

**Supplementary table 1****Description of how bullying, racial discrimination, job strain and Iso-strain were operationally defined for this study**

<b>Measures used to estimate bullying</b>
Participants were asked how often they had been sexually harassed, verbally abused or intimidated ( <i>never, rarely, sometimes, often, all of the time/unsure/refused</i> ), and when any of these had last occurred ( <i>last week, 2-4 weeks ago, 2-6 months ago, 7 to 12 months ago and more than twelve months ago</i> ). Being bullied was defined as having experienced at least one of these types of bullying within the previous twelve months. Don't know/unsure or refused responses were assigned missing (a total of three respondents over all three questions).
<b>Measures used to estimate bullying and racial discrimination</b>
Participants were asked how often they had experienced racial discrimination by their boss or colleagues in the last year ( <i>never, rarely, sometimes, often, all of the time/unsure/refused</i> ). Discrimination was defined as reporting any experience of racial discrimination. Experiencing racial discrimination and being bullied was defined as having experienced both within the previous year.
<b>Measures used to estimate high job strain and Iso-strain</b>
<p>Karasek's job demand control model was assessed using eleven items on a seven-point Likert scale (Supplementary table 1).<sup>1</sup> There were eight, 7 point Likert items ranging from strongly disagree to strongly agree which measured demand and these were summed to make a demand scale. There were three, 7 point Likert items ranging from strongly agree to strongly disagree which measured control and there were summed to make a control scale. Scores at or above the 75th percentile on the demand scale were defined as high demand and on the control scale as low control. High strain is the combination of high demand and low control (using Karasek's demand/control model of 1979).</p> <p>Workplace social support is measured by an ordinal scale ranging from 1(always) to 5 (never) and collected for both bosses and colleagues. Two support dichotomised support measures were created</p> <ol style="list-style-type: none"> <li>1) support from bosses (High=always,usually (0) vs Low=sometimes, usually not and never (1)</li> <li>2) support from colleagues (High=always,usually (0) vs Low=sometimes, usually not.</li> </ol> <p>Iso-strain is a variable made up of two parts. The first is being in a high strain job and second is having low workplace support from either colleagues or supervisors. Iso-strain, as defined, has previously used to measure the effect of both together on bullying.<sup>2,3</sup> Karasek's model focused on colleague support in the workplace but we wanted to examine the difference, if any, between support from supervisors and colleagues. Therefore, Iso-strain is defined as being in a high strain job without support from supervisors Iso-strain (1) and being in a high strain job with little or no support from colleagues Iso-strain (2).</p>

## Supplementary Table 2

### Statistically significant associations of ever being bullied at work with sociodemographic and work characteristics as listed in Table 1 in the text

	Ever been bullied at work*	
	OR (95% CI)	p
Women	1.5 (1.2,1.8)	<0.0001
Born in New Zealand	1.5 (1.2,1.9)	0.002
Born in India	1.0 (0.7,1.3)	0.942
Born in the Philippines	1.3 (1.0,1.7)	0.070
Trade/Diploma/Certificate	1.8 (1.3,2.4)	<0.0001
Tertiary	1.8 (1.3,2.4)	<0.0001
Aged over 45 years	1.3 (1.0,1.6)	0.019
Iso-strain	1.8 (1.3,2.4)	<0.0001

\* All covariates from Table 1 were entered into the model. Only statistically significant associations are reported on this table.

Reference groups: men with women; born in Australia with born elsewhere; aged between 18 and 45 years with aged over 45 years; having only school education with other higher levels; and Iso-strain with no iso-strain.

## Supplementary Table 3

### Statistically significant predictors of reporting that safety or health at work was at risk due to bullying adjusted for sociodemographic and work characteristics as listed in Table 1 in the text

	Model 1		Model 2	
	OR (95% CI)	p	OR (95% CI)	p
Women	2.0 (1.2,3.4)	0.011	2.7 (1.5,4.7)	0.001
Trade/Diploma/Certificate	5.9 (2.6,13.4)	<0.0001	5.7 (2.1,15.5)	0.001
Tertiary	3.6 (1.7,7.6)	0.001	3.2 (1.2,8.6)	0.020
Machinery operator or labourer	2.2 (1.2,4.3)	0.016	1.9 (0.9,4.0)	0.079
Iso-strain (1)	7.6 (4.7,12.3)	<0.0001		
Iso-strain (2)			8.4 (5.0,14.0)	<0.0001

Two models, adjusted for all statistically significant covariates were developed. Model one assessed workers in Iso-strain (1) jobs and Model 2 assessed workers in Iso-strain (2) jobs. Bayesian Information Criteria, showed no difference between these models and goodness of fit (BIC difference =0.74).

### Supplementary Table 4

#### Statistically significant associations of being bullied within the previous 12 months with sociodemographic and work characteristics as listed in Table 1 in the text

	Bullied within the previous 12 months*	
	OR (95% CI)	p
Women	1.9 (1.4,2.5)	<0.0001
Trade/Diploma/Certificate	2.2 (1.5,3.4)	<0.0001
Tertiary	1.6 (1.1,2.4)	0.028
Work for others part-time	1.9 (1.1,3.3)	0.015
Work for others full-time	2.0 (1.2,3.2)	0.008
Iso-strain	6.1 (4.6,8.1)	<0.0001

\* All covariates from Table 1 were entered into the model. Only statistically significant associations are reported on this table.

Reference groups: men with women; having only school education with other higher levels; self-employed with working for others; and Iso-strain with no iso-strain

### Supplementary Table 5

#### Statistically significant predictors of experiencing racial discrimination and bullying in the last adjusted for sociodemographic and work characteristics as listed in Table 1 in the text

	Model 1		Model 2	
	OR (95% CI)	p	OR (95% CI)	p
Not born Australia	13.3 (4.6, 37.9)	<0.0001	12.1 (4.2, 35.3)	<0.0001
In a high strain job with little support from supervisor	1.7 (0.9, 3.1)	0.08		
In a high strain job with little support from colleagues			2.1 (1.1, 3.9)	0.023

Two models, adjusted for all statistically significant covariates were developed. Model one assessed workers in Iso-strain (1) jobs and Model 2 assessed workers in Iso-strain (2) jobs. Bayesian Information Criteria, showed a difference between Model 1 and Model 2 and goodness of fit (BIC difference =9.3), which provided very strong support for Model 2.

1. Karasek RA. Job Demands, Job Decision Latitude, and Mental Strain - Implications for Job Redesign. *Administrative Science Quarterly* 1979;24(2):285-308. doi: Doi 10.2307/2392498
2. Goodboy AK, Martin MM, Knight JM, et al. Creating the Boiler Room Environment: The Job Demand-Control-Support Model as an Explanation for Workplace Bullying. *Communication Research* 2015 doi: 10.1177/0093650215614365
3. Utzet M, Navarro A, Llorens C, et al. Intensification and isolation: psychosocial work environment changes in Spain 2005–10. *Occupational Medicine* 2015;65(5):405-12. doi: 10.1093/occmed/kqv062