothblum, 2001; Wong & Tang, 2004). Previous studies have proven that disclosure in workplace is related to job satisfaction, in specific, more disclosing at work showed higher job satisfaction (Day & Schoenrade, 1997; Griffith & Hebl, 2002). Perhaps it is because more disclosing showed lower role ambiguity, lower role conflict (Day & Schoenrade, 1997) and reduced role stress (Croteau, Anderson & VanderWal, 2008). As mentioned before, homosexual workers who are closeted experience great psychological distress due to the incongruity between the real self and the presented self in the workplace, maintaining a sense of integrity and wholeness might help to increase happiness at work. Being free from secrecy of homosexuality in workplace also enables one to establish closer interpersonal relationships with colleagues (Croteau, Anderson & VanderWal, 2008), which is likely to contribute to higher job satisfaction. Besides, it is suggested that coming out at work allows one to share their emotional burden (Cain, 1991) as well as reduce certain levels of emotional inhibition (Lane & Wegner, 1995). This is very likely to minimize the chance of having emotional exhaustion, as homosexual workers are no longer required to live a dual life. In addition, another study reported that higher levels of disclosure at work was associated with less anxiety, more positive affectivity and greater self-esteem as well as lower levels of depression (Jordan & Deluty, 1998). In other words, less depressive symptoms are expected from disclosed workers, as well as more positive influences on psychological occupational health. Apart

from Western studies, Chinese study also showed comparable results. Wong and Tang (2004) reported that linkage between disclosed experiences and a lower level of psychological distress has been found among Chinese gay men in Hong Kong, suggesting that coming out at work can contribute to better psychological well-being.

Combined the effort from previous Western and Chinese studies, which consistently showed that concealing was associated with negative occupational health and disclosing was associated with positive occupational health, it is hypothesized that more disclosing of homosexuality at work is associated with higher job satisfaction, less emotional exhaustion as well as less depressive symptoms, where these three variables are believed to be important components in measuring employees' occupational health.

Hypothesis 1: Disclosure is associated positively with job satisfaction but negatively with emotional exhaustion and depressive symptoms.

Disclosure, Discrimination and Occupational Health

Although a large number of researches have supported that disclosing homosexuality in the workplace would result in better psychological well-being, it is not always the case. It is noted that disclosing at work is basically psychologically beneficial unless there is a need to conceal one's homosexuality in response to adverse stigmatization in workplace (Croteau, Anderson & VanderWal, 2008). This suggests that workplace discrimination towards homosexuals might be an important variable worth investigating in understanding the real picture behind.

Discrimination is believed to be the major issue that homosexual people face in everyday life, especially in workplace settings (e.g., Fassinger, 1996; Levine & Leonard, 1984). It is suggested that disclosing homosexuality in workplace associated with risks such as discrimination, stigmatization (Croteau, Anderson & VanderWal, 2008) as well as victimization (D'Augelli & Grossman, 2001). This notion has been supported by both Western and Chinese studies. A Western study conducted by D'Augelli and Grossman (2001)

showed that 75 percent among 416 homosexual people reported being physically threatened after disclosure. Particularly, the more open were the homosexual people, the more victimization they have experienced, including verbal harassment, physical assault and disemployment. Besides, a Chinese study conducted by Lau and Stotzer (2011) revealed that 34 percent of the disclosed group reported having experience of workplace discrimination in past five years while only 8 percent of the concealed group had experienced workplace discrimination. Altogether, it can be seen that there is association between disclosure at work and discrimination. Hence, it is not surprised that many homosexual workers still prefer to remain silent about their sexual identity due to the fear of workplace discrimination (Madera, 2010).

Moreover, workplace discrimination regarding homosexuality is believed to leave negative impacts on psychological well-being (e.g., Meyer, 1995; Waldo, 1999; Pavalko et al., 2003; Ragins & Cornwell, 2001; Velez, Moradi & Brewster, 2013). According to the theory of minority stress conceptualized by Meyer (1995), people possess a minority status would experience minority stress which discrimination is seen as one kind. It is mentioned that homosexual people are thought as a group of sexual minorities, discrimination appears as a form of minority stress, which was found significantly associated with negative mental health (Meyer, 1995). The result from a more recent study also showed that minority stresses were related to greater stress (Velez, Moradi & Brewster, 2013), which was in line with Meyer's (1995) findings. Regarding occupational health, previous studies have showed that discrimination towards homosexual people was negatively correlated with job satisfaction (Ragins & Cornwell, 2001; Velez, Moradi & Brewster, 2013; Waldo, 1999), suggesting that higher levels of discrimination can result in decreased job satisfaction. Another research has shown that workplace climate had direct effects on work satisfaction (Driscoll, Kelley & Fassinger, 1996). Since discrimination might to a certain extent, affect how an individual perceived the work climate, if discrimination becomes greater, the perceived workplace

climate would be more hostile. When a person perceives threats or encounters adverse situations in the workplace, it may affect his or her feeling towards the workplace, and as a result lower the job satisfaction. Workplace discrimination was also found to pose a threat on emotional health (Pavalko et al., 2003). Meyer's (1995) study showed that for gay men who experienced high levels of minority stress such as discrimination were very likely to suffer from high levels of distress. As excessive amount of distress can result in emotional exhaustion, it is possible that discrimination would relate to emotional exhaustion. Simultaneously, recent study indicated that discrimination among sexual minority was positively associated with depressive symptoms (Gattis, Woodford & Han, 2014). The result was in line with pervious study which revealed that those who experienced hate crime showed higher levels of depression and anxiety than those who experienced non-discriminatory crime (Herek et al., 1997). These studies have provided evidences that homosexual people experiencing discrimination would exhibit higher levels of depressive symptoms.

As previous studies consistently showed that workplace discrimination was associated with negative occupational health, it is hypothesized that higher levels of discrimination is associated with lower job satisfaction, greater emotional exhaustion as well as more depressive symptoms.

> *Hypothesis 2:* Discrimination is associated negatively with job satisfaction but positively with emotional exhaustion and depressive symptoms.

Discrimination as Moderator

Summarizing from the aforementioned discussion, it is expected that disclosing homosexuality in the workplace would have better occupational health in general. However, workplace discrimination towards homosexual people is predicted to have negative impacts on one's occupational health. Taken into account that the negative impacts associate with discrimination may be severe enough to weaken or even cancel out the positive outcomes

brought by disclosing homosexual identity on occupational health, it is suggested that the relationship between disclosing and occupational health would depend on workplace discrimination. Rodriguez and Kelly's (2006) study demonstrated that revealing a secret to an accepting party can lead to positive health outcomes. Applying to current study, it suggests that disclosing homosexuality at work would result in positive health outcomes or not depends on whether the organization is supportive and accepting, in other words, whether the organization is free from discrimination towards homosexuality.

In the present study, it is hypothesized that discrimination serves as a moderator between disclosing homosexuality and one's occupational health, i.e. job satisfaction, emotional exhaustion and depressive symptoms. It is predicted that the positive relationship between disclosing homosexuality and job satisfaction along with the negative relationships between disclosing homosexuality and emotional exhaustion as well as depressive symptoms will be weaker when level of discrimination is high. Thus when homosexual employees experience high workplace discrimination, it will buffer the positive outcomes of disclosure at work.

> *Hypothesis 3a:* Discrimination moderates the relationship between disclosure and job satisfaction. In particular, the positive relationship between disclosure and job satisfaction is weaker when discrimination is high.

> *Hypothesis 3b:* Discrimination moderates the relationships between disclosure and emotional exhaustion as well as depressive symptoms. In particular, the relationships between disclosure and emotional exhaustion as well as depressive symptoms are less negative when discrimination is high.

Workplace Sexual Identity Management Strategies as Mediator

Workplace sexual identity management is an ongoing and changeable process that involves decision making on how to express one's stigmatized sexual identity in the workplace (Driscoll, Kelley & Fassinger, 1996). It was conceptualized in different ways in early studies. Woods (1993) suggested that there are three strategies in managing sexual

identity, including counterfeiting, avoiding or passing and integrating, while Shallenberger (1994) proposed that integrating can be further categorized into two strategies which are acknowledging and advocating, resulting in four strategies in total. Present study would adopt the sexual identity management strategies proposed by Woods (1993) for discussion, as previous research showed that acknowledging and advocating were strongly related (Button, 2004), proving evidence that a single strategy integrating would be enough to portray an open homosexual identity.

According to Woods (1993), counterfeiting is an active strategy that involves intentionally fabricating a false heterosexual identity in the workplace. This may include changing gender specific pronouns when discussing about same-sex partners, lying about relationship details, or carefully avoid acting like a homosexual in front of the supervisors and coworkers. While avoiding, is a more passive strategy that involves revealing nothing about the homosexual identity at work, and allowing others to assume the heterosexual identity. In most cases, an individual may avoid answering personal questions, shifting the focus of the conversations, or avoid social events such as casual lunches and after-work parties. Integrating is a strategy that an individual discloses the true sexual identity to others in the workplace. For example, the individual may intentionally leave clues that can associate with the homosexual identity, say or do some homosexual-related things explicitly to let the supervisors and coworkers know about the gay or lesbian identity, or actively grasp opportunity to correct the heterosexual assumptions.

Button (2004) has confirmed Woods's (1993) three-strategy model in relation to how gay men and lesbian women manage their sexual identity in the workplace. Button's (2004) findings suggested that sexual identity management is more complicated process than just a dichotomous decision choosing between disclosing and concealing. More interestingly, it is revealed that three identity management strategies happened to be used in combination (Button, 2004). Although each strategy might be different to one another, it is suggested that

the tactics attached with each strategy are commonly used together. For example, a homosexual employee can decide to fake a heterosexual identity in front of some coworkers while at the same time reveal the real sexual identity in the presence of other coworkers. Therefore, despite the fact that integrating was found negatively related to counterfeiting and avoiding, Button (2004) suggested that those strategies are not entirely separated with one another.

In addition, Button's (2004) study also indicated that disclosure was related to three strategies differently. Integrating was positively related to disclosure while both counterfeiting and avoiding were negatively related to disclosure. Additional study on these sexual identity management strategies has provided evidence that there is association between these three strategies and occupational health. Particularly, highly use of counterfeiting and avoiding strategies were associated with greater psychological distress and lower job satisfaction, while highly use of integrating strategy was associated with less psychological distress and higher job satisfaction (Velez, Moradi & Brewster, 2013).

> *Hypothesis 4:* Disclosure is associated negatively with counterfeiting and avoiding, and positively associated with integrating.

> *Hypothesis 5a:* Counterfeiting and avoiding are associated negatively with job satisfaction, while integrating is associated positively with job satisfaction.

> *Hypothesis 5b:* Counterfeiting and avoiding are associated positively with emotional exhaustion and depressive symptoms, while integrating is associated negatively with emotional exhaustion and depressive symptoms.

Since little effort has been made to explore the mediation pattern in explaining the association between levels of disclosure and one's psychological well-beings related to workplace, based on the above discussion concerning the association between disclosure and different identity management strategies as well as the association between different identity management strategies and occupational health, it is hypothesized workplace sexual identity

management strategies as the mediator between occupational health in terms of job satisfaction, emotional exhaustion and depressive symptoms in the present study. It is expected that higher levels of disclosure would relate to more frequent use of integrating strategy, less frequent use of counterfeiting and avoiding strategies, and therefore result in higher job satisfaction, less emotional exhaustion and depressive symptoms.

> *Hypothesis 6:* Workplace sexual identity management strategies mediate the associations between disclosure and job satisfaction, emotional exhaustion as well as depressive symptoms.

Method

Participants

Target participants of current study are Hong Kong Chinese homosexual workers who are full-time employed regardless of age, gender, occupation and industry. Owing to the difficulty in identifying homosexual people in reality, participants were recruited from several gay and lesbian Hong Kong forums on the internet and mobile app. Some of the participants were reached through investigator's social circle, by asking friends and their friends to invite more homosexual people to participate in this study. As a result, a total of 225 anonymous participants voluntarily took part in this study.

Among the participants, 66 (29.3%) were gays and 159 (70.7%) were lesbians. Their ages were ranging from 17 to 49 years old, with a mean age of 26.6 years (SD = 5.92). Nearly half (46.2%) of the participants had obtained education level of bachelor's degree. The majority of them were working as professionals (32.9%), service and sales workers (22.2%) and clerical support workers (15.1%), with public administration, education, human health and social work activities (35.6%) as the most common industry among all. Table 1 showed in detail the demographic characteristics of participants.

Table 1. Demographic Characteristics of Participants ($n = 225$)

	Frequency	Percentage (%)
Gender		
Male	66	29.3
Female	159	70.7
Education Level		
Lower secondary or below	1	0.4
High school diploma	40	17.8
Higher diploma or associate degree	52	23.1
Bachelor's degree	104	46.2
Postgraduate diploma or above	28	12.4
Occupation		
Managers and administrators	20	8.9
Professionals	74	32.9
Associate professionals	25	11.1
Clerical support workers	34	15.1
Service and sales workers	50	22.2
Craft and related workers	5	2.2
Plant and machine operators and assemblers	3	1.3
Elementary occupations	3	1.3
Skilled agricultural and fishery workers	2	0.9
Refuse to answer	9	4.0
Industry		
Manufacturing	9	4.0
Construction	6	2.7
Import/export, wholesale and retail trades	21	9.3
Transportation, storage, postal and courier services	10	4.4
Accommodation and food services	16	7.1
Information and communications	16	7.1
Financing and insurance	20	8.9
Real estate, professional and business services	19	8.4
Public administration, education, human health and social work activities	80	35.6
Miscellaneous social and personal services	18	8.0
Others	3	1.3
Refuse to answer	7	3.1

	Frequency	Percentage (%)
Monthly Personal Income (HKD)		
Equal or less than $5,000	9	4.0
$5,001 - $10,000	32	14.2
$10,001 - $20,000	104	46.2
$20,001 - $30,000	48	21.3
$30,001 - $40,000	15	6.7
$40,001 - $50,000	5	2.2
Equal or more than $50,001	12	5.3
Working Duration		
Equal or less than 6 months	53	23.6
6 months – 1 year	40	17.8
1 – 2 years	48	21.3
2 – 3 years	22	9.8
3 – 5 years	25	11.1
5 – 7 years	13	5.8
7 – 10 years	15	6.7
10 – 15 years	6	2.6
15 – 21 years	3	1.3
Religion		
No religion	161	71.6
Christianity	29	12.9
Catholicism	10	4.4
Buddhism	20	8.9
Taoism	5	2.2

Procedure

Data collection was conducted from January 22 to March 10 in 2016 through an online questionnaire. Taken into account that revealing homosexual identity might appear sensitive or personal to some participants, a web-based survey was adopted as it allows participants to remain anonymous, and hence, might increase their inclinations to take part in this study. Convenience sampling and snowball sampling were carried out to recruit participants since it is highly difficult to reach a large number of homosexual people in practice. An online questionnaire was created with study objectives and informed consent by

using Google Forms, confidentiality was ensured in addition. Its link was then posted to different gay and lesbian Hong Kong online forums as well as mobile app forum. The link was also spread through investigator's social network from friends to friends, in order to reach as many homosexual people as possible. The participation was voluntary.

In total, 238 responses were received and thirteen of them were considered invalid as they either indicated themselves as students or entered zero for working duration, which makes them unqualified for being full-time workers to participate in the current study, and therefore resulted in 225 valid responses.

Measures

Current study adopted a self-report questionnaire includes questions related to participants' demographic information and level of disclosure in the workplace. It also contains in total five scales measuring workplace sexual identity management, discrimination, job satisfaction, emotional exhaustion and depressive symptoms respectively. All scales were originally created in English. Considering target participants are Hong Kong Chinese, a Chinese version of questionnaire (see Appendix I) was constructed to ensure every item can be well-understood. Existing Chinese version of scales measuring emotional exhaustion and depressive symptoms were found and scales measuring identity management strategies, discrimination and job satisfaction were translated by the investigator. Back translation for three self-translated scales was done by a Lingnan university student who has no prior knowledge of the items. After comparing the back-translated version with the original version, no major differences were found. A pilot test was conducted before actual data collection in an attempt to check whether the questionnaire appears problematic to homosexual people in terms of understanding the items. The Chinese questionnaire was trialled by five students with homosexual orientation in Lingnan University. Amendment was made according to the comments received from the trials.

Demographic information. Regarding participants' background information, their age, gender, education level, occupation, industry, monthly personal income, working duration as well as religion were asked at the beginning of the questionnaire.

Disclosure. Participants were required to consider the organization that currently employs them, and then indicate the level of disclosure in the workplace regarding their homosexual orientation. A 4-point scale was given, 1 represents "completely concealed" which none of their coworkers know about their homosexuality; 2 represents "incline to conceal" which only close coworkers know about their homosexuality; 3 represents "incline to disclose" which most of their coworkers know about their homosexuality; and 4 represents "completely disclosed" which all of their coworkers know about their homosexuality.

Workplace Sexual Identity Management Strategies. Participants' use of strategies to manage their sexual identity in the workplace were measured by Sexual Identity Management Strategies Scale (Button, 1996) (see Appendix II). It consists of 23 items measuring strategy of counterfeiting avoiding and integrating, which exhibited satisfactory internal consistency (α = .77, .86, and .90) in the original study. As this scale was originally designed for lesbians, the subject was changed from "lesbian" to "homosexual" so that it can be applied to both sexes of homosexual people. In addition, item 2 (i.e., "I sometimes talk about opposite-sex relationships in my past, while I avoid mentioning more recent same-sex relationships") was modified into two separated items, in response to the feedback received from pilot test that the original item consisted of two statements which can result in disagree responses, resulted in total 24 items in the revised scale. All the items were then randomized in the Chinese version questionnaire to avoid order effect. For each item, participants responded to a 7-point Likert Scale, ranging from 1 (*Strongly Disagree*) to 7 (*Strongly Agree*). Higher scores indicate greater use of the strategies in managing one's sexual identity in the workplace. Seven items were used to measure the counterfeiting strategy (e.g., "I have adjusted my level of participation in sports to appear heterosexual"), seven items were used

to measure the avoiding strategy (e.g., "I avoid co-workers who frequently discuss sexual matters"), and ten items were used to measure the integrating strategy (e.g., "In my daily activities, I am open about my homosexuality whenever it comes up"). The internal consistency for current study was satisfactory, with counterfeiting, avoiding, and integrating subscales displayed Cronbach's α of .81, .84, and .90, respectively.

Discrimination. Treatment Discrimination toward Sexual Minorities Scale (Button, 2001) (see Appendix III) was used to measure participants' perceived discrimination in the workplace in relation to employers, coworkers, and policies of the organizations. The scale consists of 9 items with satisfactory internal consistency ($\alpha = .97$). Participants responded to a 7-point Likert Scale, ranging from 1 (*Strongly Disagree*) to 7 (*Strongly Agree*), some items were reversed worded. Higher scores indicate that participants perceived higher levels of discrimination in current organizational settings. Sample items include "The policies of this organization are fair and equitable to gays and lesbians" and "This organization does not treat lesbians and gay men fairly". For present study, Cronbach's α of this scale is .90, which exhibited satisfactory levels of internal consistency.

Job Satisfaction. The Generic Job Satisfaction Scale developed by Macdonald & Maclntyre (1997) (see Appendix IV) was used to measure participants' job satisfaction, with sample items such as "I feel close to the people at work" and "I believe management is concerned about me". The scale consists of 10 items with acceptable levels of internal consistency ($\alpha = .77$) and has proved related to workplace factor such as job stress and danger of illness or injury (Macdonald & Maclntyre, 1997). Participants responded to a 5-point Likert Scale, ranging from 1 (*Strongly Disagree*) to 5 (*Strongly Agree*). Higher scores indicate higher levels of satisfaction for current job. The Cronbach's α of this scale for present study is .88, which showed a good levels of internal consistency.

Emotional Exhaustion. Participants' emotional exhaustion at work were measured by a subscale in the 22-item Maslach Burnout Inventory (Maslach & Jackson, 1986) (see

Appendix V). A Chinese version of the Maslach Burnout Inventory (Lu, Lee & Shieh, 2005) with acceptable internal consistency (α values ranged from .68 to .87) was found. The subscale of emotional exhaustion consists of 9 items include sample items such as "I feel emotionally drained from my work" and "Working with people all day is really a strain for me". Participants rated the frequency of experiencing exhausted emotion on a 7-point scale, from 0 (*Never*) to 6 (*Everyday*). Higher scores indicate that participants experienced greater burnout in terms of emotional exhaustion. For current study, this scale exhibited excellent levels of internal consistency with Cronbach's α being .93.

Depressive Symptoms. Participants' depressive symptoms were measured by a 10-item Chinese short form version of Center for Epidemiological Studies Depression Scale (CES-D) (Lee et al., 2009), which the original 20-item scale was developed by Radloff in 1977 (see Appendix VI). The translated and shortened version of CES-D exhibited satisfactory levels of internal consistency (α values ranged from .78 to .87). Sample items include "I did not feel like eating; my appetite was poor" and "I felt depressed". Participants rated the frequency of experiencing depressive symptoms on a 4-point scale, from 0 (*None of the time*) to 3 (*Most or all of the time: more than four days*), some items were in reversed wordings. Higher scores indicate that participants experienced depressive symptoms more frequently. This scale showed satisfactory internal consistency with Cronbach's α being .87 in the present study.

Analytic Procedure

The descriptive statistics including means, standard deviation of major variables were first computed. Bivariate correlation was conducted in turn to examine the associations among major variables. Then, a set of moderated regression analyses was produced for testing the moderation effect of discrimination on the relationship between disclosure and job satisfaction, emotional exhaustion as well as depressive symptoms. While conducting the

moderated regression, the main effect of predictor and the hypothesized moderator was controlled. In specific, the main effect of disclosure and discrimination were entered in the first block, with the interaction term of disclosure and discrimination entering in the second block. In addition, all the predictors and interaction terms were centered before the entering the regression analyses. Lastly, a set of multiple regression analyses was computed for testing the mediation effect of workplace sexual identity management strategies on the relationship between disclosure and job satisfaction, emotional exhaustion as well as depressive symptoms. In the process, three strategies including counterfeiting, avoiding and integrating were treated as multiple mediators and were entered to the block at the same time. Bootstrapping procedures were then conducted to test the indirect effects.

Results

The descriptive statistics including means and standard deviations, with the results of bivariate correlation among major variables were presented in Table 2. It is found that disclosure was positively related to job satisfaction ($r = .37$, $p < .01$), negatively related to emotional exhaustion ($r = -.27$, $p < .01$) and depressive symptoms ($r = -.26$, $p < .01$). Additionally, discrimination was found negatively related to job satisfaction ($r = -.37$, $p < .01$), positively related to emotional exhaustion ($r = .25$, $p < .01$) and depressive symptoms ($r = .21$, $p < .01$). Hence, Hypothesis 1 and Hypothesis 2 were supported.

The correlation results also showed that disclosure was negatively related to counterfeiting ($r = -.51$, $p < .01$) and avoiding ($r = -.53$, $p < .01$), while positively related to integrating ($r = .68$, $p < .01$), which supported Hypothesis 4. Regarding the hypothesis of association between workplace identity management strategies and occupational health, it is found that job satisfaction was negatively related to counterfeiting ($r = -.16$, $p < .05$) and avoiding ($r = -.27$, $p < .01$), while positively related to integrating ($r = .29$, $p < .01$). Emotional exhaustion was found positively related to counterfeiting ($r = .19$, $p < .01$) and

Table 2. Descriptive Statistics and Correlation Results ($n = 225$)

	1	2	3	4	5	6	7	8	9	10	11	12
1. Education Level	—											
2. Occupation	-.33**	—										
3. Industry	.09	-.01	—									
4. Working Duration	-.01	-.17*	.15*	—								
5. Disclosure	-.25**	.12	-.14*	-.04	—							
6. Counterfeiting	.01	.00	.01	.17*	-.51**	—						
7. Avoiding	.11	-.02	.06	.12	-.53**	.48**	—					
8. Integrating	-.22**	.08	-.02	-.03	.68**	-.48**	-.41**	—				
9. Discrimination	.14*	-.03	.09	.13*	-.60**	.35**	.40**	-.54**	—			
10. Job Satisfaction	-.10	-.15*	.06	-.02	.37**	-.16*	-.27**	.29**	-.37**	—		
11. Emotional Exhaustion	.09	-.04	-.04	.03	-.27**	.19**	.35**	-.25**	.25**	-.42**	—	
12. Depressive Symptoms	-.02	.08	-.02	.06	-.26**	.21**	.27**	-.25**	.21**	-.48**	.62**	—
Mean	—	—	—	—	—	20.38	23.65	36.64	32.96	37.43	20.88	11.75
SD	—	—	—	—	—	8.54	9.08	13.58	10.06	6.63	12.51	6.18

$*\ p < .05.$ $**\ p < .01.$

avoiding ($r = .35$, $p < .01$), while negatively related to integrating ($r = -.25$, $p < .01$). Lastly, depressive symptoms was also found positively related to counterfeiting ($r = .21$, $p < .01$) and avoiding ($r = .27$, $p < .01$), while negatively related to integrating ($r = -.25$, $p < .01$). Hence, Hypothesis 5a and Hypothesis 5b were also supported.

A series of moderated regression were computed to examine the interaction between levels of disclosure and discrimination levels in predicting job satisfaction, emotional exhaustion and depressive symptoms. The results of interaction effect were presented in Table 3. It is showed that the interaction terms of disclosure and discrimination were significant for job satisfaction ($\beta = -.20$, $p < .01$). Figure 1 illustrated that homosexual employees with high level of disclosure reported lower job satisfaction when the discrimination level was high than when it was low, while the job satisfaction among those with low level of disclosure showed no significant variation regarding the level of discrimination. Therefore, discrimination buffered the positive impacts of disclosure on job satisfaction. However, no significant interactions were found in predicting emotional exhaustion and depressive symptoms. Thus, Hypothesis 3a was partially supported but Hypothesis 3b was not supported.

Multiple regression analysis was used to investigate the hypothesized mediation effects of identity management strategies between disclosure and occupational health. The results of mediation effect were presented with Figure 2 and Figure 3. It is indicated that disclosure was a significant predictor of emotional exhaustion ($B = -3.28$, $SE = .79$, $p < .01$), but the relationship was no longer significant after controlling for the mediator, i.e. sexual identity management strategies ($B = -.73$, $SE = 1.15$, p = ns), showing a full mediation. Approximately 14% of the variance in emotional exhaustion was accounted for by the predictors ($R^2 = .14$). The significance of the indirect effect was then examined by using bootstrapping procedures based on 1,000 bootstrap samples. The bootstrapped unstandardized total indirect effect was -2.53 ($SE = 1.01$) and the 95% confidence interval

ranged from -4.40 to -.43, showing that the indirect effect of disclosure on emotional exhaustion was statistically significant. Simultaneously, disclosure was a significant predictor of depressive symptoms (B = -1.56, SE = .39, $p < .01$), but the relationship was no longer

Table 3. Moderated Regression Analysis in Predicting Occupational
Health—Disclosure and Discrimination as Predictors

	Job Satisfaction			
	B	$SE\ B$	β	R^2
Step 1				.17
Level of Disclosure	1.54	.50	.23**	
Discrimination	-1.55	.50	-.23**	
Step 2				.21
Level of Disclosure	1.28	.50	.19*	
Discrimination	-1.36	.50	-.21**	
Level of Disclosure × Discrimination	-1.18	.38	-.20**	

	Emotional Exhaustion			
	B	$SE\ B$	β	R^2
Step 1				.08
Level of Disclosure	-2.31	1.00	-.19*	
Discrimination	1.72	1.00	.14	
Step 2				.10
Level of Disclosure	-2.61	1.01	-.21*	
Discrimination	1.93	1.00	-.15	
Level of Disclosure × Discrimination	-1.31	.76	-.12	

	Depressive Symptoms			
	B	$SE\ B$	β	R^2
Step 1				.07
Level of Disclosure	-1.25	.50	-.20*	
Discrimination	.57	.50	.09	
Step 2				.07
Level of Disclosure	-1.22	.51	-.20*	
Discrimination	.55	.50	-.09	
Level of Disclosure × Discrimination	.13	.38	-.02	

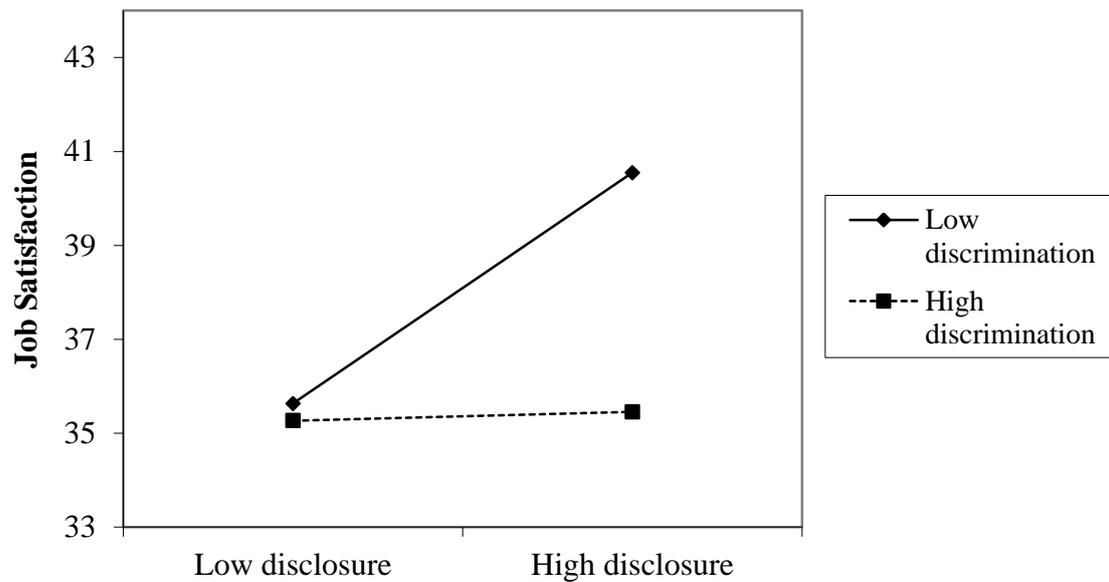* $p < .05$.   ** $p < .01$.

Figure 1. Interaction Effect of Disclosure and Discrimination in Predicting Job Satisfaction.

significant after controlling for the mediator (B = -.44, SE = .58, p = ns), showing a full

mediation. Approximately 10% of the variance in emotional exhaustion was accounted for by

the predictors (R^2 = .10). Again, the bootstrapping procedures based on 1,000 bootstrap

samples were used. The bootstrapped unstandardized total indirect effect was -1.14 (SE = .45)

and the 95% confidence interval ranged from -2.21 to -.30, showing that the indirect effect of

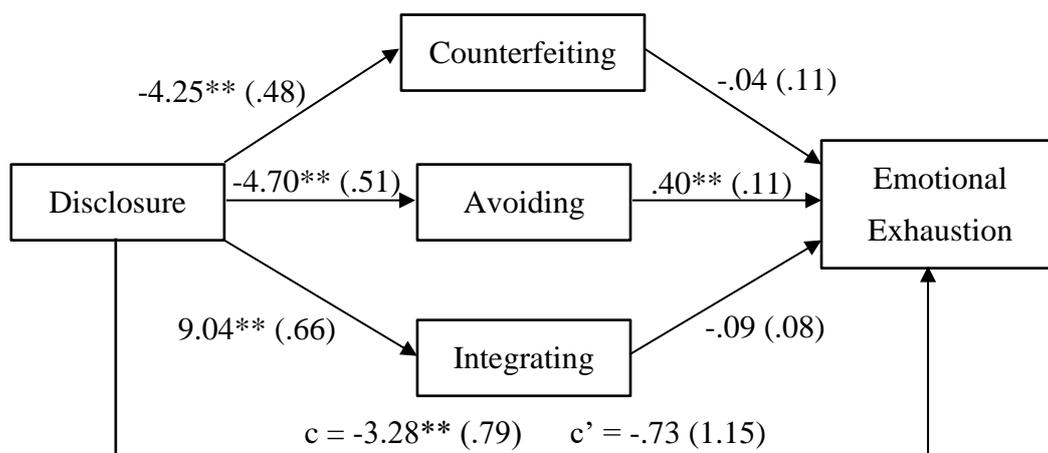disclosure on depressive symptoms was statistically significant. Therefore, it is concluded

Figure 2. The Mediating Role of Sexual Identity Management Strategies in the Effect of
Disclosure on Emotional Exhaustion Presented with Unstandardized Regression Coefficients
* p < .05.   ** p < .01.

that sexual identity management strategies as a whole serve as a mediator between disclosure and emotional exhaustion as well as depressive symptoms, but not on job satisfaction. Thus, Hypothesis 6 was partially supported.
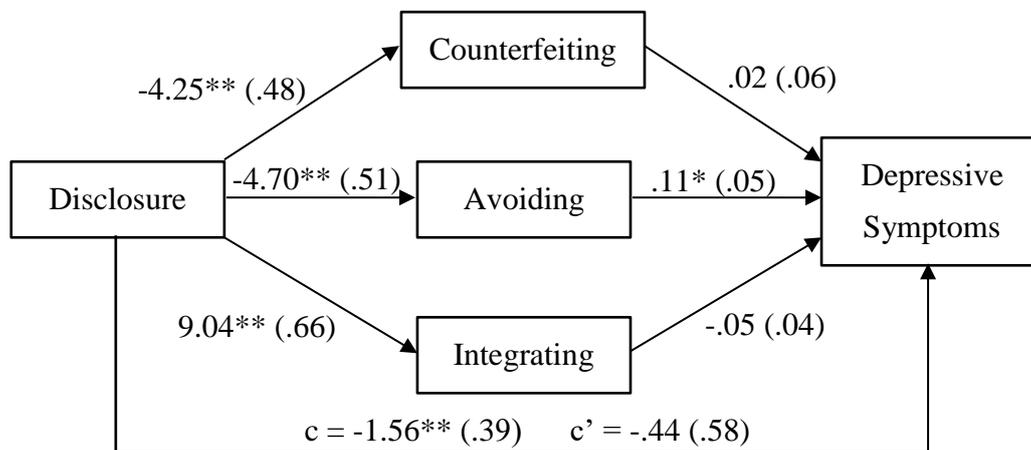

Figure 3. The Mediating Role of Sexual Identity Management Strategies in the Effect of Disclosure on Depressive Symptoms Presented with Unstandardized Regression Coefficients
* $p < .05$.   ** $p < .01$.

Discussion

Workplace is an indispensable aspect of our lives, being able to enjoy working or at least not to resist staying in the workplace has become an important matter. However, having a stigmatized sexual identity, most of the time homosexual workers have to conceal their homosexuality due to self-protection (Croteau, Anderson & VanderWal, 2008), as disclosure may increase their likelihood of becoming the target of discrimination in the workplace (Rostosky & Riggle, 2002). For this reason, most homosexual workers are prevented from fully participating in the workplace (Gates & Mitchell, 2013), and hence they might find it difficult to enjoy working or like their jobs, even worse, adverse outcomes on health might be resulted.

In the present study, it is aimed to explore the association between disclosure and occupational health, in specific, the possible situational condition in explaining the variations of the association as well as the possible explanation for the particular association.

First, the associations among disclosure, discrimination and occupational health were examined, as well as whether discrimination serves as a moderator in between. As predicted, disclosure was found related to better occupational health while discrimination was related to worse occupational health. Current results were in line with earlier studies that suggested better psychological well-being at work after disclosing one's homosexuality (e.g., Cain, 1991; Croteau, Anderson & VanderWal, 2008; Day & Schoenrade, 1997; Griffith & Hebl, 2002; Jordan & Deluty, 1998; Lane & Wegner, 1995; Morris, Waldo & Rothblum, 2001; Wong & Tang, 2004) as well as those suggested discrimination would leave negative impacts on psychological well-being (e.g., Meyer, 1995; Waldo, 1999; Pavalko et al., 2003; Ragins & Cornwell, 2001; Velez, Moradi & Brewster, 2013). With the results generated from Chinese participants, together with the results from earlier Western studies, it is affirmed the positive impacts of disclosure as well as the negative impacts of discrimination on homosexual people regardless of cultural context. What's more, current study confirmed the moderating role of discrimination on the association between disclosure and job satisfaction, which was consistent with early study suggested that disclosure is not always accompanying with positive effects but depends on the organizational context (Croteau, Anderson & VanderWal, 2008). This result also echoed with previous study conducted by Rodriguez and Kelly's (2006) which suggested that revealing secrecy to an accepting party can result in positive effects, as current study has also shown the opposite side that revealing secrecy to an unaccepting or unsupportive party would result in negative effects, the whole picture is more comprehensively illustrated. A conclusion can be made from the aforementioned findings that the optimal level of occupational health can be obtained when homosexual people disclose their sexual identity under an accepting and supportive organizational environment. On the contrary, adverse health outcomes can be resulted if one disclose under an organizational context that is discriminatory towards homosexuality.

Second, the associations among disclosure, workplace identity management strategies and occupational health were examined, along with the mediating role of those strategies in between. As hypothesized, disclosure was found related to different strategies in predicted direction, in which more disclosure related to more frequent use of integrating and less frequent use of counterfeiting as well as avoiding. The results agreed with previous study which proposed the as sociations between disclosure and those strategies (Button, 2004). The prediction that using counterfeiting and avoiding would have negative results on occupational health while integrating would have opposite result was also confirmed, which were sided with earlier study (Velez, Moradi & Brewster, 2013). Once again, current findings provided evidences that homosexual workers under Chinese cultural context also adopted various identity management strategies in handling their homosexual identity in workplace, and by adopting certain strategies, they exhibited health outcomes that were similar with homosexual workers under Western cultural context. In addition, the hypothesized mediating effect of sexual identity management strategies was only exhibited on emotional exhaustion and depressive symptoms. Concerning that there is no prior research happened to investigate the mediating role of sexual identity management strategies between disclosure and occupational health, additional study is need to examine the reliability of current findings, whether it is consistent with larger or different samples.

Practical Implications

The present study has mainly caught the attention on the benefits of disclosing as well as the drawbacks of concealing in the workplace, plus the results with respect to the patterns of moderation and mediation are believed to have significant implications for applying to organizational and workplace settings, along with providing insights for both organizations and homosexual employees respectively in achieving an ideal working outcome.

Effort has been made in current study to demonstrate the linkage between disclosing

homosexuality in the workplace and its benefits, for the sake of obtaining better occupational health, it is suggested that homosexual employees should disclose rather than conceal their sexual identity at work, with the evidences that being out at work is related to higher job satisfaction and lower chance of experiencing psychological distress while concealing is related to the opposite. However, discrimination appears to be a huge obstacle for homosexual employees to achieve better occupational health after disclosing, as it was found moderated the relationship between disclosing homosexuality and employees' satisfaction towards their jobs. In other words, even homosexual employees have disclosed at work, they might still feel unsatisfactory towards their jobs if they experience workplace discrimination. Thus, during the process of disclosing in organizational settings, discrimination is considered a key factor influencing homosexual employees' appraisal of working in the organization.

In order to promote the occupational health of homosexual employees, organizations are urged to take the initiative in tackling the workplace discrimination against homosexuality, in providing a condition that is beneficial for them to disclose their stigmatized identity. For that reason, effort should be put to facilitate homosexual employees in obtaining as well as maintaining a discrimination-free work environment, taken into account that homosexual employees being the target of discrimination maintain a passive role that there is little they can do. Although some organizations might doubt that it is their responsibilities to facilitate identity integration among homosexual employees and hence remain hesitate to implement intervention, it is ought to note that homosexual employees being able to disclose in the workplace not only benefits themselves, but it also benefits employers and the organizations. Research suggested that concealing homosexuality in workplace can lower one's job performance (Fassinger, 1996; Madera, 2010), as it is showed that gay and lesbian employees might have to isolate themselves from coworkers in order to hide their homosexuality, they might not be able to develop good relationship with colleagues, thus team performance as well as overall performance at work would be declined (McNaught, 1993). Since extra

energy is required to maintain lies that covering their homosexual identity, decrease in productivity is also likely to occur (Button, 2004; Woods, 1993). Furthermore, employees who are open about their homosexuality in the workplace were found possessed higher affective organizational commitment (Day & Schoenrade, 1997; Ozeren, 2014), which in turn exhibited lower turnover (Day & Schoenrade, 1997). Based on this discussion, it is obvious that there is a need for organizations to make effort in providing homosexual workers a favorable environment for disclosure. By doing so, it is also regarded as a means to earn profits for the organizations.

Practically, introducing organizational policies in protecting the civil rights of homosexual employees is an essential step in obtaining a discrimination-free work environment. Earlier study has proven that organizational policies and practices have a lot to do in influencing employees' perceptions of discrimination related to sexual orientation (Ragins & Cornwell, 2001). Launching nondiscrimination policies in organizations makes homosexual employees feel safer (Rostosky & Riggle, 2002) and perceived workplace as more affirming and supportive, as well as makes heterosexual employees more aware of the influence of the discrimination. Moreover, research suggests that the more prevalent these kinds of policies, the less likely homosexual workers are to experience discrimination in the workplace (Button, 2001). Additionally, maintaining a supportive and non-discriminative environment towards homosexuality in the organization not only does good to homosexual employees, other employees can also benefit. As suggested by Tejeda (2006), having non-discrimination policies in organizations can promote a generally positive environment for workers, in other words, a more harmonious working environment can be obtained. Being supportive towards homosexual workers can also influence the climate of the organization and nurture a supportive atmosphere among all workers, and as a result foster positive relationship among colleagues and enhance employees' commitment towards the organizations. Perhaps, laws combating homosexual inequality in the workplace, as well as

advocating gay rights, should be promoted and enacted to promote non-discriminative working environment. Considering that not every organization support and protect gays and lesbians, also sometimes an organization is too large that minor cases of workplace discrimination might be omitted, therefore, there should be some general laws to protect homosexual individuals. Education and promotion should be carried out to raise the public awareness of homosexuals' rights and unfair treatment in the workplace.

After discussing the organizational and legislative perspectives on promoting homosexual workers' occupational health, following will be focused on employees' personal perspective. Current results have shown that workplace sexual identity management strategies serve as mediator in explaining homosexual workers' disclosure condition and emotional exhaustion as well as depressive symptoms. As the results have reaffirmed that integrating has linked to positive occupational health while counterfeiting and avoiding have linked to negative side, it is advocated that homosexual workers should more frequently adopt the integrating strategy in the workplace to prevent psychological distress and to obtain better occupational health.

Limitations and Future Study

As every study does, current study carried several limitations that are noteworthy. First of all, current study adopted web-based survey as a mean for data collection. Since participants responded to the online survey anonymously through the internet, under an unreachable condition, it is impossible to verify their identity. With that fact that anyone can participate in the study by responding to the link of the online questionnaire, the possibility that someone without a homosexual identity have responded to the questionnaire is still remain, which could affect the reliability of current study. Although this possibility cannot be completely eliminated, it is believed that the chance of having non-target participant filling in the questionnaire was really low, taken into account that most people would consider

time-consuming to complete a 10-minute long questionnaire which is irrelevant to them. If there is sufficient time, resources and social connections to reach homosexual people who are currently at work, it is recommended for future study to adopt pen and paper questionnaire for data collection by approaching existing gay and lesbian organizations or associations.

Second, it is suspected that the sample was not purely consisted of full-time workers, which was the target participant in current study. According to the responses received, some participants indicated that their monthly personal income was below HKD$5,000. With the knowledge available, it is not reasonable for a full-time worker in Hong Kong earning below HKD$5,000 per month with the enactment of minimum wage. However, as mentioned before, data collection was conducted under an unreachable condition, it is impossible to verify this piece of information from participants. Decision was made to include those participants in current study as there were just few cases. It is expected that it will not affect the study that much due to the relatively large sample size. Suggestion is provided regarding the design of the questionnaire. It is recommended to insert one additional question with the purpose of verify participants' status as a full-time or a part-time worker. Current study did not notice the need of asking this question as it was already mentioned in the instruction that the target participant was full-time workers. Nevertheless, it should be taken into account that not all respondents would read the instructions carefully in detail.

Last but not least, as current study adopted the form of self-report questionnaire, the responses might not be objective enough to represent the whole picture. Participants were required to report their discrimination levels as well as health conditions, and all the results were depending on their perceptions and subjective views while responding to the questionnaire. For the reason of possessing a stigmatized sexual identity, homosexual employees might be especially sensitive to discrimination from others at the very beginning, so that there is a possibility that the effect of perceived discrimination might have been magnified. Moreover, the reliability of participants reporting the frequency of certain

exhausted emotion as well as depressive symptoms might not be accurate in presenting the reality because they were required to recall the memories of having experienced those symptoms in the past week or even the past month. Sometimes, depending on retrospection might not be that objective and accurate. It is suggested that future study could try to gather additional information by interviewing various parties such as supervisors, coworkers, and to understand as well the organizational background and context, in measuring workplace discrimination.

Conclusion

To summarize, the present study provides evidence that discrimination and workplace sexual identity strategies are important factors in understanding the association between disclosing homosexuality and one's occupational health in terms of job satisfaction, emotional exhaustion and depressive symptoms.

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Appendix I

Questionnaire in Chinese Version (8 pages)

同性戀者的職業健康研究調查

　　本人正在撰寫一篇與同性戀者的職業健康(Occupational Health)有關的研究論文。本研究旨在探討同性戀者公開性取向與否與其職業健康的關係,研究對象為已全職就業的同性戀者。如你符合條件成為研究對象,本人誠邀你參與本研究。希望你能抽空填妥以下問卷,支持本學術研究。

　　本問卷為不記名問卷,唯涉及有關個人背景資料的問題,所獲得的資料只會作研究用途。所有資料絕對保密。在研究結束後,所有問卷將會被銷毀。

　　如你對本研究有任何疑問,歡迎聯絡本人陳焱歆查詢(電子郵件:yimyamchan@ln.hk)

　　謝謝你參與本研究。

陳焱歆
嶺南大學社會科學系學生(主修心理學)

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參與研究同意書

☐ 本人明白是次研究的目的並願意參與這研究。我明白如果我對這研究有任何疑問,可以隨時聯絡學生陳焱歆作出查詢。

第一部分：個人資料

所獲得的個人背景資料只會作研究用途，所有資料絕對保密。

1. 性別：□男(1)　□女(2)

2. 年齡：＿＿＿＿＿＿＿

3. 教育程序：□初中學歷或以下(1)　□中學學歷(2)　□高級文憑或副學士學位(3)
　　　　　　□大學學士學位(4)　□研究院或以上(5)

4. 職業：□經理及行政級人員(1)　□專業人員(2)　□輔助專業人員(3)
　　□文書支援人員(4)　□服務工作及銷售人員(5)　□工藝及有關人員(6)
　　□機台及機器操作員及裝配員(7)　□非技術工人(8)
　　□漁農業熟練工人及不能分類的職業(9)　□拒絕回答(10)

5. 所屬行業：□製造業(1)　□建造業(2)　□進出口、批發及零售業(3)
　　　　　　□地產、專業及商用服務業(4)　□住宿及膳食服務業(5)
　　　　　　□資訊及通訊業(6)　□金融及保險業(7)
　　　　　　□運輸、倉庫、郵政及速遞服務業(8)
　　　　　　□公共行政、教育、人類醫療保健及社工活動(9)
　　　　　　□雜項社會及個人服務(10)　□其他(11)　□拒絕回答(12)

6. 每月個人收入：□沒有收入　□$5,000 或以下　□$5,000 - $10,000
　　　　　　　　□$10,001 - $20,000　□$20,001 - $30,000　□$30,001 - $40,000
　　　　　　　　□$40,001 - $50,000　□$50,001 或以上

7. 你在這機構工作了多久？＿＿＿＿＿＿

8. 宗教信仰：□沒有宗教信仰　□基督教　□天主教　□佛教　□道教　□其他

請考慮現時或最近期僱用你的機構，從1 – 4標示出最適合形容你性取向狀態的選項。
如你對機構裡所有同事都隱瞞性取向，請選(1)完全隱瞞；如你只對機構裡部分或相熟
的同事公開性取向，請選(2)偏向隱瞞；如你對機構裡大部分同事公開性取向，請選(3)
偏向公開；如你對機構內裡所有同事公開性取向，請選(4)完全公開。

(1) 完全隱瞞
(2) 偏向隱瞞
(3) 偏向公開
(4) 完全公開

第二部分：研究問題

請花一點時間細想一下，在與工作相關的日常活動上，你現時是如何處理有關你的性取向的資訊，然後閱讀以下各項陳述，從 1－7 標示出你對該陳述的同意程度。你的回答應反映你於大多數情況下的行為舉止，並應考慮到所有同事。「同事」一詞應被理解為包括上司、同輩及下屬，亦包括所有於機構裡經常接觸的人。

	非常不同意	不同意	少許不同意	不確定	少許同意	同意	非常同意
1. 我讓別人覺得我是個「獨行俠」，因此他們不會對我明顯地缺乏戀愛關係而產生懷疑。	1	2	3	4	5	6	7
2. 不論何時被問到我是否一名同性戀者，我總是誠實地回答。	1	2	3	4	5	6	7
3. 我會避開經常討論有關性話題的同事。	1	2	3	4	5	6	7
4. 我展示出會表明現我是一名同性戀者的物品（如相片、雜誌、標誌）。	1	2	3	4	5	6	7
5. 我讓我的同事知道我對作為一名同性戀者感到驕傲。	1	2	3	4	5	6	7
6. 當話題轉移至有關拍拖或人際關係時，我會退避談話。	1	2	3	4	5	6	7
7. 在我的日常生活中，不論何時我的同性戀取向都是公開的。	1	2	3	4	5	6	7
8. 我會確保自己的行為舉止不會像別人心目中的同性戀者一樣。	1	2	3	4	5	6	7
9. 我從不問別人有關他們的私生活，以免別人問我私人問題。	1	2	3	4	5	6	7
10. 為了讓我的個人生活保持私密的，我避免把公事和娛樂混在一起。	1	2	3	4	5	6	7
11. 我有時會評論異性或表現對他們感興趣，以給人印象我是直的。	1	2	3	4	5	6	7

	非常不同意	不同意	少許不同意	不確定	少許同意	同意	非常同意
12. 當我從別人那裡聽到有關恐同的言論或笑話時，我會公開地與他們對質。	1	2	3	4	5	6	7
13. 我讓別人知道我對私人問題感到不恰當，因此我不用面對它們。	1	2	3	4	5	6	7
14. 我的同事都知道，我對同性戀的事件感興趣。	1	2	3	4	5	6	7
15. 我的大部分同事都知道我是一名同性戀者。	1	2	3	4	5	6	7
16. 我調整過自己參與運動的程度，以表現得像異性戀者。	1	2	3	4	5	6	7
17. a) 我有時會談及過去的異性戀關係。	1	2	3	4	5	6	7
b) 同時我亦會避免提及較近期的同性戀關係。	1	2	3	4	5	6	7
18. 當一項政策或法律對於同性戀者帶有歧視時，我會告訴別人我的想法。	1	2	3	4	5	6	7
19. 我不介意我的男同志或女同志朋友於我工作時致電給我。	1	2	3	4	5	6	7
20. 我會避開那些異性戀同事很有可能會問我有關私人問題的場合（例如飯局、派對）。	1	2	3	4	5	6	7
21. 我尋找機會告訴我的同事我是一名同性戀者。	1	2	3	4	5	6	7
22. 為了表現得像異性戀者，我有時會談及與異性的虛構約會。	1	2	3	4	5	6	7
23. 為了融入異性戀的同事當中，我有時聽到男同志或女同志的笑話會一起笑。	1	2	3	4	5	6	7

請花一點時間考慮現時或最近期僱用你的機構，然後閱讀以下各項陳述，從 1–7 標示出對該陳述的同意程度。

	非常不同意	不同意	少許不同意	不確定	少許同意	同意	非常同意
24. 我的僱主對同性戀者表示肯定。	1	2	3	4	5	6	7
25. 這機構的領導層承諾給予同性戀者公平的待遇。	1	2	3	4	5	6	7
26. 這機構的政策對於同性戀者是公正和公平的。	1	2	3	4	5	6	7
27. 這機構沒有公平地對待同性戀者。	1	2	3	4	5	6	7
28. 這機構採取行動以保證同性戀者像異性戀者一樣被對待。	1	2	3	4	5	6	7
29. 基於這機構提供的培訓計劃，我的同事傾向對同性戀者表示支持。	1	2	3	4	5	6	7
30. 就工作相關的機會分配而論（如晉升、工作分配），這機構不公平地區別同性戀者。	1	2	3	4	5	6	7
31. 就分配利益而論，這機構不公平地區別同性戀者。	1	2	3	4	5	6	7
32. 這機構勸阻僱員帶同同性約會對象參與和公司有關的大型社交聚會（如公司聚會）。	1	2	3	4	5	6	7

請考慮現時或最近期的工作，然後閱讀以下各項陳述，從 1–5 標示出對該陳述的同意程度。

	非常不同意	不同意	不知道	同意	非常同意
33. 當工作表現好時，我得到讚賞。	1	2	3	4	5
34. 我感到和共事的人關係密切。	1	2	3	4	5
35. 我認為在這公司工作是愉快的。	1	2	3	4	5
36. 我對我的工作感到安心。	1	2	3	4	5
37. 我相信管理層是關心我的。	1	2	3	4	5
38. 總括而言，我相信工作對我身體好。	1	2	3	4	5
39. 我的工資令人滿意。	1	2	3	4	5
40. 我所有的天資和技能都能運用於工作上。	1	2	3	4	5
41. 我與上司們關係融洽。	1	2	3	4	5
42. 我認為我的工作不錯。	1	2	3	4	5

請考慮現時或最近期的工作，從 0–6 標示出以下問題發生的頻率。

	從來沒有	一年會感受到幾次	一個月一次或更少	一個月內感到幾次	一週一次	一週會感到許多次	每天
43. 我的工作使我在情緒上有耗盡的感覺。	0	1	2	3	4	5	6
44. 在一天的工作結束時，我覺得整個人已精疲力竭。	0	1	2	3	4	5	6
45. 早上起來，想到要面對新的一天工作就覺得疲憊。	0	1	2	3	4	5	6
46. 對我來說與他人一起工作一整天，實在是一件累人的事。	0	1	2	3	4	5	6
47. 我的工作讓我感覺精力耗盡。	0	1	2	3	4	5	6
48. 我的工作讓我覺得受到挫折。	0	1	2	3	4	5	6
49. 我覺得我對工作付出太多。	0	1	2	3	4	5	6
50. 與他人直接接觸一起工作帶給我很大的壓力。	0	1	2	3	4	5	6
51. 我覺得我好像已經到智窮力盡的地步了。	0	1	2	3	4	5	6

請從 0–3 標示出在過去一週是否有下列情形出現。

	沒有這種感覺	很少(少於一天)有這種感覺	有時候會(二至三天)有這種感覺	經常或一直有這種感覺(四天以上)
52. 覺得你所做的每一件事都很不順利。	0	1	2	3
53. 睡覺睡得很不安穩。	0	1	2	3
54. 提不起勁來做事。	0	1	2	3
55. 不太想吃東西，胃口很差。	0	1	2	3
56. 覺得心情很不好。	0	1	2	3
57. 覺得很寂寞。	0	1	2	3
58. 覺得很悲哀。	0	1	2	3
59. 覺得人人都很不友善。	0	1	2	3
60. 覺得很快樂。	0	1	2	3
61. 覺得你很享受人生。	0	1	2	3

— 問卷完 —

感謝你寶貴的時間

Appendix II

Identity Management Strategies Scale (Button, 1996) [Revised]

Please take a moment and consider how **you** currently handle information related to your sexual orientation during your daily work-related activities. Then read the following statements and indicate, using the 7-point scale below, how much you agree or disagree with *each* statement. Your answers should reflect how you conduct yourself, **on average**, across all of your co-workers. Finally, references to "co-workers" should be understood to include your superiors, peers, and subordinates, as well as customers, clients, and other business associates.

Strongly Disagree	Disagree	Slightly Disagree	Uncertain	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

Counterfeiting Items

1. To appear heterosexual, I sometimes talk about fictional dates with members of the opposite sex.

2a. I sometimes talk about opposite-sex relationships in my past.

2b. I avoid mentioning more recent same-sex relationships.

3. I sometimes comment on, or display interest in, members of the opposite sex to give the impression that I am straight.

4. I have adjusted my level of participation in sports to appear heterosexual.

5. I make sure that I don't behave the way people expect gays or lesbians to behave.

6. I sometimes laugh at "fag" or "dyke" jokes to fit in with my straight co-workers.

Avoiding Items

7. I avoid co-workers who frequently discuss sexual matters.

8. I avoid situations (e.g., long lunches, parties) where heterosexual co-workers are likely to ask me personal questions.

9. I let people know that I find personal questions to be inappropriate so that I am not faced with them.

10. I avoid personal questions by never asking others about their personal lives.

11. In order to keep my personal life private, I refrain from "mixing business with pleasure."

12. I withdraw from conversations when the topic turns to things like dating or interpersonal relationships.

13. I let people think I am a "loner" so that they won't question my apparent lack of a relationship.

Integrating Items

14. In my daily activities, I am open about my homosexuality whenever it comes up.

15. Most of my co-workers know that I am a homosexual.

16. Whenever I'm asked about being a homosexual, I always answer in an honest and matter-of-fact way.

17. It's okay for my gay and lesbian friends to call me at work.

18. My co-workers know of my interest in gay and lesbian issues.

19. I look for opportunities to tell my co-workers that I am a homosexual.

20. When a policy or law is discriminatory against homosexuals, I tell people what I think.

21. I let my co-workers know that I'm proud to be a homosexual.

22. I openly confront others when I hear a homophobic remark or joke.

23. I display objects (e.g., photographs, magazines, symbols) which suggest that I am a homosexual.

Appendix III

Treatment Discrimination toward Sexual Minorities Scale (Button, 2001)

Please take a moment and consider the organization that employs you. Then, using the scale below, respond to each of the following statements.

Strongly Disagree	**Disagree**	**Slightly Disagree**	**Uncertain**	**Slightly Agree**	**Agree**	**Strongly Agree**
1	**2**	**3**	**4**	**5**	**6**	**7**

1. My employer is affirming toward lesbians and gay men.

2. The leaders of this organization are committed to the equitable treatment of lesbian and gay employees.

3. The policies of this organization are fair and equitable to gays and lesbians.

4. This organization does not treat lesbians and gay men fairly.

5. This organization takes steps to ensure that homosexuals are treated just like heterosexuals.

6. My co-workers are more likely to be supportive of lesbian and gay people because of the training programs maintained by this organization.

7. This organization unfairly discriminates against gays and lesbians in the distribution of job-related opportunities (e.g., promotions, work assignments).

8. This organization unfairly discriminates against gays and lesbians in the distribution of benefits.

9. This organization discourages employees from bringing same-sex dates to company related social functions (e.g., company picnics).

(*Item 1, 2, 3, 5, and 6 were reversed worded)

Appendix IV

The Generic Job Satisfaction Scale (Macdonald & MacIntyre, 1997)

For each statement, please circle the number to indicate your degree of agreement.

Strongly Disagree	**Disagree**	**Don't Know**	**Agree**	**Strongly Agree**
1	**2**	**3**	**4**	**5**

1. I receive recognition for a job well done.

2. I feel close to the people at work.

3. I feel good about working at this company.

4. I feel secure about my job.

5. I believe management is concerned about me.

6. On the whole, I believe work is good for my physical health.

7. My wages are good.

8. All my talents and skills are used at work.

9. I get along with my supervisors.

10. I feel good about my job.

Add scores. Interpretation: 42-50 – very high; 39-41 – high; 32-38 – average; 27-31 – low; 10-26 – very low. This scale is most accurate for employees between ages of 25 and 60. Those under 25 tend to have lower job satisfaction and those 60 and over have higher job satisfaction. The scale works equally well for males and females from all occupations.

Appendix V

Maslach Burnout Inventory: Emotional Exhaustion (Maslach & Jackson, 1986)

Never	**A few times a year**	**Monthly**	**A few times a month**	**Every week**	**A few times a week**	**Everyday**
0	**1**	**2**	**3**	**4**	**5**	**6**

How often:

1. I feel emotionally drained from my work.

2. I feel used up at the end of the workday.

3. I feel fatigued when I get up in the morning and have to face another day on the job.

4. Working with people all day is really a strain for me.

5. I feel burned out from my work.

6. I feel frustrated by my job.

7. I feel I'm working too hard on my job.

8. Working with people directly puts too much stress on me.

9. I feel like I'm at the end of my rope.

Appendix VI

Short form of Center for Epidemiological Studies Depression Scale (Radloff, 1977)

Instruction for questions: Below is a list of the ways you might have felt or behaved. Please tell me how often you have felt this way during the past week.

0: Rarely or none of the time (less than 1 day)
1: Some or a little of the time (1-2 days)
2: Occasionally or a moderate amount of time (3-4 days)
3: Most or all of the time (5-7 days)

During the past week:

1. I felt that everything I did was an effort.

2. My sleep was restless.

3. I did not feel like eating; my appetite was poor.

4. I could not get "going".

5. I felt depressed.

6. I felt lonely.

7. I felt sad.

8. People were unfriendly.

9. I was happy.

10. I enjoyed life.

(*Item 9 and 10 were reversed worded)