



# EAWOP CONGRESS

The Future is Now: the changing world of work

24-27 May 2023 • Katowice, Poland



**How does the reaction of the audience impact the process of sexual identity disclosure at work?**

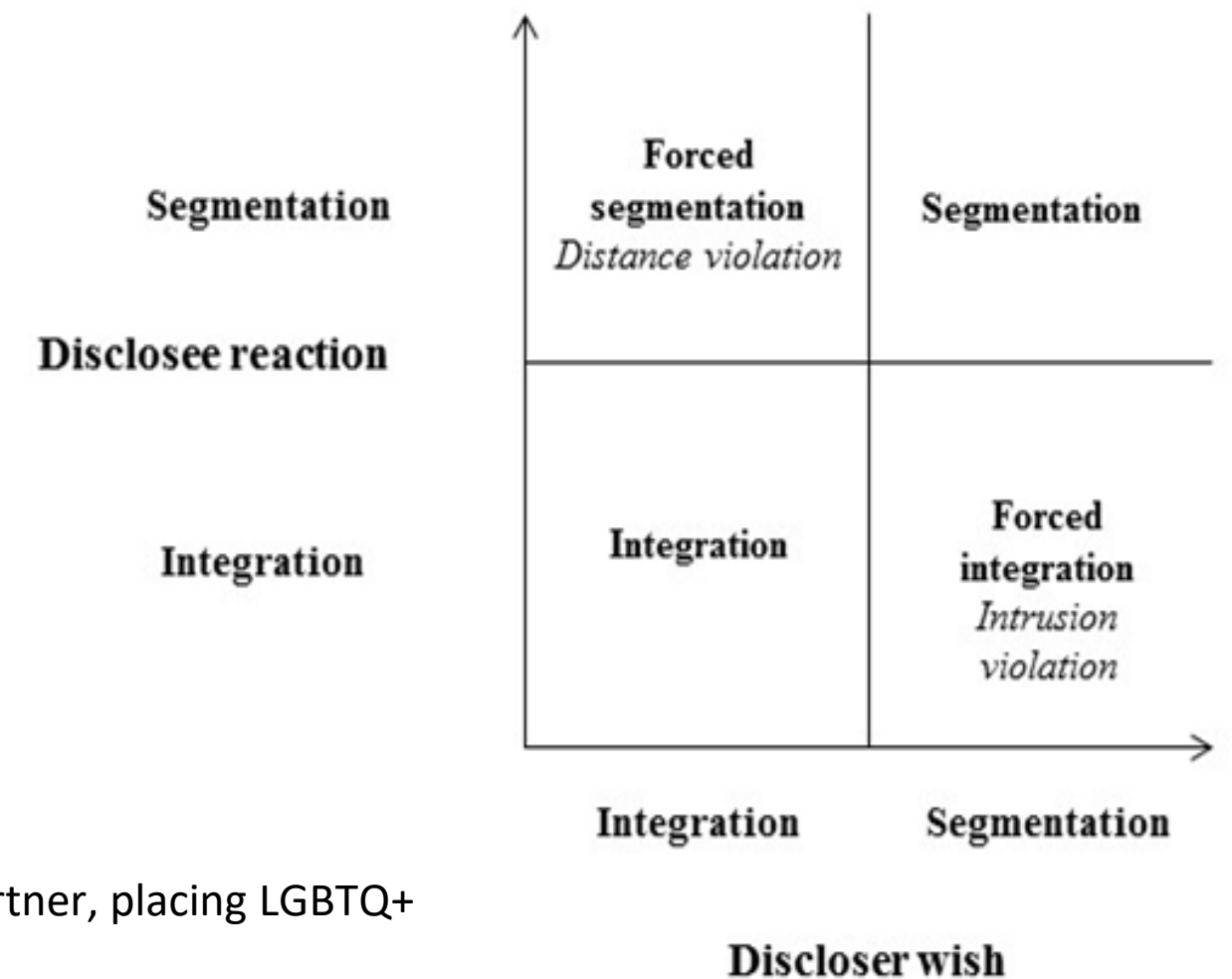
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**University of Sevilla**

**24 - 27 May 2023**

# INTRODUCTION

## SEXUAL IDENTITY DISCLOSURE

- Beyond behaviors under LGB employees' control, the audience (coworkers, supervisors, clients) may play a role (Di Marco et al., 2022)
- Disclosure dynamics (Di Marco et al., 2022)
  - **Integration** → "They speak naturally about matters related to my sexual orientation"
  - **Segmentation** → "They do not make me speak about my personal life if I do not want to"
  - **Distance violation** (forced segmentation) → "They ignore any information or signals from me (e.g., photos of my partner, placing LGBTQ+ flag) to reveal my sexual orientation"
  - **Intrusion violation** (forced integration) → "They spread rumours within the organisation about my sexual orientation"



# THE STUDY

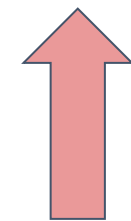
- Analyze the indirect and direct relationships between disclosure dynamics and psychological distress via the perception of working in an inclusive climate and feeling authentic at work.

- Segmentation and integration (respectful dynamics)

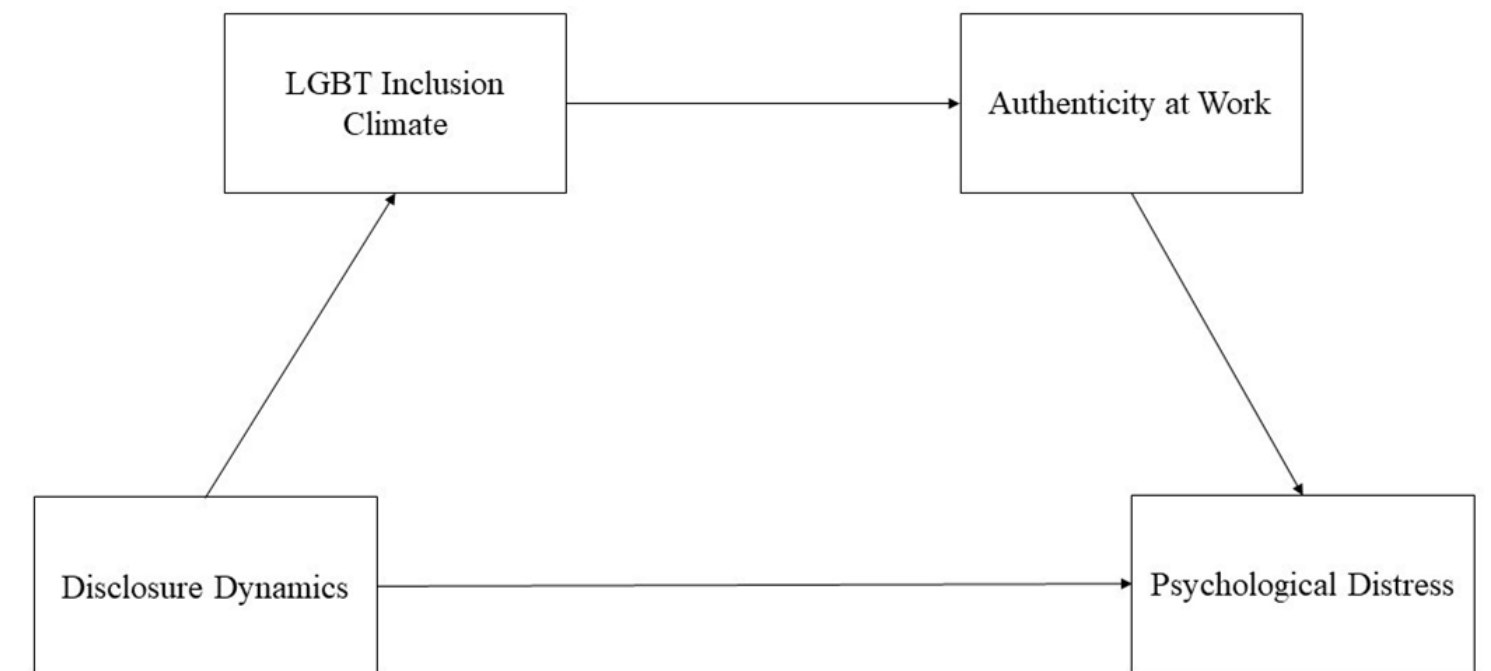


Psychological distress

- Distance and intrusion violation (disrespectful dynamics)



Psychological distress



# THE STUDY

## METHOD

### Participants

- Recruitment through Prolific
- N = 251 LGB employees who are currently working
- 85 gay, 66 lesbian, and 100 bisexual (of which 42 identified as men and 58 as women) employees
- Age: 18 and 74 years old with a mean age of 34 (S.D = 11.43)
- Full-time employees (73 %) with a permanent contract (78 %) and a mean job tenure of 5.22 years (S.D = 3.25).

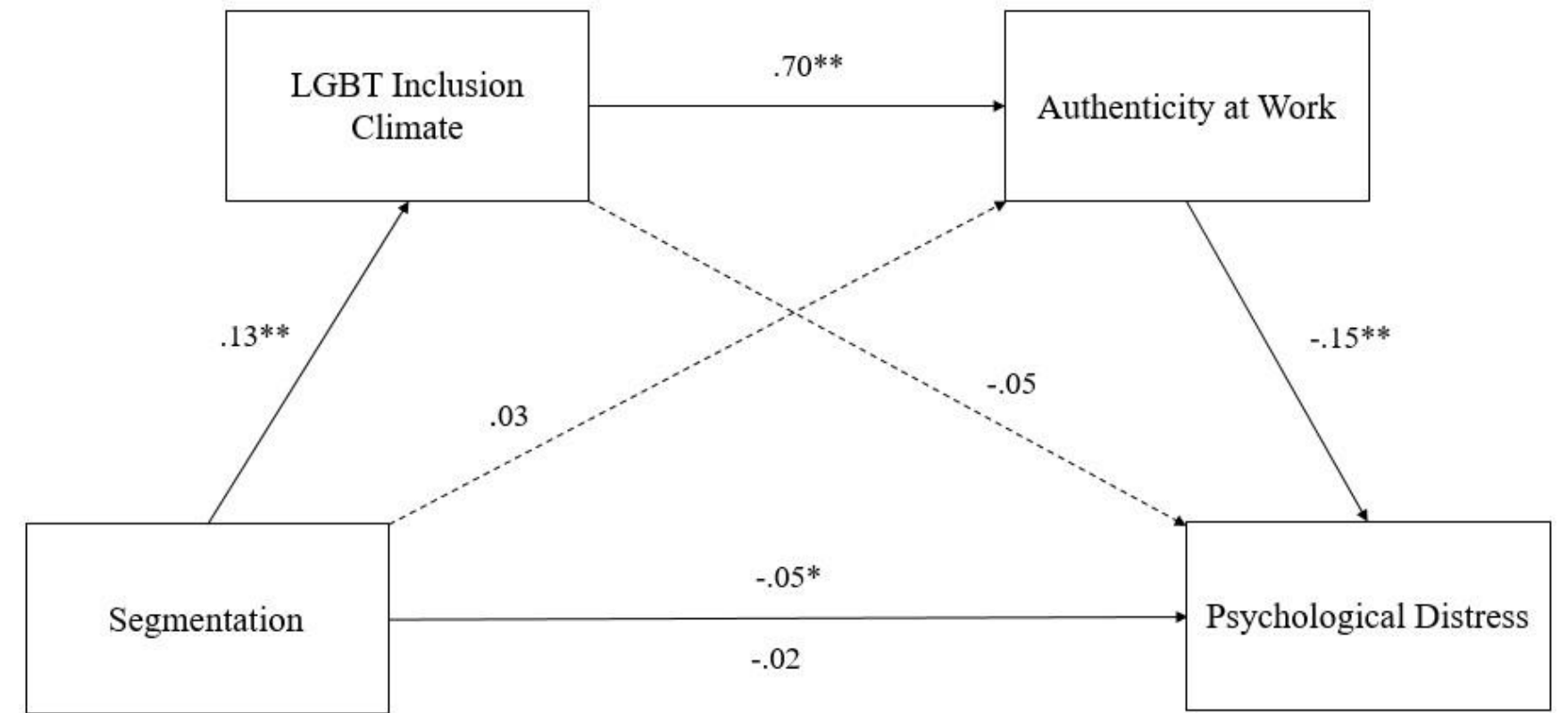
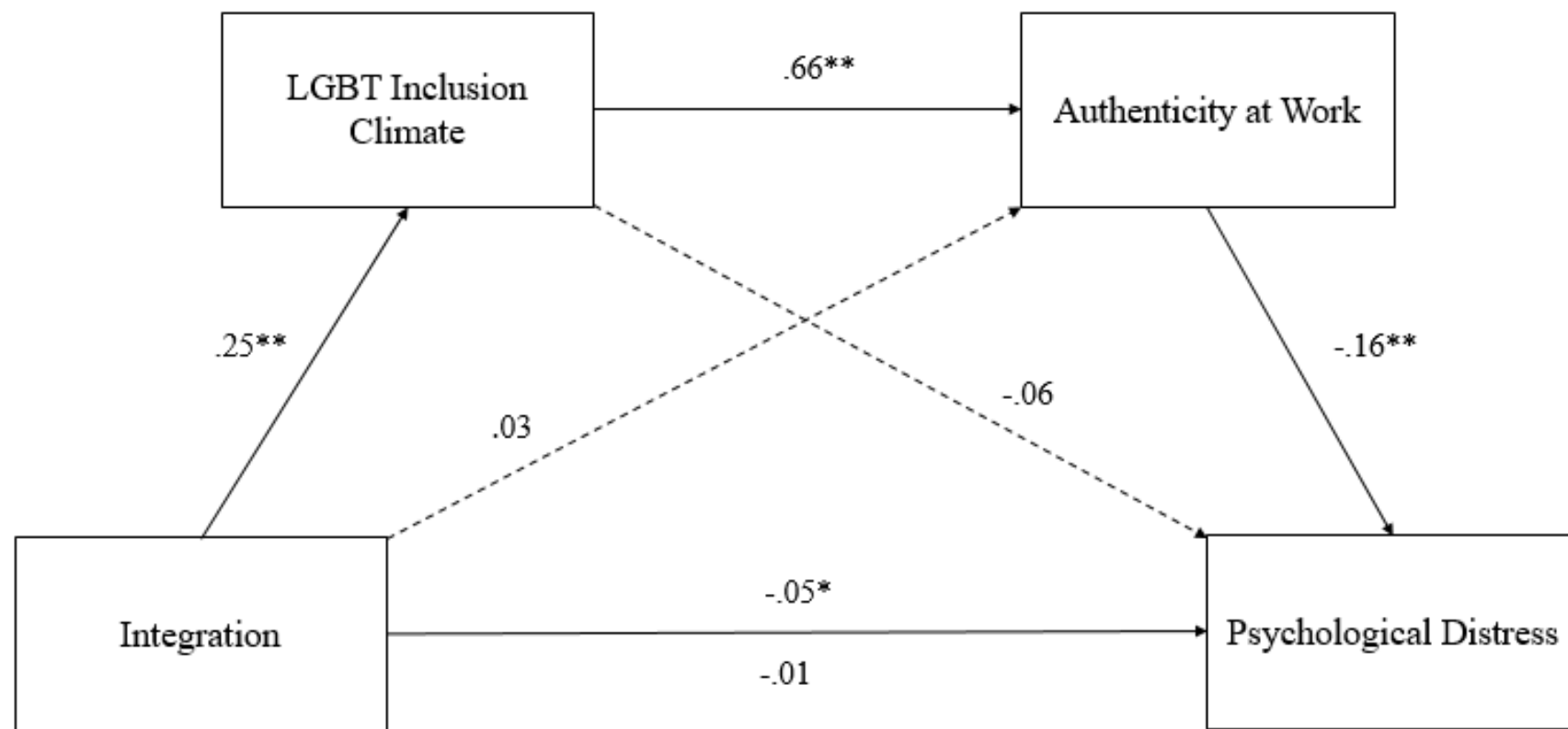
### Procedure

Variables: disclosure dynamics, psychological distress, LGBT inclusion climate, authenticity at work

Analysis: serial mediation analysis using PROCESS macro v.4.1 for SPSS, model 6

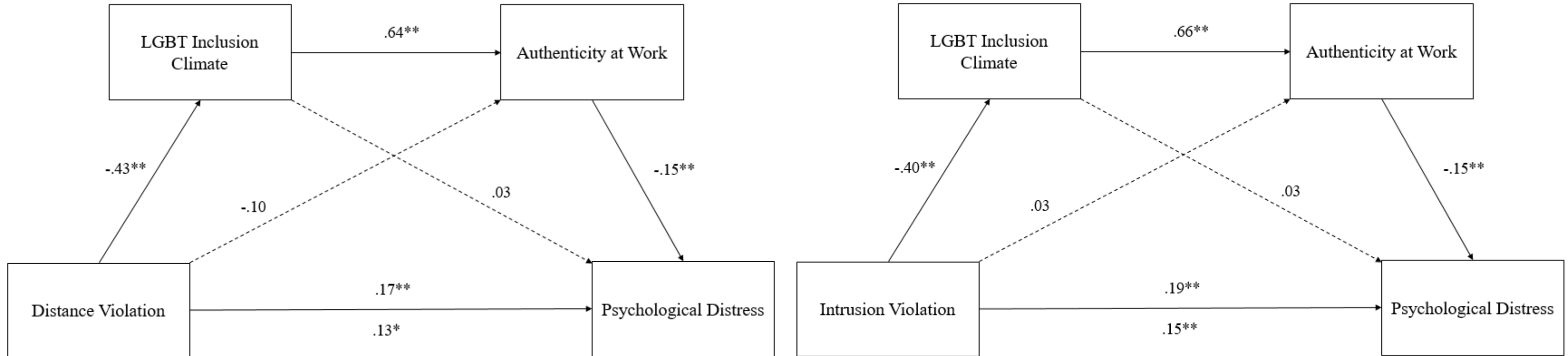
# RESULTS

## RESPECTFUL DYNAMICS



# RESULTS

## DISRESPECTFUL DYNAMICS



# DISCUSSION

- Disclosure dynamics and psychological distress
- Role of third parties in disclosure process and health: beyond LGB employees' behavior
- Practical implications: inclusion

## Limitations and future research

- Participants from different countries
- Future research: longitudinal



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Thank you!

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