

Appendix L. Constructs included in Employee and Manager Surveys

Construct	Included in		Purpose of construct
	Employee Survey	Manager Survey	
Training			
Manager Receipt of DV Training		✓	<input type="checkbox"/> Use as a grouping variable (trained vs. untrained managers; self-initiated vs. coerced training)
Manager Perceptions of Supervisor's Support for Trainings		✓	<input type="checkbox"/> Potential use as an instrumental variable (if it is an independent predictor of likelihood of taking the DV training)
Manager Receipt of Other Trainings		✓	<input type="checkbox"/> Potential use as an instrumental variable (if it is an independent predictor of likelihood of taking the DV training)
Background			
Demographics (gender, age, race, marital/intimate partner status, parental status, educational attainment)	✓	✓	<input type="checkbox"/> Assess selection bias/sample representativeness <input type="checkbox"/> Assess comparability between manager and employee groups (and serve as control variables in outcome models to adjust for group differences) <input type="checkbox"/> Victimization substudy (predicting victimization)
Employment			
Employment History/Stability	✓	✓	<input type="checkbox"/> Assess comparability between manager and employee groups (and serve as control variables in outcome models to adjust for group differences) <input type="checkbox"/> Victimization substudy (examining impact of previous victimization on job stability)
Unit/Division	✓	✓	<input type="checkbox"/> Assess selection bias/sample representativeness
Job type	✓		<input type="checkbox"/> Assess comparability between employee groups (and serve as control variables in outcome models to adjust for group differences)
Benefits	✓		<input type="checkbox"/> Assess comparability between employee groups (and serve as control variables in outcome models to adjust for group differences)
Job Retention	✓	✓	<input type="checkbox"/> Baseline measures will be used to assess comparability between manager and employee groups (and serve as control variables in outcome models to adjust for group differences) <input type="checkbox"/> Follow-up measures will serve as outcome variables <input type="checkbox"/> Victimization substudy (consequences of victimization)
Absenteeism	✓	✓	<input type="checkbox"/> Baseline measures will be used to assess comparability between manager and employee groups (and serve as control variables in outcome models to

	Included in		
			adjust for group differences)
			<input type="checkbox"/> Follow-up measures will serve as outcome variables <input type="checkbox"/> Victimization substudy (consequences of victimization)
Productivity/Presenteeism	✓	✓	<input type="checkbox"/> Baseline measures will be used to assess comparability between manager and employee groups (and serve as control variables in outcome models to adjust for group differences) <input type="checkbox"/> Follow-up measures will serve as outcome variables <input type="checkbox"/> Victimization substudy (consequences of victimization) <input type="checkbox"/> Manager measures have potential use as an instrumental variable (if it is an independent predictor of likelihood of taking the DV training)
Employee-Manager Interaction	✓	✓	<input type="checkbox"/> Both employee and manager measures have potential use as instrumental variables (both the extent to which a manager interacts with his/her employees and the extent to which a manager interacts with his/her supervisor could predict likelihood of taking the manager training) <input type="checkbox"/> Assess comparability between manager and employee groups (and serve as control variables in outcome models to adjust for group differences)
Perceptions of Manager Interest in Personal Life	✓	✓	<input type="checkbox"/> Baseline measure will be used to assess comparability between manager and employee groups (and serve as control variables in outcome models to adjust for group differences) <input type="checkbox"/> Follow-up measure will serve as an intermediate outcome
Approval and Compliance with Manager's Supervisor		✓	<input type="checkbox"/> Potential use as an instrumental variable (if it is an independent predictor of likelihood of taking the DV training)
Manager Interaction and Similarity to Employees		✓	<input type="checkbox"/> Potential use as an instrumental variable (if it is an independent predictor of likelihood of taking the DV training)
Manager Stress and Workload		✓	<input type="checkbox"/> Potential use as an instrumental variable (if it is an independent predictor of likelihood of taking the DV training)
Health			
Health-Related Quality of Life	✓	✓	<input type="checkbox"/> Baseline measures will be used to assess comparability between manager and employee groups (and serve as control variables in outcome models to adjust for group differences) <input type="checkbox"/> Follow-up measures will serve as outcome variables <input type="checkbox"/> Victimization substudy (consequences of victimization)
Health Care Utilization	✓	✓	<input type="checkbox"/> Baseline measures will be used to assess comparability between manager and employee groups (and serve as control variables in outcome models to adjust for group differences) <input type="checkbox"/> Follow-up measures will serve as outcome variables <input type="checkbox"/> Victimization substudy (consequences of victimization)

	Included in		
Experiences Construct			Purpose of construct
IPV Victimization	✓	✓	<input type="checkbox"/> Baseline measures will be used to assess comparability between manager and employee groups (and serve as control variables in outcome models to adjust for group differences) <input type="checkbox"/> Follow-up measures will serve as outcome variables <input type="checkbox"/> Victimization substudy (identification of victims)
Perceived Impact of Victimization on Work	✓		<input type="checkbox"/> Victimization substudy (consequences of victimization)
Utilization of Company DV Resources	✓	✓	<input type="checkbox"/> Follow-up measures will serve as intermediate outcomes <input type="checkbox"/> Victimization substudy (resource utilization among victims)
Satisfaction with Company DV Resources	✓	✓	<input type="checkbox"/> Victimization substudy (resource utilization among victims)
Hypothetical Use of Company DV Resources	✓	✓	<input type="checkbox"/> Follow-up measures will serve as intermediate outcomes
Domestic Violence and the Workplace			
Awareness of Company DV Program	✓	✓	<input type="checkbox"/> Follow-up measures will serve as intermediate outcomes
Attitudes toward Domestic Violence as a Workplace Issue	✓	✓	<input type="checkbox"/> Follow-up measures will serve as intermediate outcomes
Perception of manager's attitudes toward domestic violence as a workplace issue	✓	✓	<input type="checkbox"/> Follow-up measures will serve as intermediate outcomes
Relative Importance of Domestic Violence as a Workplace Issue		✓	<input type="checkbox"/> Follow-up measures will serve as intermediate outcomes
Knowledge of DV and the Company's DV Program		✓	<input type="checkbox"/> Follow-up measures will serve as intermediate outcomes
Confidence in Responding to DV		✓	<input type="checkbox"/> Follow-up measures will serve as intermediate outcomes
Employee DV Referrals		✓	<input type="checkbox"/> Follow-up measures will serve as intermediate outcomes
Satisfaction with Resources Used		✓	<input type="checkbox"/> Follow-up measures will serve as intermediate outcomes